



USA Team Handball Board of Directors Meeting

Minutes of the 8-Mar-2022 regular meeting teleconference

Board members in attendance

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

Board members excused

N/A.

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. Mr. Wall also reminded board members that proposed amendments to the by-laws had been unanimously approved without a meeting. The previous meeting minutes were not yet available, and would be prepared ahead of the next meeting, for review and approval.

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 828 members by the time of the meeting, with an additional 80 in “action required” state. It was noted that the organization was on track to exceed 1,000 members in its first season since the COVID-19 lockdown. Given the lack of previous tracking, identifying specific growth demographics would be challenging.
- Mr. Johnson provided an update on the domestic competition calendar to underscore the potential for membership growth in the coming weeks, including the Cpt. Scott Pace Memorial tournament, an invitational in southern California, and the Collegiate and Open Nationals which typically draw additional members.
- Mr. Johnson raised the potential for an in-person board meeting and club leadership summit in Colorado Springs in October. This event would substitute for the initially planned 1972 Olympian reunion since that group had already planned a different gathering to mark the 50th anniversary of those games. Mr. Jalabert confirmed that with enough notice, club leaders and fall tournament hosts should be able to plan accordingly. Mr. Ortega committed to reviewing the international calendar to confirm that no conflict would arise on the proposed weekend of 14/15-Oct-2022.
- Mr. Johnson provided an update on the international calendar, including the fact that the IHF had officially suspended Russia from competing in events, with limited impact on competitions that Team USA was scheduled to participate in. It was also noted that all 2022 IHF events would have a vaccine mandate, with limited visibility on whether that would extend to continental events. The next event on the calendar was a Women’s Junior competition in Mexico.
- Mr. Johnson noted that discussions were ongoing with the Canadian federation to agree on a deal to facilitate clubs’ participation in events in both countries. Upon completion, a similar process would be offered to the Mexican and Puerto Rican federations, with the aim of growing collaboration in the region.
- Mr. Johnson provided an update on recently completed audits. The SafeSport administrative audit has officially concluded, with an event audit scheduled to take place at Collegiate Nationals.
- A few minor items remained from the USOPC audit, with a deadline for completion set at 15-Apr-2022.
- Mr. Johnson noted that the Diversity, Equity, and Inclusion (DEI) committee had worked on a diversity survey that would be published and sent out to all stakeholders in the upcoming weeks.

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 noted that Mr. Orr had tendered his resignation from the board of directors for personal reasons but agreed to remain in his position until his successor was elected. Mr. Jalabert committed to working with Mr. Johnson to review previous election procedures and prepare the election of Mr. Orr's replacement. Mr. Wall suggested that the replacement be elected for a "half" term, to end on 31-Dec-2024 in order to stagger membership director terms. As a reminder, it was noted that Mr. Jalabert's term on the board was set to expire on 31-Dec-2022.
- Mr. Wall reminded board members that he had circulated an annotated copy of the strategic plan, for which the USOPC had requested a review and update to include key performance indicators. Mr. Ryan committed to send out a proposal for review and discussion ahead of the next board meeting, scheduled for 12-Apr-2022, during which the board would vote to confirm the KPI.
- Mr. Udo-Udoma and Ms. Fithian described concerns expressed by their constituents regarding the allocation of funds to National team programs. These concerns were discussed by the Board. Mr. Johnson and the Board also discussed means by which to improve communication between all stakeholders involved in crafting and deploying a high performance plan.
- Ms. Nichols requested an update on visa paperwork status for coaching staff, which Mr. Johnson provided. The Board discussed with Mr. Johnson questions raised by several constituents as to the status of the process.
- The board discussed the CEO evaluation metrics, and agreed that those would be finalized during the next meeting. Mr. Wall reminded board members that the deadline to evaluate Mr. Johnson's 2021 performance was set for 11-Mar-2022.

Motion

A motion to adjourn was made at 3.45 pm MT, and was duly seconded. Hearing no objections, the motion passed, and the meeting was adjourned.

Patrick Jalabert served as Secretary.