



Member, United States
Olympic & Paralympic Committee

USA Team Handball Board of Directors meeting

Minutes of the 8-Apr-2021 special meeting teleconference

Board members in attendance

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

USATH Staff in attendance

- Ryan Johnson -- CEO

Invited guests in attendance

- Julia Taylor (AAC)
- Gabe Goodreau (AAC)

Call to order

- The meeting was called to order at 10.30 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 welcomed Mr. Udo Udoma to his first board meeting and expressed gratitude for his willingness to serve on the board. Mr. Wall asked Mr. Jalabert to act as secretary and to take minutes for the meeting.

Agenda item #2 -- AAC working group presentation

This agenda item was moved up in the interest of time, as some members needed to drop off early.

- A document had been provided to the Board ahead of the meeting, including recommendations on multiple topics related to the COVID-19 pandemic, but which were seen as generally beneficial to the organization.
- The working group emphasized the need for clear communication and documentation of all protocols.
- The working group made some recommendations related to the handling of communication in such circumstances.



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- The working group made a strong recommendation towards accountability of any participants found in violation of the required protocols.
- The Judicial Committee will be tasked with developing a strong code of conduct, including aspects related to social media and communication.
- Mr. Wall requested that the working group's findings be made publicly available. The working group committed to doing so after review and approval from the Board.

Ms. Taylor and Mr. Goodreau left the meeting after this agenda item.

Agenda item #1 -- CEO report

Ms. Fithian and Mr. Ortega left the meeting part way through this agenda item, but a quorum was still present so the discussion continued.

- Mr. Johnson provided an update on the NACHC qualifier event for the Women's World Championships, to be hosted in Elgin, IL. Mr. Johnson elaborated on the health and safety aspects of this undertaking, in partnership with local health officials.
- Mr. Johnson discussed some of the challenges related to having employees in multiple states, with different jurisdictions and standards. Ms. Nichols offered to make a connection with someone with experience understanding the requirements of operating in multiple states.
- Mr. Johnson provided a brief update on the partnership with D3M.
- Mr. Johnson stated that pending the approval of the 2021 budget, he was working on an operating plan, to be presented at the next regular meeting.

Agenda item #3 -- Audit & Compensation Committee report

- The Audit & Compensation Committee provided an update on the organization's current financial situation, including the status of the organization's loan under the Payroll Protection Program that was made available by the Small Business Administration in response to the COVID-19 pandemic.
- The 2021 operating budget had been sent to the Board ahead of the meeting. It was reviewed and discussed.

Motion

A motion was made to approve the 2021 operating budget, and was duly seconded. Hearing no objections, the motion passed unanimously.

Agenda item #4 -- Nominating & Governance Committee

- An initial meeting of the newly updated Nominating & Governance Committee was held prior to the Board meeting.
- As discussed during the previous Board meeting, the topic of allowing Rod Oshita to remain on the Committee until the expiration of his current term on 31-Dec-2023, notwithstanding his not satisfying the new "independent" criteria, was discussed. No objections were raised.



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Motion

A motion was made to approve Rod Oshita remaining on the Nominating & Governance Committee, and was duly seconded. Hearing no objections, the motion passed unanimously.

Motion

A motion was made to appoint Dave Buckman as chair of the Nominating & Governance Committee, and was duly seconded. Hearing no objections, the motion passed unanimously.

Agenda item #5 -- Size of the Audit & Compensation Committee

- Mr. Wall asked the Board to consider a proposal to reduce the Audit & Compensation Committee from five to three members, of which two would be members of the Board, including one with financial experience, and one would be an elite 10-year athlete representative.
- Mr. Wall said that he would formally present the proposal to the Board for a vote over email.

Agenda item #6 -- Size of the Judicial Committee

- Mr. Wall asked the Board to consider the size of the Judicial Committee, recommending that its size and constituency be the same as the Nominating & Governance Committee— i.e., two elite athletes appointed by the AAC and four independent members with no handball background.
- It was noted that a six member Judicial Committee could easily be split into three (3) member panels as needed, with one athlete representative on each.
- Mr. Wall said that he would formally present the proposal to the Board for a vote over email.

Agenda item #7 -- Staggered Board terms

- Mr. Wall noted that, with the approved reduction from eleven to nine Board members, six current Board members would have terms that expire at the same time., which is inconsistent with the objective of staggered terms.
- In order to re-establish the staggered terms, Mr. Wall recommended keeping all current members in their seats, while shortening the tenure of some Board seats on a prospective basis.
- Mr. Wall requested that the Board consider this suggestion, for a vote at a future meeting.

Additional topics (not listed on the agenda)

- Ms. Nichols noted that NGB membership is reserved for amateur athletes (per NGB standard 8.1) and recommended that this be considered in the discussions with D3M to ensure that their commitment to bringing in new members to the organization did not include their professional athletes.
- Ms. De La Riva Repede requested that the website be reviewed in order to ensure it is up-to-date ahead of any compliance audit.



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Scheduling

The next board regular meeting was confirmed for 4-May-2021.

Motion

A motion to adjourn was made at 12.45 pm MT, and was duly seconded. Hearing no objections, the motion passed, and the meeting was adjourned.

Patrick Jalabert served as Secretary.