



## USA Hockey Board of Directors Meeting June 4, 2025

### Attendance

**Present:** Mike Trimboli, Keith Barrett, Ryan Bedford, Cheri Bonawitz, Caitlin Cahow, Julie Chu, Tom Cline, Dwayne Dillinger, Don Gould, Noah Grove, Donna Guariglia, Bob Joyce, Donna Kaufman, Kris Knauss, TC Lewis, Taylor Lipsett, Mike MacMillan, Kevin McKee, Steve Oleheiser, John Tobin, and Andy Yohe.

**Absent:** Bill Daly, Declan Farmer, and Jen Lee.

**Staff Members:** Pat Kelleher, Ted Devine, Tony Driscoll, Casey Jorgensen, Kelly Mahncke, Bob Mancini, Scott Monaghan, Tami Tranter, and John Vanbiesbrouck.

### Call to Order

Mike Trimboli called the meeting to order at 8:00 am mountain time. Mike took a moment to recognize that Declan Farmer was on his honeymoon, and expressed condolences to Mike MacMillan on the loss of his father, and to all of us on the loss of Don Mulder. Pat Kelleher congratulated Noah Grove on his recent Gold medal, and thanked Bill Daly for his attendance yesterday and for the NHL support to USA Hockey. Pat also recognized several notable work anniversaries.

### Conflict of Interests

None.

### Legislative Submissions

Casey Jorgensen and Donna Kaufman provided explanations of the legislative proposals that will be voted on during the Congress meeting. Kris Knauss detailed the NDJ proposals, including the name change to the USA Hockey Development League and pending amendments. Donna clarified how the process will proceed for amendments only during the Congress meeting on Saturday.

### USA Hockey Foundation & Arena Report

Tami Tranter referenced the updates that are included in the Development Report. Pat Kelleher explained that the pledge from Charlie Jacobs involves a five-year commitment with a significant donation to the arena project. He added that Peter Karmanos has also verbally made a significant commitment, which is still in process. Tami praised the efforts of the Campaign Committee members and noted that there are gifts coming in the future with the \$5M goal nearly halfway reached. The Foundation is working on the Olympic & Paralympic family fund and VIP-level donor packages for Milan and is collaborating with Tony Driscoll. Tami highlighted the success of the online jersey auction, which has already raised about \$175,000. Invitations to the Circle of Champions will be sent out in the coming weeks. John Tobin announced the USA Hockey candidates for the Foundation Board.

Scott Monaghan provided an update on the arena, including summer programming and the summer drive-in, which generates about \$250,000 annually. Summer training will begin to ramp up, along with Four





Nations and the usual rental business. Scott continued with details about the planned updates for the arena and mentioned that bids are still coming in for various parts of the project. Pat outlined the current financials, including a five-year gift of \$2.4 million from the Easton Family Foundation. There was discussion about potential state and federal grants available, especially for updates like LED lighting.

### **Council Chairperson Reports**

Keith Barrett opened his report by explaining what would be presented at the Town Hall, starting with the new 6U and 8U coaching clinics that will be launched. Keith included a video showing the numbers and highlights from the National Championships, including USA Hockey TV ratings. He complimented the work of all staff and volunteers involved in these tournaments. He also updated that the Boys National 16 Camp and Boys 17 Festival dates have been switched to better align with the NHL draft and NHL scouts.

Keith briefly reviewed the Development League presentation included in the meeting book. Kris Knauss added to the summary of the presentation, explaining how the Development League will help refocus the Tier I environment to enhance player development, as well as how NCAA rule changes will impact this development.

Don Gould provided an update on the Girls section, highlighting how more girls are getting involved in hockey at the grassroots level. A significant factor has been the success of the PWHL and the Women's National Team. Female participation has been steadily increasing, with overall growth of 4.63% last year, now making up 17% of all players. A subcommittee has been established to develop a national leadership and mentorship program specifically for girls. During the 2024-2025 season, 98,395 girls and women participated, up from 94,037 the previous season, with a target of reaching 100,000.

For Juniors, TC Lewis mentioned that much of his update was based on statistics and included in the report. TC highlighted the potential impacts on the NCAA ruling and the CHL players who will be transitioning to college hockey. John Vanbiesbrouck added that the leagues are competitive and strong. There was also further discussion about changes among USHL teams and possible expansions.

Tom Cline provided an update on the Adult Council, mentioning that he had a chance to talk to players and volunteers at the Pond Hockey event and Nationals, and they expressed gratitude for still having a high-level place to play hockey. Tom mentioned that the growth was positive at both events and that they will review the data to see which areas performed well and which need improvement. One initiative is to send emails to players and parents still in youth hockey to make sure they know about their adult hockey options. Tom expressed that the Council greatly misses Don Mulder after his recent passing.

Dwayne Dillinger opened the International Council report by touching on the season recap with four Gold medals and that we are heading into the Olympic and Paralympic season. Dwayne mentioned that former NTDP coach, Dan Muse, has moved to the NHL as the Head Coach of the Pittsburgh Penguins. The dates have been announced for the Women's Rivalry Series in Cleveland and Buffalo. John Vanbiesbrouck added that it has been publicly announced that Russia would not be involved in the 2026 Olympics. He added that the Men's National Team Orientation Camp would be August 25-28. This will be the first time that there is not a women's residency program leading into the Games and discussions are still ongoing with the PWHL on when those players will be released for the National Team. Discussions continued surrounding the IIHF and holding a Women's World Championships in April following the Olympics and the strain that is putting on both the PWHL and USA Hockey in terms of naming the team and related events. Mike added a note that Steve Cash will be inducted in the US Olympic and Paralympic Hall of Fame in July.





Donna Kaufman opened her report by explaining that the way the Membership Report is provided will start to change as they collect more data. Donna went through the numbers to show which markets and groups had the most growth. Girls 19U and below had growth of 17% and 31% among female adults whereas boys or male youth were less than 1% growth. One thing being considered is moving Try Hockey for Free day from November to September to try to get youth players interested at the beginning of the season. DE&I growth is shown across the board however retention of players between ages 11 and 18 continues to be an issue. The partnership with the NHL and Learn to Play continues to be successful and we will be expanding into six non-NHL cities. There is potential for an adult fantasy camp or adult Try Hockey for Free to try to increase the Adult Hockey membership. Working to enhance our analytic capabilities to help with marketing, technology, and player development. Ted Devine discussed the membership goal of 2% growth for next year. Ted further elaborated on the master spreadsheets and the way that the information is being shown to those outside of the Membership Council.

John Tobin provided a brief overview of the appeals submitted to the National Appeal Committee in recent years, noting an increase this year. He explained the NAC process and timeline and mentioned one pending arbitration. Casey Jorgensen discussed the appeal numbers, highlighting that the NAC was a positive governance change. He also announced that the Colorado Amateur Hockey Association has elected a new president and that CAHA's lawsuit against Randy Kanai has concluded the trial and they are now waiting for the final order. He addressed another affiliate issue involving a Tier I program from North Dakota, where an individual seeking to establish a new Tier I program was denied twice after hearings and arbitration last year. The individual filed an Antitrust Complaint with the North Dakota Attorney General. The affiliate has retained counsel, and we are working with that counsel for NGB guidance. The same party also filed a complaint against USA Hockey under Bylaw 10.H. An update was provided on upcoming changes to NCSI background screening, which may be required annually at \$22 and will be transferable across the Olympic movement. California and Florida are implementing new state background screening requirements, including fingerprinting, which will alter those states' screening processes. Casey expressed concerns about the impact of annual background checks on staff. Negotiations and updates to the Transfer Agreement are ongoing and there was a brief update on potential changes to transgender eligibility rules prompted by Senators and state policies, which could affect our programs. The Center for SafeSport recently terminated their CEO. Over the past six weeks, the NGBs have engaged closely with the Center for SafeSport to foster a more collaborative relationship. Casey noted that we will implement Real Response for text-based reporting and an automated triage system for complaints; the draft contract has been received. Regarding litigation, there are ongoing cases in New York involving sexual abuse dating back to the 1980s, with discovery nearing completion. Recently, there have been two threats of litigation: one from a litigious pro se individual threatening to name several individuals and USA Hockey; and another related to the affiliates' handling of racial and discrimination cases.

Tony Driscoll opened the Marketing, Communications, and Events report by mentioning that we are entering a year with relatively low renewal needs, which should provide an opportunity to grow the sponsorship base. However, the market uncertainty, especially around tariffs, adds some challenges to those conversations. Tony also noted that on the event side, we are off to a solid start with ticket sales for the rivalry series pre-sale. After that, we will move into the World Juniors and the Summer Showcase. Regarding public relations, there are discussions about a documentary about the Women's National Team leading up to the Olympics, among other projects, and we had multiple documentary crews in Buffalo for Sled Worlds.





### **IT Update**

Don Gould gave a quick update on the new LMS, praising the entire team for their work on the launch. Bob Mancini added that he has received positive feedback from coaches and officials in the field and throughout the course process. Kelly Mahncke reviewed the IT roadmap and the upcoming update timelines. Don and Kelly each discussed how the new Single Sign-On system would help integrate the membership and Safe Sport programs. They also talked about how items will be budgeted next year for various IT projects, including registration, the EMS, AI, and data security. Kelly mentioned that a draft cybersecurity and AI policy is in progress and will be shared first with the working subcommittee. Kelly also provided an overview from the Budget Committee call regarding IT funding, staffing, and analytics, followed by discussion.

### **Diversity, Equity and Inclusion Report**

Donna Guariglia opened by recognizing Pride Month in June. Donna also commended everyone for the increases in people of color in the organization. Casey Jorgensen addressed the President's Executive Order and its potential impact on transgender eligibility policies. The discussion included the effects and consequences of conflicting laws and policies between the states and the federal government.

### **US Ice Rink Association Update**

TC Lewis advised that there are five appointees to the US Ice Rink Association Board, including himself, Pat Farrell, Eric Guzdek, Donna Kaufman, and Mike Mulhall. TC and Donna are up for reappointment in August. Membership declined 2% after a January 2024 fee increase, but revenue increased by 21%. The Association is projected to be approximately 8% higher in registrations and 16% higher in revenue as of May 31st, with about \$1 million in revenue annually. The recent NARCE conference had 685 attendees.

### **Strategic Plan**

Tony Driscoll explained how the strategic plan is being developed for the next quad after the Olympics, as well as updating us on the progress made in the current quad. Donna Guariglia discussed the goals of promoting equity across the organization, identifying growth opportunities, and using analytics to better measure the organization's profits. Additional details are available in the report and will be covered in the Town Hall. There was some discussion about onboarding new Congress members and whether that includes the Strategic Plan.

### **Future Meetings**

The fall in-person Board meeting will be held November 14-15, 2025, in Tampa, Florida. The 2026 USA Hockey Winter Meeting will be held January 14-18, 2026, in Nashville, Tennessee. The 2026 USA Hockey Annual Meeting will be held June 3-6, 2026, in Denver, Colorado.

### **Old Business**

None.

### **New Business**

None.





### **Executive Session**

John Tobin made a motion to move into Executive Session. (2<sup>nd</sup> Bob Joyce).

Mike Trimboli resumed the regular session at 2:42 pm Mountain Time. He stated that during the Executive Session, the Executive Committee approved the recommendations of the Ethics Committee on a pending matter and also approved the recommendation of the Compensation Committee regarding provisions of the Executive Director's contract as amended, each by unanimous consent.

### **Adjournment**

Kris Knauss moved to adjourn the meeting (2<sup>nd</sup> Mike MacMillan). Meeting adjourned.

