



Member, United States
Olympic & Paralympic Committee

USA TEAM HANDBALL BOARD MEETING

Minutes of the September 9, 2020 Board Special Meeting Teleconference

Board Members Present:

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

USATH Staff Present:

None.

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. Mr. Wall thanked the Board for its attention to the materials delivered prior to the meeting.

Audit & Compensation Committee Report

Mr. Wall asked Ms. Repede to provide an update as to the organization's financial status. Ms. Repede provided a budget update and answered the Board's questions. She also reviewed the status of the organization's application under the Payroll Protection Program and the prospects for obtaining full loan forgiveness. She also reviewed with the Board the status of the Committee's supervision of the staff, including the list of projects that the staff is addressing and future initiatives. The Board also discussed recent emails received by the staff from the handball community that were hostile in content. Mr. Jalabert offered his recommended approach toward insulating the staff from having to respond to such communications and referring the communications to athlete representatives or other Board members for response. The Board then discussed generally how to respond to questions that are posed by the handball community.

Staff Bonus Compensation

Mr. Wall commenced a discussion as to bonus compensation that the staff was entitled to earn under their employment arrangements after one year of service. He reviewed with the Board self-evaluations that Ms. Zhang and Ms. Hewitt were asked to prepare. The Board determined the bonus compensation that would be granted to Ms. Zhang but deferred such determination as to Ms. Hewitt, as she had not yet reached her first anniversary.

Motion: Motion presented by Ms. Nichols (and it was seconded by Mr. Orr) that Ms. Zhang be granted certain bonus compensation for her job performance after her first year of service, with such compensation payable in equal monthly installments through the end of 2020 and with the requirement that Ms. Zhang be employed at the time of her receipt of such installment. Approved by voice vote.

CEO Search Committee Report

Mr. Wall asked Mr. Jalabert to provide an update as to the CEO Search Committee. Mr. Jalabert reported as to the committee's process for interviewing candidates and narrowing the search. He noted the difficulty in finding candidates who had both handball experience and the executive qualities and background required under the job description. Mr. Jalabert next reviewed with the Board the Committee's proposal as to the compensation to be offered to the CEO candidate finalists. The Board determined that the compensation should include a base salary and an incentive compensation component that is framed around fundraising and sponsorship development targets. The Board discussed various alternatives for incentive-based compensation. Mr. Jalabert offered to obtain further information to further refine the incentive compensation component.

Motion: Motion presented by Ms. Nichols (and it was seconded by Ms. Deforge) that the Committee's proposal as to CEO compensation be adopted, subject to further refinement as to the incentive compensation component. Approved by voice vote.

National Referee Committee Reform Update

At Mr. Wall's request, Mr. Jalabert provided an update as to the work being conducted by the National Referee Committee and answered questions asked by Board members.

Sponsorships Update

Mr. Wall described the conversation he had with representatives for Verizon towards an extension of the organization's sponsorship agreement beyond its expiration at the end of 2020.

Diversity, Equity and Inclusion Committee

Mr. Jalabert, Ms. Gascon and Mr. Thompson provided an update as to the selection process for this new committee and responded to the Board's questions as to its governance and mandate. A discussion ensued around the composition of the Committee and the desire to have a representative of the Board serve on the committee. Ms. Gascon and Mr. Jalabert offered to serve as such representative.

Motion: Motion presented by Ms. Nichols (and it was duly seconded by Ms. Deforge) that, given the offers made by Ms. Gascon and Mr. Jalabert to serve, the determination of the Board representative be deferred until the composition of the committee is determined to need a male or female representative. Approved by voice vote.

Fundraising by Athletes

As requested by Mr. Bigham, the Board discussed the parameters around athlete fundraising efforts, including historical fundraising efforts by the athletes and recommended practices in light of advice provided by the organization's auditor, as described by Ms. Miller. Mr. Wall suggested that the auditor be asked to prepare a draft policy that reflects this advice. Ms. Gascon asked that such policy be given to the AAC so that the athletes will understand the appropriate fundraising approach.

Motion: Motion presented by Ms. Nichols (and it was duly seconded by Mr. Bigham) that certain 2020 available funds be allocated to support Beach Handball such that athlete fundraising need not be the source of this support. Approved by voice vote.

TV/OTT Opportunities

Mr. Wall referred to the email received from John Ryan in which he described TV/OTT opportunities potentially available for the expanded visibility of handball and suggested the appointment of an ad hoc committee to research the topic and to make suggestions to the Board as to short and long term initiatives. Mr. Orr and Mr. Bigham described potential contacts with whom the committee could connect. Mr. Orr, Ms. Deforge, Ms. Miller, and Mr. Bigham offered to serve on this committee.

Motion: Motion presented by Mr. Wall (and it was duly seconded by Mr. Bigham) that an ad hoc committee be appointed consisting of Mr. Orr, Ms. Deforge, Ms. Miller, and Mr. Bigham to explore TV/OTT opportunities and to engage Melissa Zhang and the Athletes Advisory Council to assist in this initiatives. Approved by voice vote.

Governance Matters

Mr. Wall noted that for CY 2021, the Board should ensure that the size and composition of the Board and Standing Committees be consistent with the USOPC requirement for 33.3% athlete representation, which is expected to be implemented at the end of 2021. He also noted that the Board should consider the appointment of two individuals who had been referred by the USOPC to serve on the Nominating and Governance Committee. He also said the Athlete Advisory Council had aligned the representatives to serve on the Standing Committees.

Motion: Motion presented by Mr. Wall (and it was duly seconded by Ms. Nichols) (i) that the Board appoint a three member ad hoc committee (consisting of the Chair, Mr. Orr (representing Membership) and Ms. Gascon (representing Athletes) to (i) make a recommendation to the Board as to the size and composition of the Board and Standing Committees to ensure USOPC compliance and (ii) consider the applications of the two candidates to the Nominating & Governance Committee referred by the USOPC and other candidates for the Nominating & Governance Committee. Approved by voice vote.

Virtual Town Hall Meeting

The Board next discussed the format for the virtual town hall meeting scheduled for September [14]. Mr. Wall agreed to provide an overview of the state of the organization and the Board discussed how to facilitate the question and answer segment of the meeting.

Adjournment.

Motion: Motion presented by Mr. Wall (and it was duly seconded by Ms. Nichols) to adjourn the meeting. Approved by voice vote. The meeting was so adjourned at 5:20 p.m. MT.

Michael J. Wall served as Secretary