



USA Team Handball Board of Directors Meeting

Minutes of the 8-Feb-2022 regular meeting teleconference

Board members in attendance

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

Board members excused

- Camille Nichols
- Patrick Jalabert -- acting as secretary

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. In Mr. Jalabert's absence, the meeting would be recorded and transcribed from the recording.

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

Agenda item #1 -- CEO report

- Mr. Johnson provided an update on membership, which had grown to 764 members by the time of the meeting. Mr. Johnson also noted that the revenue generated from membership had already exceeded the average annual revenue of the past 10 years, which was \$50,000 approx.
- Mr. Johnson presented some preliminary reporting that the financial administration intern had been working on to allow the organization to set a benchmark for future seasons and define a plan to grow across the country.
- Mr. Johnson noted that the Center for SafeSport was working on a systems transition and that some technical difficulties could be expected in the coming weeks.
- Mr. Johnson provided an update on domestic events, including some collegiate competitions and the confirmation of the location for the US Open Nationals in Adrian, MI.
- Mr. Johnson provided an update on his latest discussion with the NACHC, and expressed his enthusiasm for the progress made at the continental level. Several continental qualifiers were announced for the coming months, and some work was already underway to build a calendar for 2023, which would help USATH with budgeting.
- Mr. Ortega raised the topic of preparing for the 2024 Olympic Games, and the resulting wave of increased interest in the sport. Mr. Johnson noted that he and his staff were working on two related topics: supporting the development of clubs that interested athletes could join, and preparing a potential residency program for elite athletes.
- Mr. Johnson noted that he would like to include a strategic plan review during board meetings on a quarterly basis. This would be in line with a USOPC recommendation to regularly review and stay accountable to the organization's strategic plan.
- Mr. Johnson provided an update on audits, including some remaining action items for both the SafeSport and USOPC audits. The next expected step, upon completion of the USOPC recommended actions, would be the renewal of USATH's NGB status.
- Mr. Johnson provided an update on staffing, with an expected announcement that the organization would be seeking a collegiate development coordinator shortly. After 400 days as CEO, Mr. Johnson felt that the organization was moving in the right direction, and this new addition along with active conversations with [NIRSA](#), would provide the next building block for USATH's growth.

Additional topics (not listed on the agenda)

- Mr. Wall provided an update on the different standing committees.
- The Audit and Compensation committee had been consistently working on its responsibilities.
- The Nominating and Governance was working on appointing its last independent member.
- The Judicial Committee was close to fully staffed, and would be called to order shortly.

Agenda item #2 -- Approval of amendments to USATH by-laws

- Mr. Wall reminded board members that he had circulated a redlined version of the by-laws, which incorporated feedback from the USOPC for suggested modifications.
- Mr. Ortega and the Athlete Advisory Committee (AAC) had provided some feedback that was included in the updated redlined version.
- With a deadline to submit a response to the USOPC at the end of the month, Mr. Wall presented all the amendments and opened them up for discussion as appropriate.

Motion

A motion was made to approve the amended by-laws, and was duly seconded. Hearing no objections, the motion passed.

Agenda item #3 -- Approval of Minutes of Board meetings: January 11, 2022

- Mr. Wall had circulated the minutes from the January 11, 2022 meeting for review ahead of this meeting.
- No objections were raised.

Motion

A motion was made to approve the 11-Jan-2022 minutes, and was duly seconded. Hearing no objections, the motion passed.

Executive session

The board entered executive session at 2.50 pm MT, ending the webinar.

The following topics were discussed by the Board:

- Certain objectives in the budgeting process for 2023
- The desire to have an in-person Board meeting in Colorado Springs at the Olympic Museum in the fall 2022.
- The need to fill a vacancy on the Judicial as a result of the removal of one of its members.

Mr. Johnson departed from the meeting and the following topics were discussed by the Board:

- The Boardspan CEO evaluation tool and the plan to complete it as to Mr. Johnson's performance during 2021 and goal-setting for 2022.
- The High Performance Plan and the 2022 funding of the men's and women's national teams.

A motion to adjourn was made at 3.30 pm MT, and was duly seconded. Hearing no objections, the motion passed, and the meeting was adjourned.

Patrick Jalabert served as Secretary, preparing the minutes of the meeting based on the recorded webinar. Mr. Wall prepared the minutes taken during the executive session.