



Member, United States  
Olympic & Paralympic Committee

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## USA TEAM HANDBALL BOARD MEETING

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### Minutes of the December 2, 2020 Board Special Meeting Teleconference

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#### **Board Members Present:**

Michael Wall -- Chair  
David Buckman  
Tracy Deforge  
Sandra De La Riva Repede  
Sarah Gascon  
Dee Miller  
JD Orr  
David Thompson

#### **Board Members Absent:**

Patrick Jalabert  
Camille Nichols

#### **USATH Staff Present:**

None.

#### **Invited Guests:**

David Patterson  
Associate Director, NGB Governance for the USOPC

Meeting was called to order at 4:00 p.m. MT by Chair, Michael Wall. Mr. Wall noted that the purpose of the meeting was to discuss the topics on the agenda that he distributed before the meeting.

#### **Board Governance Presentation**

Mr. Wall introduced David Patterson who had been invited to provide an NGB governance overview. Mr. Patterson displayed a slide presentation that provided an overview of USOPC requirements as to NGB Board structure, illustrating "compliant," "exceeding," and "leading" governance practices and where USATH fits within these parameters. He also described recent NGB trends in reducing the size of Boards and Committees and recommended that USATH follow this trend, given its circumstances and needs. He also described the types of committees, task forces and working groups that an NGB may utilize. Several Board members asked questions to which Mr. Patterson responded. Mr. Wall thanked Mr. Patterson for his advice and Mr. Patterson left the meeting at 4:50.

#### **Men's World Championship Update**

Mr. Wall asked Ms. Miller to review her report of projected revenues and expenses for the Men's National Team's participation in the World Championship in Cairo in January. Ms. Miller noted the commitment of the USA Handball Foundation to provide a \$25,000 grant towards expenses and described the qualification bonus received from the IHF and its intended usage. Ms. Miller described the desires of Coach Hedin as to the number of staff that would accompany the 20 players and the potential use of a location near Copenhagen for a training camp and the projected expenses

associated with each. Ms. Repede said that the USOPC had provided a COVID grant of \$32,415, which may be utilized in part to cover some of these expenses. The Board asked questions to which Ms. Miller responded. She then explained the contingency plans in the event that players or staff became ill with COVID while in Denmark or Egypt. Ms. Miller and Mr. Wall provided an update as to potential sources of sponsorship revenue in connection with the World Championship and Mr. Wall described continuing efforts to secure television coverage for the games in the US via Sportfive and ESPN. A Board discussion ensued as to the extent to which media personnel should be present in Denmark and Egypt to cover the training camp and the World Championship participation. Ms. Miller said that she would revert to the Board with a final proposed budget Mr. Wall thanked Ms. Miller, Ms. Repede and Ms. Gascon for their efforts towards planning for the Men's National Team's participation.

### **CEO Transition**

The Board discussed the transition plan for Ryan Johnson and the appropriate timing for the media release concerning his appointment as Chief Executive Officer. Mr. Wall said that he would confer with Mr. Johnson as to the latter.

### **USATH Staff Matters**

Ms. Repede reported on the high workload pressure on the staff (Melissa and Emily), the tight deadlines under which they are operating, and her efforts and those of Ms. Miller and Ms. Gascon towards supervising the staff, lightening their load and boosting their morale. A lengthy discussion ensued around the need for more staff to handle the complexity and intense labor involved in preparing for USATH team tournament participation and the specific need to hire a high performance director. Mr. Wall thanked Ms. Repede, Ms. Miller and Ms. Gascon for supervising the staff in the interim before a new CEO starts.

### **Schedule of Board Meetings**

Mr. Wall called the Board's attention to the schedule of quarterly meetings for the upcoming year that Ms. Nichols had prepared and distributed. The Board approved this schedule and Mr. Wall said that invites would be sent to the Board members. Mr. Wall also said that Mr. Jalabert had offered to assume the role of Secretary for Board meetings. Mr. Wall favored this idea but deferred to Mr. Johnson's approval, as the CEO is responsible for performing or delegating this role.

### **Approval of Minutes**

**Motion:** Motion presented by Mr. Wall (and it was duly seconded by Mr. Orr) to approve the draft Minutes of the Board Meetings held on May 7, July 8, and September 9, 2020 that had been provided to the Board. Approved by voice vote.

### **Adjournment.**

Ms. Gascon commented that this meeting is her last as a Board member and expressed her desire to continue to be of service to the Board and USATH in general. Board members thanked her for her Board service and welcomed her offer to assist.

**Motion:** Motion presented by Mr. Wall (and it was duly seconded by Ms. Deforge) to adjourn the meeting. Approved by voice vote. The meeting was so adjourned at 6:30 p.m. MT.

Michael J. Wall served as Secretary