



USA Hockey Board of Directors Meeting July 14, 2025

Attendance

Present: Mike Trimboli, George Atkinson, Keith Barrett, Ryan Bedford, Caitlin Cahow, Tom Cline, Declan Farmer, Lyndsey Fry, Don Gould, Donna Guariglia, Eric Guzdek, Bob Joyce, Donna Kaufman, Kris Knauss, Taylor Lipsett, Mike McCullough, Al Montoya, Shawn Spencer, and John Tobin.

Absent: Bill Daly, Julie Chu, Noah Grove, TC Lewis, and Kevin McKee.

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

Call to Order

Mike Trimboli called the meeting to order at 2:01 pm Mountain Time.

Mike welcomed the new board members, Shawn Spencer, Mike McCullough, George Atkinson, Eric Guzdek, Al Montoya, and Lyndsey Fry. Each introduced themselves and provided their background.

Conflict of Interests

None.

Approval of Minutes

Kris Knauss made a motion to approve the June 3, 2025, minutes (2nd Donna Kaufman). Minutes were approved.

John Tobin made a motion to approve the June 4, 2025, minutes (2nd Bob Joyce). Minutes were approved.

Keith Barrett made a motion to approve the June 7, 2025, minutes (2nd Don Gould). Casey Jorgensen noted that the minutes previously inadvertently listed Andy Yohe in attendance. Minutes were approved as corrected.

President's Report

Mike Trimboli noted that the book in BoardEffect was smaller than usual for this meeting because reports were not requested for this meeting. He updated the new members on what they will typically see in the meeting book and the timeline they will have to review those documents before the meeting. Mike also explained that each new member has been assigned a mentor to answer questions, provide background information, or clarify topics and each new member was provided with an onboarding document.

Executive Director's Report

Pat Kelleher began by mentioning the various player development camps but noted that it has otherwise been somewhat quieter across the organization during the early summer period. He provided an update on the PWHL and NHL drafts that took place at the end of June, including the PWHL with 23 Americans





drafted and the NHL with 52 Americans drafted, including 7 in the first round. Of the Americans drafted, 23 were NTDP alumni, the highest number ever in a single draft. Pat detailed the Team USA Hall of Fame Ceremony, with Paralympic sled hockey goaltender Steve Cash being inducted. Pat and Mike Trimboli have been working on the council, committee, and section appointments for the upcoming season which need to be finalized by the end of July, and they will discuss athlete appointments with Taylor Lipsett and Julie Chu next week. Pat, John Vanbiesbrouck, and Katie Million will be traveling to Salt Lake City for the Winter Sport Meetings with the USOPC and other winter sports in preparation for Milan in 2026 and the 2030 Games in the French Alps. He concluded by echoing Mike's comments and welcoming the new board members.

Treasurer's Report

Donna Guariglia reported that as of May, the net income is \$8.3 million, exceeding budget projections by \$203,000. Total revenue year-to-date was \$560,000 less than budgeted, while total expenses were \$763,000 under budget, resulting in a favorable variance. Total revenue through May is \$51.3 million, reflecting a positive 0.1% year-to-date variance due to the ERC grant money received. Registration revenue is under budget by \$606,000, mostly because ACHA was invoiced in June instead of May, as initially budgeted. CEP continuing education is also under budget. Grant revenue is under budget by \$1.1 million, primarily due to timing differences and the College Hockey, Inc. grant now going directly from the NHL to College Hockey, Inc. Event revenue is under budget year-to-date due to the IIHF U18 Men's World Championship and the Men's Sled World Championships, which are still being reconciled to minimize the budget impact. A significant variance is expected for the U18s, with a smaller variance for the Sled event compared to our budget. The year-to-date expense total is \$43 million, coming in \$763,000 under budget. Operating expenses are \$300,000 over budget, mainly due to timing differences. Equipment and minor purchases are over budget by \$204,000, primarily in international expenses. Grants are over budget because of the timing of the USHL payment. Insurance costs are over budget due to payment timing and will be slightly over overall, partly because of better excess GL coverage. Postage and printing expenses are timing-related and expected to even out. Travel expenses are \$487,000 under budget, with domestic flights running lower than in the same period last year, as travelers are managing their expenses well.

Legal Report

John Tobin reported that there have been three appeals since the last meeting, with two decisions finalized and one draft prepared for review. Casey Jorgensen mentioned that it seems certain that all of the NGBs will need to modify their transgender athlete eligibility policies to align more closely with current Federal policies on transgender athlete participation. He added that this likely needs to happen in the next couple of months, though there are no final updates yet. Some discussion continued about which levels would be affected and whether it would impact the upcoming season.

Council Chairperson Updates

Keith Barrett provided a brief overview of the player development camps, including the conclusion of the 17 Camp with Atlantic winning and New England finishing second.

Don Gould mentioned that the girls' camps would start from July 18-29 and finish with the Women's August Festival August 3-9.





Tom Cline provided an Adult Council report in BoardEffect and also introduced his dog Albert to the new Board members.

Kris Knauss advised he had spent his first month mostly onboarding and learning a lot about the VP International position and duties. John Vanbiesbrouck advised that the World Junior Showcase, which will be held in Minnesota from July 26 to August 2 featuring Canada, Sweden, and Finland. Afterward, the Women's Camp will take place in Lake Placid.

Donna Kaufman reported that even though it is early in the season, all membership categories are up compared to last year. Affiliate Growth Coordinators are working on strategic plans for the year. The ACHA partnership has increased teams and is hopefully exceeding 500. Donna said that we are nearly ready with our six cities for the NHL's expanded Learn-to-Play program. She added that at Level 5 this year, there will be a presentation on growth coordinators and leading a symposium in coordination with the Columbus Blue Jackets and Mid-Am. This will include some Try Hockey for Free events. CAHA will hold a 'Hockey is for Everyone' event with over 100 diverse hockey players in late July.

Scott Monaghan said the USA Hockey Arena would be ramping up with the pre-camp for the Hlinka team, hosting the U17 4Nations, the ODP referee camp, and the men's and women's national teams from now until mid-September.

Tony Driscoll provided an update on the partner recaps for the year, which included many useful metrics and feedback. He aims to get a head start on some of the renewals scheduled for the upcoming season. Regarding event planning, there is a strong focus on World Juniors and the World Junior Summer Showcase. Tony also had a recent meeting with IIHF staff to discuss Event Code for U18.

Don Gould gave a quick update on the ongoing LMS work, highlighting extensive content development and use of platform features. He also mentioned that data analytics will begin soon.

Old Business

None.

New Business

Mike Trimboli explained that Donna Kaufman and TC Lewis are up for reappointment as representatives to the US Ice Rink Association Board. John Tobin made a motion to approve their reappointments (2nd Keith Barrett). Motion was approved.

Kris Knauss mentioned that the Development League would resume discussions in the next few weeks to continue work on outlining plans for the program after our June meetings.

Future Meetings

The next meeting will be held on August 11, 2025, via Zoom.

Executive Session

Donna Kaufmann made a motion to move into Executive Session (2nd Tom Cline). Motion was approved.





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Mike Trimboli resumed the regular session at 2:39 pm Mountain Time. He noted that during the Executive Session, the Board of Directors approved the Ethics Committee's recommendation regarding an investigation by unanimous consent.

Adjournment

Bob Joyce moved to adjourn the meeting (2nd Keith Barrett). Meeting adjourned.



USA Hockey, the national governing body for the sport of ice hockey, is a member of the International Ice Hockey Federation and the United States Olympic & Paralympic Committee

