



Member, United States  
Olympic & Paralympic Committee

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## USA Team Handball board meeting

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Minutes of the 3-Nov-2021 regular meeting teleconference

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### **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

### **USATH Staff in attendance**

- Ryan Johnson -- CEO

### **Call to order**

The meeting was called to order at 10 am 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.

This meeting was opened to the USATH community as a webinar, excluding the executive session. An estimated 15 people attended the webinar.

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### **Agenda item #1 -- CEO report**

- Mr. Johnson presented a membership report: to date, USATH has 415 active members, and 20 active clubs. The organization has sanctioned two events, with three more upcoming. The organization has run one camp, with another upcoming.
- Mr. Johnson provided an update on the on-going audits:
  - The SafeSport audit found two non-compliance items:
    - Some committee members were not up-to-date on their training at the time of the audit. This is considered an easy improvement point going forward.
    - Despite not having any banned members within USATH, the organization is expected to have an established policy on how to address banned members.
    - All other points were positive.
    - The USATH staff was trained recently. The Board has a training session scheduled for 9-Nov-2021.
  - The USOPC audit found some minor items:
    - Some committee members were not up-to-date on their background checks at the time of the audit. This is considered an easy improvement point going forward.
    - High staff turnover was a point of concern, which Mr. Johnson has strived to address.
    - It was noted that in future audits, there will be a focus on High Performance spending to ensure that resources are allocated in a gender equitable way.
    - A boardspan training module has been circulated to board members in an effort to ensure consistent stewardship of NGBs across the Olympic movement.
    - A similar training module is in work for standing committees and will be circulated when available.
- Mr. Johnson provided an update on the Diversity, Equity and Inclusion (DEI) committee's work. A 4-year action plan was developed and will be presented to the USATH staff on 4-Nov-2021.
- Mr. Johnson provided an update on some administrative activities, including securing non-profit status in the state of Colorado where the organization is now headquartered.
- Mr. Johnson presented his objective of focusing on outreach efforts in 2022, now that a lot of the foundational work has been successfully completed.
- Mr. Johnson provided an update on COVID protocols for sanctioned events, and USATH-operated events. In line with what other NGBs had put in place, USATH will not set direct mandates for sanctioned events, but expect organizers to abide by local and state regulations. USATH-operated events will be subject to careful planning, depending upon the evolution of the pandemic. Some questions were raised about enforcement of rules, and providing a platform for organizers to share rules for their events. Further discussion will likely be expected.

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**Agenda item #2 -- Nominating & Governance Committee**

- Mr. Wall noted that the N&G committee was still looking for an independent member, and expecting the nomination of an Athlete Advisory Committee (AAC) representative.
- Mr. Ortega noted that the AAC was expecting to provide a recommendation by 8-Nov-2021.

**Agenda item #3 -- Judicial Committee**

- Mr. Wall noted that the N&G committee was considering Ms. Margaret Rubin for the committee.
- Ms. Rubin's credentials were circulated to the board ahead of the meeting.

**Agenda item #4 -- Board and committee training**

- Mr. Wall reiterated that the board would be trained on SafeSport on 9-Nov-2021.
- Mr. Wall reminded board members that they were expected to take the boardspan training, recently made available to them.

**Agenda item #5 -- Approval of Minutes of Board meetings: August 3 and September 8, 2021**

- Mr. Wall had circulated the meeting minutes from the previous two board meetings for review ahead of this meeting.
- Aside from some typos, no objections were raised.

***Motion***

*A motion was made to approve the 3-Aug-2021 minutes, and was duly seconded. Hearing no objections, the motion passed.*

***Motion***

*A motion was made to approve the 8-Sep-2021 minutes, and was duly seconded. Hearing no objections, the motion passed.*

**Additional topics (not listed on the agenda)**

- Mr. Ortega noted that the AAC was working on filling an open seat.

### **Executive session**

*The board entered executive session at 10.45 am MT, ending the webinar.*

- Mr. Johnson provided an overview of expected available discretionary funding.
- The Board discussed at length how to allocate that estimated \$125,000 between “grassroots” activities (i.e. focused on membership growth, and event hosting) and National Team activities (i.e. training camps, qualifiers).
- It was agreed that Mr. Johnson would prepare two budget proposals based on different allocation models.
- In closing, a brief discussion was had regarding the competition committee, specifically pertaining to term limits for members, and athlete representation. That topic was tabled to be discussed offline.

### **Motion**

*A motion to adjourn was made at 12 pm MT, and was duly seconded. Hearing no objections, the motion passed, and the meeting was adjourned.*

Patrick Jalabert served as Secretary.