



Member, United States
Olympic & Paralympic Committee

USA Team Handball board meeting

Minutes of the 3-Aug-2021 regular meeting teleconference

Board members in attendance

- Michael Wall -- Chair
- Tracy Deforge
- Sandra De La Riva Repede
- Jennifer Fithian
- Patrick Jalabert -- acting as secretary
- Julian Orr
- Mark Ortega
- Ebiye Udo Udoma

Board members excused

- Camille Nichols, had provided some feedback in anticipation of not being able to attend

USATH Staff in attendance

- Ryan Johnson -- CEO

Call to order

The meeting was called to order at 2 pm MT by Michael Wall, Chair. Mr. Wall thanked board members for joining, and reminded them that several topics would be discussed, as detailed in the shared agenda. Mr. Wall asked Mr. Jalabert to act as secretary, and take minutes for the meeting.

Agenda item #1 -- CEO report

- Mr. Johnson presented three newly drafted policies covered anti-discrimination, anti-doping, and whistleblower procedures. The policies had been provided to board members for review ahead of the meeting. All three were drafted by similarity with existing NGB policies within the Olympic movement, and some limited USOPC guidance.

Motion

A motion was made to approve the policies, and was duly seconded. Hearing no objections, the motion passed unanimously.

- Mr. Johnson provided an update on his work on the USATH code of conduct. In line with recommendations from Employment Compliance Solutions (ECS), this code of conduct should be posted and abided by, but individual signatures are not mandatory. This approach was agreed upon by the board. Mr. Johnson committed to working on a final revision to the code of conduct, and submitting for approval over email prior to the next meeting in September.
- Mr. Johnson provided an update on his work on the USATH conflict of interest policy. Based on a recommendation from ECS, Mr. Johnson planned to review whether the USOPC expects a “statement of ethics” to be included in the conflict of interest policy. Once that determination is made, the updated document would be submitted for approval over email.
- It was noted that the conflict of interest policy must be reviewed and signed annually by all USATH staff.
- A related topic was raised vis-a-vis National Team athlete memberships. Mr. Johnson confirmed that National Team athletes are still expected to follow the Sport:80 registration process, even though they are not expected to pay for their membership. This will include a National Team athlete agreement (not replaced by the USATH code of conduct) which was currently in work.
- Mr. Johnson provided an update on the upcoming NACHC Women’s World Championship qualifier, including topics related to COVID-19 protocols and USADA testing.
- Mr. Johnson provided an update on the upcoming SuperGlobe qualifier, to be hosted in San Francisco, despite some delays in NACHC commitment to the event. A question was raised regarding the selection of the two USATH representatives, which will be the 2019 National champions, and runner-up.
- Mr. Johnson provided an update on audits:
 - The tax audit was complete, with no concerns.
 - The USOPC audit was on-going, with no concerns to date.
 - A SafeSport audit will be next on the agenda.
- Mr. Johnson committed to presenting a 2022 budget proposal at the October meeting.
- Mr. Johnson provided an update on revenue generation initiatives such as a matching campaign and online store sales. Mr. Johnson noted that a significant amount of handball in the United States was conducted independently of USATH, meaning a potential loss in revenue for the organization. This highlighted the need to provide organizers with a value proposal that would incentivize them to be ambassadors for USATH.

Agenda item #2 -- Audit & Compensation Committee report

- Ms. De La Riva Repede provided an update on the recently completed 2020 independent audit, which had no major findings.
- USATH has been removed from the NGBs with poor finances watchlist.
- The organization's financial statements will be made available for public viewing.
- The independent auditor made a recommendation for USATH to draft and adopt a capitalization policy. The Audit & Compensation Committee submitted a draft policy to board members for review ahead of the meeting.

Motion

A motion was made to a) adopt the independent audit, and b) adopt the capitalization policy for integration into the USATH financial policy, pending correction of typos. The motion was duly seconded. Hearing no objections, the motion passed unanimously.

- Ms. De La Riva Repede stated that the organization's 2020 taxes were being prepared, for a billed cost of \$1,000 approx.
- It was noted that, based on ALTRUIC's recommendation, any asset worth \$1,500 or more should be capitalized. This includes goals that the organization owns, which are currently not very well accounted for.

Agenda item #3 -- Nominating & Governance Committee

- Mr. Wall provided a brief update on the activities of the committee, specifically related to their recommendations for the judicial committee.
- Two of the recommendations had a handball background, which does not meet the independence requirement for the judicial committee's members. Mr. Wall suggested that the other two candidates be put forward in order to establish a 4-member judicial committee (two independent, and two athletes). No objections were made to this approach.

Agenda item #4 -- Budget allocations for the Men's and the Women's World Championships

- It was noted that most of this topic was already covered during the CEO report. Nevertheless, given the concerns recently raised by the DEI Committee relative to equitable funds distribution between the men's and women's programs, this topic was discussed.
- Mr. Johnson noted that the men's world championship spending was not part of a budget, but rather a short notice necessity based on a last-minute allocation of an automatic qualification bid.
- The women's NACHC event was budgeted for, with a strategic idea to support the women's program by hosting an event domestically.
- With the arrival of a High Performance Manager, future events will be more strategically budgeted for, in line with National Team coaches and athletes.
- An open point remained regarding the allocation of previously fundraised restricted funds being used for the training camp in Spain, whereas it was earmarked for the women's National Team program. This topic will need to be reviewed with the AAC.

Agenda item #5 -- Amendment to Section 8.10.2 of USATH Bylaws

- Mr. Wall had shared some omitted language from this section that needed to be reinserted.

Motion

A motion was made to reinsert the missing language, and was duly seconded. Hearing no objections, the motion passed unanimously.

Agenda item #6 -- Approval of meeting minutes

- Mr. Wall had shared the minutes for the Jan-2021, Feb-2021, Apr-2021, and May-2021 meeting head of time.
- Ms. De La Riva Repede noted that she was incorrectly listed as “in attendance” on the Jan-2021 meeting minutes.

Motion

A motion was made to approve all minutes, pending the one mentioned correction, and was duly seconded. Hearing no objections, the motion passed unanimously.

Additional topics (not listed on the agenda)

- Mr. Johnson stated that there was currently no plan to attend the Junior Panamerican games, due to timeline and resources concerns. The objective would be to host the next NACHC qualifier domestically.

Executive session

- The board discussed HR topics, specifically related to Ms. Zhang’s departure from USATH, and the on-going search for a High Performance Manager.
- The board discussed the possibility of opening meetings up to audiences. Moving forward, board meetings will be announced 2-weeks in advance, and provided as webinars (executive sessions excluded).

Mr. Johnson left the meeting, so that the board could discuss the CEO evaluation tool.

- The Board discussed the CEO evaluation tool and Mr. Johnson’s feedback on the objectives. The board agreed that Mr. Wall and Ms. Deforge would review and adjust the tool.

Motion

A motion to adjourn was made at 4 pm MT, and was duly seconded. Hearing no objections, the motion passed, and the meeting was adjourned.

Patrick Jalabert served as Secretary.