



USA Hockey Board of Directors Meeting September 8, 2025

Attendance

Present: Mike Trimboli, Keith Barrett, Ryan Bedford, Caitlin Cahow, Tom Cline, Declan Farmer, Lyndsey Fry, Don Gould, Noah Grove, Donna Guariglia, Eric Guzdek, Bob Joyce, Donna Kaufman, Kris Knauss, TC Lewis, Taylor Lipsett, Mike McCullough, Kevin McKee, Al Montoya, and John Tobin.

Absent. George Atkinson, Bill Daly, Julie Chu, and Shawn Spencer.

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

Call to Order

Mike Trimboli called the meeting to order at 2:02 pm Mountain Time.

Conflict of Interests

None.

Approval of Minutes

Mike McCullough made a motion to approve the August 11, 2025, minutes (2nd Don Gould). Minutes were approved.

President's Report

Mike Trimboli congratulated the Women's National Sled Hockey Team on winning a gold medal at the first ever Women's Para Ice Hockey World Championships. The team defeated Canada 7-1 and finished with an overall goals for/goals against record of 34-1. Mike shared details about the start of the season, including Welcome Back Week and its daily themes. He attended the Level 5 Coaches Symposium in Columbus, Ohio where 533 coaches were present. Mike also spoke about the Advanced Officiating Symposium held in Tyson's Corner, Virginia, with 170 experienced officials. He appreciated seeing representation from both presenting at both events and emphasized maintaining connections between the two as they move forward with the ultimate goal of hosting both events simultaneously at a common site. Additionally, he participated in the NTDP and Men's Olympic Orientation Camps at the end of August in Plymouth, Michigan. He commented on how great it was to observe the 44 candidates for the Olympic team sitting in a restaurant with the incoming NTDP players and having meaningful conversations. Mike noted the announcement of the U.S. Hockey Hall of Fame Class of 2025, with the induction event scheduled for December. Mike will be travelling to the upcoming IHF Semi-annual Congress and Global Hockey Forum at the end of the month. Lastly, Mike discussed recent calls with Pat Kelleher and their Hockey Canada colleagues, sharing updates from recent council meetings and preparing for the upcoming events.





Executive Director's Report

Pat Kelleher opened by detailing Welcome Back Week and attending the Level 5 Coaches and Officiating events. He praised the consistent theme of improving the game for participants at every level, with an emphasis on communication. Pat discussed the NTDP and Olympic Orientation Camps, including the work from the communications team on content. Pat also mentioned that the Women's National Team will be in Plymouth the following week that would include developing content for our women's program related to the Olympics and upcoming events. He talked about the events at the National Office this week, including the Officiating Department's week of meetings and the end-of-summer office picnic. Pat discussed the upcoming IIHF meetings and the Global Hockey Forum. Pat described last week's discussions with Hockey Canada around men's, women's, sled, and junior hockey, including the impacts of the NCAA rule change on junior hockey's landscape and environment. Pat said we will keep talking with Hockey Canada and the NHL about how ongoing changes to junior hockey and the top-tier leagues are affecting the sport. He wrapped up his report by noting that registration information will be sent out in the coming weeks for the November in-person meeting.

Treasurer's Report

Donna Guariglia reported that as of July, the net income is \$7.9 million, exceeding budget projections by \$4.3 million. Total revenue year-to-date was \$1.8 million more than budgeted, while total expenses were \$2.5 million under budget, resulting in a favorable variance. Total revenue through July is \$60 million, including the Employee Retention Credit received by USAA Hockey. Event revenue is below 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. As outlined in June, a significant variance is expected for the U18s, with a smaller variance for the Sled event compared to our budget. We received \$1.4 million for winning the Men's World Championships, which is \$750,000 more than budgeted so it helps to boost the line item. The year-to-date expense total is \$52 million, coming in \$2.5 million under budget. Operating expenses are \$1 million under budget, mainly because the College Hockey, Inc. grant expenses that sunsetted this year. Postage, printing and travel expenses are also under budget. The AEDs did a great job of reforecasting for the end of the year, and work continues through the end-of-year estimates as we prepare for the audit. Donna said that the site reviews are progressing well and they anticipate being completed with all 26 by the winter meeting. The fee structure committee will be meeting this month and the finance and accounting team has completed the 403(b) audit. Donna added that we are preparing for three financial audits and two workers' compensation audits that are scheduled to start this month. Kris Knauss asked how the budgeting was handled for the Women's World Sled event. Kelly Mahncke clarified that it was not budgeted due to the late planning of the event.

Kelly Mahncke provided an update on the insurance renewal. She stated that we would have better coverage and lower costs. Kelly says we will have no reduction in coverage, the deductibles were either maintained or improved, and we were able to provide options to enhance prime limits and coverages. This primarily impacts the membership. There will be a \$167,000 reduction in premiums, partly due to discussions with the HARP Board where they agreed to consider taking on more risk in HARP. Kelly also mentioned that the Insurance Handbooks would be issued soon.

Don Gould provided the IT update, stating that we are still implementing the Learning Management System (LMS). Don discussed the current prioritization, including analytics and artificial intelligence, and mentioned that the IT Subcommittee will continue to examine how to prioritize initiatives in the most sensible way. He also revisited the recommendation of implementing an IT request form to ensure IT





initiatives are prioritized appropriately. Kelly added that ongoing discussions are also taking place regarding the single sign-on plans, starting with SafeSport Training. Overall, the new LMS system has been progressing well, with 30,000 courses registered so far.

Council Chairperson Updates

Youth: Keith Barrett briefly discussed two links in the report to videos from a female officiating seminar in Los Angeles and a Level 1 Symposium hosted by Mid-Am. Keith praised the work done to host the Advanced Officiating Symposium. He added that the Grassroots Officiating Subcommittee applied for and received a \$15,000 grant through the USA Hockey Foundation for five \$3,000 scholarships to local programs for mentorship efforts. Bob Mancini added that Scott Zelkin would be leaving USA Hockey to take a position with the IIHF and praised him for his contributions over the years.

Girls: Don Gould noted that the Girls' development camps went very well this year, with 216 girls attending the 15 camp and 170 for the 16 camp. Based on survey results from parents and players, it was a great overall experience. He added that players received some pre-camp support on nutrition, strength and conditioning videos, and mental performance. This was the second year for the 19 camp, which included the women's national team staff, collegiate select team staff, and some national team players and alumni. Don thanked the staff and volunteers for all their work on the camps.

Junior: TC Lewis mentioned that the USHL and NAHL pre-seasons have begun, and the NA3HL season is already underway. TC noted that discussions are ongoing about the NCAA rule change and its effects on junior hockey.

Adult: Tom Cline updated that the ACHA currently has 569 teams this year, with about 5,000 men and 1,000 women. He added that all tournament and Adult Classic information will go live on September 12.

International: Kris Knauss started by discussing his experience at the Advanced Officiating Symposium and the Olympic Orientation Camp. He congratulated Rod Braceful from the NTDP and Kevin Porter as the head coach for the Hlinka-Gretzky team. John Vanbiesbrouck added that we were asked to provide a set of Team USA jerseys with names and the number 25 for the Ryder Cup team.

Membership: Donna Kaufman discussed Welcome Back Week and Try Hockey for Free events. Membership numbers are still high, including referees, 6U, 7U players, and adults. We will continue monitoring the data for 13 to 18-year-olds. Donna said that the growth coordinators were in Columbus and we held Try Hockey for Free events with the Columbus Blue Jackets. Currently, five of the six NHL Learn-to-Play pilot programs are ready to launch, and it will be exciting to see their impact in non-NHL markets. She added that we will also work with the AHL on Try Hockey for Free events. We have been working with YouTube and Facebook on the USA Next Generation initiative. Ted Devine said that we're at approximately \$23 million in membership revenue, with a member gap of about 181,000 members to close in the coming months. Ted expressed concerns about the 13 to 18 age group. So far, we've reached about 70% of the player target, 61% of the referee target, and 51% of the coach target for the year-end goals. Overall, membership is up by 2.1%.

Tami Tranter gave an update on the Foundation, including the USA Hockey Arena campaign and the Olympic Fund for the 2026 Olympics, as well as some larger gifts received in recent months. She expects to provide a full report on those gifts at the in-person meeting in November.





Eric Guzdek provided an update on the November Affiliate Presidents' meeting and the Rivalry Series game that is scheduled at the same time.

Legal Report

John Tobin advised that there is one pending appeal from Michigan. Casey Jorgensen mentioned that we are close to finalizing the women's and sled teams' respective agreements and that discussions on the Transfer Agreement is still in process with Hockey Canada. He said that there were two Transfer Agreement arbitrations recently resolved, one between a Western Hockey League team and a USHL team, and the other was from the NTDP against another Western Hockey League team.

Old Business

Mike Trimboli described the current status regarding Transgender Athlete eligibility and mandated changes based on the federal government directive and meetings with the USOPC. Discussions continue among the USOPC, NGBs, and NGB Council on guidance and how to proceed with policy development. Mike recommends continuing these discussions and monitoring the process, with a Board vote expected in the coming months. Casey Jorgensen opened by directing the Board to the policy draft in BoardEffect, which includes the USOPC's suggested changes. The USOPC has approved the current draft. Mike emphasized that the priority is to proceed in the best way possible, rather than rushing to be first. Casey shared that the policy will conflict with state law in certain states, which is something both the NGBs and the USOPC are aware of. Donna Gauriglia mentioned that Casey participated in a DEI Committee call to discuss this topic. There was discussion of whether there could be any policy variations based on competitive level or age group, but the requirements in the Executive Order apply to all NGB programs. There was also discussion of when the policy would take effect, which will be determined when the Board votes. Mike reiterated his recommendation for the Board to wait another month before voting on the final policy. Pat Kelleher noted that only a few NGBs have large-scale grassroots memberships like USA Hockey. Don Gould emphasized the importance of educating coaches and athletes about the topic and proposed changes. This discussion will continue on next month's agenda.

New Business

Pat Kelleher offered his condolences to Rae Briggie, who worked with USA Hockey for over 25 years, after the recent passing of her husband, Bob Briggie.

Mike Trimboli congratulated Caitlin Cahow on the birth of Remy and Steve Thompson on the birth of Thomas.

Future Meetings

The next meeting will be held on Tuesday October 14, 2025, via Zoom.

Adjournment

Tom Cline moved to adjourn the meeting (2nd Eric Guzdek). Meeting adjourned.

