



Member, United States
Olympic & Paralympic Committee

USA Team Handball board meeting

Minutes of the 11-Jan-2022 regular meeting teleconference

Board members in attendance

- Michael Wall -- Chair
- Tracy Deforge
- Camille Nichols
- Patrick Jalabert -- acting as secretary
- Julian Orr
- Mark Ortega
- Ebiye Udo Udoma

Board members excused

- Sandra De La Riva Repede
- Jennifer Fithian

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.

This meeting was opened to the USATH community as a webinar, excluding the executive session.

Agenda item #1 -- CEO report

- Mr. Johnson noted that the cadence of meetings was being increased for 2022, and highlighted that the level of activity warranted a monthly board meeting.
- Mr. Johnson provided an update on membership, which had grown to 653 members by the time of the meeting. It was also noted that upcoming events would likely drive that number up further.
- Mr. Johnson provided an update on recently completed audits. The USOPC audit, completed late in 2021, had led to some minor action items that were scheduled for early

2022. Upon completion of those action items, Mr. Johnson will be preparing for the NGB certification renewal, due in 2022.

- The SafeSport audit had led to some action items that were completed in late 2021. The primary action item was the creation of a quality control system to ensure a way to prevent banned members from joining. Once implemented, this quality control system will require event hosts to upload participation lists ahead of events.
- Mr. Johnson provided an update on funding, including the renewal of USATH's partnership with Verizon for an additional year. In addition, both the USOPC and the IHF had renewed their support. It was noted that existing support provided enough funding to maintain the organization, but did not provide growth opportunities. With the objective of building a self-sustaining organization, the development of revenue-generating programs will be a key focus in 2022.
- Mr. Johnson noted that USATH's office was being relocated to Olympic plaza, where the organization will benefit from a better support system (IT, meeting rooms, etc.) and will be surrounded by other similarly-sized NGBs.
- Mr. Johnson provided an update on the international calendar. It was noted that the NACHC had set a tentative calendar, but more details would be expected after a strategic planning session scheduled for Q1-2022.
- Mr. Johnson provided an update on the LA 2028 Olympic games, following some discussions with the USOPC, specifically related to the possibility of inclusion of beach handball. With a focus on limiting the number of added athletes, it seemed difficult to imagine a team sport would be added to the list.

Agenda item #2 -- Nominating & Governance Committee

- Mr. Wall noted that the N&G committee had added Patrick Hueter as an athlete representative, per the Athlete Advisory Committee (AAC)'s recommendation.
- Mr. Wall noted that the N&G committee was still looking for an independent member, and would be focusing more heavily on that search now that a recommendation for the Judicial Committee had been made to the board.

Agenda item #3 -- Judicial Committee

Motion

A motion was made to nominate Ms. Margaret Rubin (whose credentials had been circulated to the board ahead of the meeting) to the committee, and was duly seconded. Hearing no objections, the motion passed.

Agenda item #4 -- Approval of Minutes of Board meetings: November 3, 2021

- Mr. Wall had circulated the minutes from the November 3, 2021 meeting for review ahead of this meeting.
- No objections were raised.

Motion

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

Additional topics (not listed on the agenda)

No additional topics were presented for discussion.

Executive session

The board entered executive session at 2.25 pm MT, ending the webinar.

- Mr. Wall brought a potential compliance issue to the attention of the board: two (2) committee members had yet to complete their required training and background check.
- The board agreed to alert the N&G committee that a potential removal of committee members, and subsequent need for new nominees, was warranted at this time.

Motion

A motion was made to remove Darryl Yarborough from the Diversity, Equity, and Inclusion (DEI) committee unless the requirements were met within 15 business days, and was duly seconded. Hearing no objections, the motion passed.

Motion

A motion was made to remove Brad Suchorski from the Judicial committee unless the requirements were met within 15 business days, and was duly seconded. Hearing no objections, the motion passed.

- Mr. Johnson presented the budget proposal, which had been circulated to board members prior to the meeting. Several topics were discussed, related to the organization's support from Forum Club Handball (FCH), the USATH Foundation, and expected alumni fundraising activities. In addition, Mr. Johnson provided an update on his efforts to secure an equipment partner.
- Mr. Johnson agreed to share a sponsorship deck for board members to use in their discussions with potential sponsors.
- Mr. Johnson noted that the feedback process from the board had been very efficient in preparing the budget.

Motion

A motion was made to approve the 2022 budget, and was duly seconded. Hearing no objections, the motion passed.

- Mr. Johnson provided a staffing update, with the expected arrival of two interns in the spring. One intern will be focusing on financial administrative work, and the other will be focusing on marketing including a fundraiser event.
- At the request of the board, Mr. Johnson provided an update on the relocation process for recently hired national team staff.
- Mr. Wall and the board thanked Mr. Johnson for his hard work and dedication, and congratulated him on his first year as the CEO. It was noted that his evaluation would be completed during the next board meeting.

Motion

A motion to adjourn was made at 3.10 pm MT, and was duly seconded. Hearing no objections, the motion passed, and the meeting was adjourned.

Patrick Jalabert served as Secretary.