



Minutes  
Board of Director's Meeting,  
August 30<sup>th</sup>, 2016

Board Attendees:

President, Dr. Harvey Schiller

Bob Djokovich

Attila Agoston

Mike McNees

Tomuke Ebuwei

David Thompson

Jennie Choi – excused, professional responsibilities

Dave Palmer – excused, professional responsibilities

Alan Dizdarevic – excused, Rio Paralympic Games Coverage

Reita Clanton – Auburn Rep, excused, professional responsibilities

Guest Attendees:

Dennis Berkholtz

Kathy Rex – Administrative Assistant, Meeting Secretary

Javier Garcia Cuesta

Dave Gascon

Michael D. Cavanaugh

Meeting began at 6:01pm (EST)

**President's Report** - Dr. Harvey Schiller thanked all in attendance. Began by asking who was in Rio? David and Attila mentioned they were there and would both speak about their experience later. He mentioned that NBC and affiliates aired a lot of handball, which was very good for our sport and generated lots of interest. The challenge we face today is to recruit and train these interested athletes and to keep the best athletes in our programs.

Dr. Schiller mentioned handball was one of the only men's team not to compete in Rio. (soccer and field hockey did not have a men's team but did qualify women's teams). The organization's greatest challenge is how do we pay for our operations? He charged all the board members on the call with the responsibility to help generate interest and funding.

Harvey mentioned his excitement about the upcoming Club Symposium Conference in Colorado Springs to concentrate on future. He also mentioned he would be visiting Auburn in the near future.

**CEO Report**

Mike Cavanaugh began by stating we had a quorum for doing official business and mentioned that conflict of interest needs should be stated on any agenda items. None were stated.

**IHF Global Coaching Course** – Part 1 was in Mexico City and we were host for Part 2 in Auburn. Our goal was to be even better than Mexico City as a host, and he felt like we accomplished that with a very minor budget. 14 nations were in attendance and we had 4 US coaches participate. Javier was an instructor and our MNT players were demonstrators and did a fantastic job. Thanks to Auburn for outstanding technical, classroom, food and support personnel. The IHF officials left happy and interested in future events in Auburn!

**IHF Trophy** – Men and Women Jr. Teams were in Drummondville, Canada and the entire event was funded by the IHF. Countries in attendance were Puerto Rico, Mexico, Canada, and USA. Self-funded training camps were organized and run by Mark Ortega (Boys) and Kathy Rex (Girls). A pair of USA referees were able to attend and receive the IHF Referee Education course, as well as gain practical experience as they refereed each evening. The coaches in attendance also completed an IHF Coach's Education course. The boy's team finished 1<sup>st</sup> and the girl's team finished 4<sup>th</sup>. The Boys are now headed to the Global IHF Trophy event with dates & location TBD.

**Goal Vendor** – 16 Sets of goals are to be built in US thanks for the IHF. We have selected UCS in North Carolina to produce them and USATH is currently working out details on shipping, storing, price, and international standards. Beach goals will be produced there, too!

**Open Nationals** – Contracts have not been signed so the BoD was asked to keep this information confidential. 2017 looks to be at Myrtle Beach, SC. This is an excellent venue with all wooden courts, more space, and a significant operational cash fee is offered to help defer expenses. For 2018 we are hoping to be in Houston. Currently they only have space for 3 courts and are working to see if they can accommodate a fourth court within the space they have available.

**PATHF Congress** - 21 nations and the IHF President in attendance on July 30 in Argentina. Mike was elected to Chairman of the PATHF Coaching Commission and as such, Continental Representative to the IHF Coaching Commission. All dates for upcoming events were determined and will be published by the PATHF once confirmed with nations and dates.

**COI/COE** – All Board Members, if you have not already done so, please submit your Conflict of Interest and Code of Ethics statements ASAP!

**UTAH Corporation Status** – USATH is currently out of compliance with corporate registration with the State of Utah as established by previous leadership. The USATH needs a registered agent in residence in Utah. It is envisioned that we need to catch up with the nominal yearly fee and pay any relevant taxes. We are exploring options for securing a registered agent in Utah and ultimate plan is to move corporate registration to Colorado as soon as possible. We are currently registered to do business in Colorado.

**Bylaw Status** - Mike Lenard is still working on the Bylaws, but was in Rio for several weeks fulfilling his duties with the International Court of Arbitration for Sport. A firm in Colorado Spring will assist and together the hope is to close this out by the end of the year.

**TopScore** – The new service for membership seemed to work well this year. We hope to add Tournament services this year and also sell surplus balls from this site!

**Staff Addition** - Kathy Rex was added to staff for 10 hours/week from a grant provided by the USOC. We had 10 applicants and 3 were interviewed by Bob Djokovich and Mike Cavanaugh. She has been able to assist with the Open Nationals, USATH Committees, Bid Selections for Nationals, IHF Trophy and ran the auction for the Rio Packages we realized as VIK from Jet Set through CharityBuzz.com.

**Finance Report:** Jenny and Candy were not on line, so Mike filled in. Candy has been helping with the external Audit, mostly answering questions and all seems to be going well. Profit & Loss statement, along with other financial statements, went out yesterday. We are struggling financially, but all reports are up to date. Bookkeeping is going well.

**Club Symposium** – The dates have been set for Oct 7-9, we look forward to some internal face to face time and Harvey will be here! We are hopeful that Clubs Reps will come for a shared vision and we can get them on board. We have limited resources for the event, but COSOTC will provide housing and meals at a shared cost of \$50/day, and have included the meeting rooms! We plan to do a SWAT Analysis plus some strategic planning. The idea is to come out with shared vision by all!! We look forward to aligning with the clubs and finding committed volunteers to help chair some key committees.

Schedule of Events

Friday Night – Internal meetings

Saturday – All day working sessions with break for lunch, followed by a social dinner.

Sunday - Closing session in the morning

Please reach out to Harvey, Bob or Mike if you plan to attend. Invitations will go out to clubs this week. The goal is for 10-20 clubs reps in attendance! The internal meetings Friday night will be very important and Beach Handball will have a place at the table.

**Beach Handball Report** – Thanks to Dennis for his leadership in Beach Handball from Harvey! Dennis started by stating the growth of Beach is so big that things are exploding. Brazil's help was enormous in helping prepare USA for the Pan Am Championships in VEN. The World Championship team was good, but the USA lost 4 games in shoot outs. USATH really needs to pay attention to Beach because the US can get really good, really fast. There are no conflicts with Indoor, but the Board must look at the two sports differently. The WC were mostly funded by Dennis (\$50K), still looking to get \$33k back from the IHF and other sponsors. While attending the PATHF Congress in ARG, Mike Cavanaugh secured the Pan Am Beach Handball Championships for Men and Women in Feb/Mar of 2018. This is a qualifier for the next IHF BWC. The World Beach Games in 2019 is slated for San Diego. The 2021 World Games will be in Birmingham, AL. These are BIG opportunities to seek sponsors. 2017 Youth Olympic Games will have beach handball as a program sport for the first time. Emphasis should be on developing youth level players.

Most of the Beach Handball action has been in CA. The SoCal Tournament well in LA over the Labor Day Weekend. We will need to name some Jr. Coaches and will need to develop procedures for that.

Dennis recommends funding plans for both beach and team in the LA area. There is an abundance of athletes and we should focus both in this area!! We need to keep players playing with a fall league and summer league, plus one big event a year. The TV broadcast in Hungary

was great and an opportunity to put ours on TV, too. The Beach game is so exciting because anyone can win or lose!

USA Beach needs to get more people involved as volunteers. If one year passes and there is no help from the volunteer, then let's replace them. We need help from lots of folks without pay. Dennis will put his plans in writing and have more for the website and newsletter.

**AAC Report** – T's term will be over at the end of year. David is still eligible to serve another term and we have two female athletes who will run for the alternate position to the USOC AAC slot and this will require a vote. By next Board meeting, T will have the name of the new female Board Member (vote is between Jen Fithian and Sarah Gascon) Currently, Beach Handball athletes are not recognized as AAC eligible. T was asked to have Mike Lenard include this issue in the bylaws revisions.

### **Rio Report**

David Thompson – His experience in Rio was 37 days as an athlete service representative on the USOC staff. David is very interested in staying on as the AAC rep based on the relationships he was able to establish with the USOC staff. He mentioned it was very difficult to get a ticket to handball. The sport was received well in Rio!! He has seen handball get more popular as the level of play gets better. His job was a lot of hard work but very rewarding.

Attila Agoston - worked with Brazilian (LOC) as a Team Leader. He said the organization's Latin American Style of Management was different but successful. There were a total of 76 games. The ticket was very popular with the fans because with one ticket you could watch two games and Brazil had both gender competing. Also, the venue was in Olympic Park with many other sports. The organizers were glad USA Team Handball had a staff member being a part of the Olympics even though the US team did not qualify. Attila was able to meet with Mike Lenard while he was waiting for IHF President Moustafa. He noted that at the games, nothing was predictable. It was interesting to see the new rules including when the goalie was pulled to put an extra man on offense. They are really proud of the IHF referees, Lars and Christian, and they like to have USATH delegate in the PANAM region. Attila, started the process and applied to be technical delegate in order to represent USA in different levels.

**IHF Academy in Auburn** – Having a team from Uruguay and the Coach's Certification Course in Auburn were beneficial because it afforded several IHF officials to see the benefits of a long term program at AU. IHF currently has two IHF academies in Shanghai and Beijing and would like one in the US. The IHF was very happy with the Global Coaching Course in Auburn and would like to name Auburn as a future IHF Handball Academy. USATH will be speaking with them after Rio to learn of their expectations which is anticipated to be different from what is in place in China but will definitely feature strong components of event hosting with an academic approach to developing teachers, coaches and referees in the region and nation.

### **MNT & WNT –**

Javier did the update for the Men's program. He stated they have been two years, 10 months in Auburn. They had 15 players this past year but unfortunately lost 7. With a few additions, the training group is now 10 athletes. There have been over 300 requests for tryout or info to start a club from the excitement from Rio. The ages of the athletes wanting to try out range from 14-47

years old. From the emails sent, 40 athletes have responded to date and 43 athletes have registered. Javier is still getting 4-5 new requests daily. The MNT tryout is scheduled for Oct 15-16. Javier is hoping for better athletes with special qualities. He really is reaching out with a personal touch. He is excited to report that 34 of the athlete's interested in the tryouts are Juniors!!

Javier would like the team to be training now until June of 2017. Canada would like to do an exchange in November and come to Auburn in the spring. The home country will pick up the hotel tab when the other is visiting. The residency team will play at college nationals and open nationals. He hopes to have the new team ready to play well by May. He was proud of United's 3<sup>rd</sup> place finish at Open Nationals this past year. Next summer he would like to have games with Mexico, PR or Cuba. The team needs more competitions to get good results!!

Javier recommended we continue with the planned Regional work. He would like to help the regional coaches to get coaching certification and find select teams which would come together for competitions. He is looking forward to discussing this more at the meeting in October. Javier would also like to develop a USATH plan for strategically putting players in the top teams in Europe. We need to develop a protocol with nations to allow our players to go play overseas. He would like to see the players do 1-2 years in Auburn and then head to Europe for competition. Players need to improve in quality in order to facilitate their integration in teams overseas.

Dave Gascon stated that both coaches prepared excellent letters to go to the interested athletes for their planned try outs. Several athletes were also directed to the website to find local clubs when possible. The volume of interest for the women is big, 40-50 athletes are interested in trying out in October or December.

**Auburn 2017 Plans** – A strength and conditioning expert will work with both teams at Auburn. Info on tryouts should be set soon. USATH has received funding from Terry Andrus for this fiscal year. East Alabama Medical Center stays committed thru 2020, \$75,000 annually for the coaching staff. Local money has come from the Auburn/Opelika Tourism Bureau, \$25K twice. Canada and others have come for competitions. Auburn appreciates the return / dividends to the city in the way of hotel, food, and shopping revenue. The staff is fighting the good fight, but still not in control of the venue.

#### **NBC Gold Map/Rio Inquiries:**

July Numbers	Unique Users: 8,646	Page Views: 27,294
August Numbers	Unique Users: 82,415	Page Views: 275,886

Kathy Rex reported the following numbers to the website. Our numbers grew 10-fold during the Olympic Games. Mike Cavanaugh mentioned that the inquiries about the sport were in the hundreds and all interested parties were given a call, tweet, or email back. Many were given information about programs and teams in their area. Those of the correct age and ability were passed along to the national team coaches.

Harvey asked if we were able to collect data on those interested in information. For the inquiries through Gold Map we were able to collect that information on those who called or emailed. For increased hits on the website, there currently is no way to get the information without some sort of promotion to capture that information. Harvey also mentioned that he would like us to consider the sale of t-shirts on the website as a way in bring in revenue. He would like to sell items that are just USA Team Handball, without rings. We also will start with selling the extra balls in inventory in Auburn.

### **New Business**

Attila wants to help with the Regional Coaches and work on training them. He feels it is important to get more people involved and greater number of coaches doing the right thing, with the right philosophy, and good intentions.

He also agreed with Javier about having a more organized approach by NGB to place athletes in Europe, with even the possibility of an exchange program.

Attila also mentioned he would follow-up on the sponsorship opportunities. GEO Care, donated a small amount for the World Championships and hopefully will contribute more in the future for Handball.

Attila mentioned concerns about Nationals being in the East again. Mike mentioned that it was a function of the bid and it looks good for 2018 to possibly be in Houston, Texas.

Lastly, he wanted to thank Kathy for her work with the Junior program in Colorado and that he is excited to assist with the coaching.

Meeting adjourned by Dr. Schiller at 7:14 EST. All were thanked for their participation.

Respectfully submitted,

Kathy Rex  
Admin Assistant  
USA Team Handball