



Member, United States  
Olympic & Paralympic Committee

---

# USA Team Handball Board of Directors Meeting

---

Minutes of the 4-May-2021 regular 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

## **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 provided some background on Martin Branick, newly hired to the USATH staff, with a focus on membership and related activities.
- Mr. Johnson provided an update on his work on HR topics, including a recommendation to engage the services of Employment Compliance Solutions (ECS), a USOPC contractor specializing in operating across multiple states.
- At the Board's request, Mr. Johnson provided an update on his vision for the USATH staff. He recommended focusing on the Technical Director / High Performance Manager role next, in order to provide strong support to National Team staff.
- Mr. Johnson provided an update on upcoming NACHC qualifiers, including youth and junior Pan American game qualifiers, and a status update on the Women's World Championship qualifier.
- Mr. Johnson provided an update on the search for a women's National Team head coach. Ms. Nichols seconded his statement that the pool of applicants presented the organization with some strong candidates.



Member, United States  
Olympic & Paralympic Committee

- Mr. Johnson provided updates on on-going initiatives to grow the athlete pool, including a partnership with GMTM and an investigation into some of the analytics tools available to USOPC affiliated NGBs.
- Mr. Johnson provided an update on establishing selection procedures and creating committees to that effect.
- The Board discussed COVID-19 protocols for upcoming events, including the women's NT tryout in Boston, MA.
- Mr. Johnson provided an update on the 2021 operating plan, which he is working to align with the organization's strategic plan.

*Mr. Ortega left the meeting at 10.50 MT. A quorum was still present.*

- Mr. Johnson provided an update on some of the work being done for clubs and the membership, including his on-going collaboration with the membership platform (Sport:80) to make it as streamlined and optimized as possible.
- Mr. Johnson provided an update on upcoming audits, including a tax audit this week, a SafeSport audit to be held at an event this year, and a USOPC compliance audit in late Q2-2021.
- Mr. Johnson presented an exciting development, with the development of a US performance center in North Carolina which could be used for national events. The center is expected to be operational by the end of 2023.

#### **Agenda item #2 -- Audit & Compensation Committee report**

- Ms. De La Riva Repede stated that the committee is actively assisting with on-going audit preparations.
- A search is on-going for an athlete representative to join the Audit & Compensation Committee. Mr. King and the AAC is leading that effort. It was acknowledged that Mr. Ortega would surrender his role to the AAC appointee and Ms. De La Riva Repede thanked Mr. Ortega for volunteering in the interim.
- Ms. De La Riva Repede brought the Handball Heroes Fundraiser to the attention of the Board and encouraged all members to contribute.

#### **Agenda item #3 -- Nominating & Governance Committee**

Mr. Wall provided a brief update on the activities of the committee.

#### **Agenda item #4 -- National Referee Committee reform**

Mr. Jalabert provided a brief update on the proposed reform, and recommended this activity be overseen and approved by Mr. Johnson, as the NRC is not a standing committee of USA Team Handball.

#### **Agenda item #5 -- Board Representative on Diversity, Equity & Inclusion Committee**



Member, United States  
Olympic & Paralympic Committee

- Mr. Wall explained that Mr. Jalabert had been unable to attend DEI committee meetings with enough regularity, given the scheduled time of each meeting and requested that Board members consider whether they would like to assume his role.
- The discussion will be revisited at the next regular meeting.

#### **Agenda item #6 -- Approval of meeting minutes**

- Mr. Wall had shared the minutes for the Dec-2020 meeting head of time.
- Mr. Jalabert had circulated a version of the Jan-2021, and Feb-2021 minutes, which will need to be updated and presented for approval.

#### ***Motion***

*A motion was made to approve the 2-Dec-2020 minutes, and was duly seconded. Hearing no objections, the motion passed unanimously.*

#### **Additional topics (not listed on the agenda)**

- Mr. Wall stated that SafeSport is offering on-boarding training. He will be reviewing availability to add the USATH Board to their schedule.

*Mr. Orr left the meeting at 11.15 am MT. A quorum was still present.*

- The Board discussed the timing of the USOPC audit, including the possibility of ensuring it take place after the NACHC qualifier event if possible.
- The Board discussed staggering terms, following a suggestion made at the previous meeting. This topic was tabled for a future meeting.

#### **Executive session**

*The Board entered executive session at 11.20 am MT. Mr. Johnson left the meeting.*

The Board discussed the CEO evaluation, for which the best practice is to be conducted at the six-month mark. The evaluation tool had been created with input from the prior CEO but not presented to Mr. Johnson for his feedback. Mr. Wall and Ms. Deforge will review the evaluation tool and schedule the evaluation shortly thereafter.

#### ***Motion***

*A motion to adjourn was made at 11.25 am MT, and was duly seconded. Hearing no objections, the motion passed, and the meeting was adjourned.*

Patrick Jalabert served as Secretary.