



Member, United States
Olympic & Paralympic Committee

USA Team Handball Board of Directors meeting

Minutes of the 4-Feb-2021 regular meeting teleconference

Board members in attendance

- Michael Wall -- Chair
- Bill Bigham
- David Buckman
- Tracy Deforge
- Sandra De La Riva Repede
- Jennifer Fithian
- Patrick Jalabert -- acting as secretary
- Dee Miller
- Camille Nichols
- Julian Orr
- Mark Ortega

USATH Staff in attendance

- Ryan Johnson -- CEO

Call to order

The meeting was called to order at 10 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 asked Mr. Jalabert to act as secretary, and take minutes for the meeting.

Agenda item #1 -- CEO report

- Mr. Johnson described his efforts getting up to speed in his new role, including meeting with Olympians and club leaders and scheduling a town hall meeting.
- Mr. Johnson noted the following significant events scheduled for 2021 that will need the focus of working groups he will establish:
 - Junior PanAm / World Championships (NACHC qualifier) which needs to happen in early/mid-May. The Dominican Republic and Puerto Rico have expressed interest in hosting. The USOPC is looking for information on staff and a medical plan by mid-February.
 - Women's World Championship in Spain (NACHC qualifier) which may be hosted by USATH, with scheduling to be determined.



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- Mr. Johnson stated he is working on launching a fundraising/alumni engagement working group.
- Mr. Johnson stated he is putting together a policy working group to focus upon existing USATH policies and the recommendation of new policies, including topics like NT athlete contracts.
- Mr. Johnson is reviving the collegiate initiative, starting with calls with the regional ambassadors, and expanding the discussion (breaking into functional groups such as club development and member benefits, events, talent ID and NT development).
- Mr. Johnson provided an update as to expected IHF funding for 2021.

Board members expressed enthusiasm for Mr. Johnson's work thus far and Mr. Johnson committed to providing an operating plan. The Board discussed the importance of focusing upon the collegiate initiative. Mr. Johnson also described his search for a replacement for Emily Hewitt on the staff. The Board discussed the job description for this role.

Agenda item #2 -- Audit & Compensation Committee report

- Ms. De La Riva Repede stated that the review is on-going, including allocation to the High Performance Plan and other programs.
- The draft budget has been presented to the committee, and is close to being ready to present to the board (estimating 1 more week to finalize it).
- Ms. De La Riva Repede noted that we are on track with compliance items.
- It was noted that by switching our fiscal calendar, the next audit will be in May.
- The Audit & Compensation Committee recommended that the organization maintain USATH's relationship with Lane McMillen, and is currently renegotiating the cost of their services.

The topic was opened to questions from the rest of the board; none were heard.

Motion

A motion was made by Ms. De La Riva Repede to a) adopt the 2019 independent audit, b) approve form 990, and c) retain Lane McMillen. The motion was duly seconded by Ms. Nichols. Hearing no objections, the motion passed unanimously.

Agenda item #3 -- Men's National Team pre-World Championships camp

- Ms. Fithian presented the work that was being done to review the events that lead to the Men's National Team withdrawing from the World Championships.
- Conversations were had with multiple athletes and the AAC to prepare a staff/player questionnaire. It was then reviewed by Mr. Johnson, Dr. Michael Hinson, and Dr. Brad Barez. It will be sent to athletes for feedback in the upcoming week.
- Mr. Johnson has a call scheduled with USOPC sports medicine to explore the protocol that was provided to staff/athletes in advance of the training camp held in Denmark. Mr. Johnson requested that these protocols be shared with him and the Board for review.

Action item



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Ms. Miller will share the protocols as requested.

Agenda item #4 -- Coaches contracts

- Mr. Johnson noted that Robert Hedin and Christian Latulippe were the only two coaches under contract. Those contracts were recently expired and not yet renewed.
- Mr. Johnson recommended the establishment of a formal review process (potential committee) for coach selection.
- It was noted that the timing was right for the men's team, but it may be worth establishing a short bridge contract for the women's team to get through the World Championships season.
- The AAC will be asked to support the review process, including an opportunity for feedback from athletes and staff.

Agenda item #5 -- D3M proposal

Mr. Wall and Mr. Johnson described their conversation with Mr. King and his partners at D3M and the issues that needed to be resolved in order to finalize the contractual relationship between USATH and D3M, including Mr. King's revenue sharing proposal, to which the Board objected. The Board discussed these issues and Mr. Wall stated that he and Mr. Johnson would revert to the Board with a counterproposal to resolve these issues. Ms. Deforge volunteered to support that effort.

Action item

Develop an amended proposal for discussion with D3M.

Agenda item #6 -- IPG360

Mr. Wall and Mr. Johnson described their discussion with the CEO for IPG360, Jeff Marks, regarding the current agreement. USATH will pay the commission owed to IPG360 as to Verizon sponsorship renewal for 2021, but will discuss with Mr. Marks suggested changes to the relationship.

Action item

Mr. Johnson to make a proposal, requesting Ms. Deforge's advice as to an approach.

Agenda item #7 -- Board size and composition

- Mr. Wall stated that there was a consensus from most members of the board to amend the bylaws to reduce the size of the board from eleven to nine members, consisting of three athlete representatives, two membership directors, and four independent directors, which reduction would be achieved by eliminating two independent Board seats, the tenures of which expired at the end of 2020.
- Mr. Wall asked the Board to consider this proposal and said that he would send the Board members an email on 5-Feb-2021 and request their acting on the proposal without meeting.



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- Ms. Fithian raised the point that the current amount of work to be done justified a larger board to help lead. This statement was seconded by Ms. Miller.

Agenda item #8 -- Nominating & Governance Committee

- Mr. Wall led a Board discussion regarding the size and composition of the Nominating & Governance Committee and specifically the number and identity of the three independent directors which are to be chosen by the Board.
- The Board discussed the desirability 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. Mr. Wall described the pros and cons of making such an exception.

Additional topics (not listed on the agenda)

- Mr. Wall reminded the board to respond to the BOARDSPAN survey.
- Mr. Orr had raised the potential of opening up board meetings to the public. Mr. Wall approved the idea and committed to exploring how this could be achieved for regular Board meetings.

Motion

A motion to adjourn the meeting was made, and was duly seconded. Hearing no objections, the motion passed unanimously. The meeting was adjourned at 11.45 a.m. MT.

Patrick Jalabert acted as Secretary.