



## **Board Meeting Teleconference Minutes**

**September 26, 2017**

### **Board Member Attendees:**

Dr. Harvey Schiller, President & Chairman

Jennie Choi

Attila Agoston

David Thompson

David Palmer

Sarah Gascon

Mike McNees

Alan Dizdarevic: Excused for Professional Reasons

Bob Djokovich: Excused for Professional Reasons

Kristin Roberts – representing Reita Clanton as the Auburn OTS Liaison

### **Staff:**

Michael D. Cavanaugh - CEO

### **Guests:**

Dave Gascon – High Performance Director

The meeting was called to order at 4:32 pm ET by President Schiller, who directed the CEO to conduct a roll call. The meeting was properly called, a quorum was established, there were no expressions of a conflict of interest from any Board member on any agenda items and the CEO was appointed the Meeting Secretary.

The President deferred his report until later on in the agenda and asked the CEO to make his report.

#### **CEO Report:**

**SafeSport:** – A document was found on the website entitled SafeSport Policy, Procedures & Strategy that was dated December 2013. When the immediate former CEO was contacted he indicated that he was 95% confident that the document was Board approved. When the SafeSport auditors asked for verification that it was Board approved, that could not be found and it is believed that the verification may be on a hard drive in a storage box of items shipped in from the former offices in Salt Lake City. The document is believed to be of good quality and content and would satisfy the audit need to have certain definitions and policies in place. The CEO reported that the document was revised to bring it up to date in several need areas, especially in reporting of violations. The Board was asked to pass a resolution adopting the document. **The Board adopts the new September 26, 2017, revision of the SafeSport Policy, Procedures and Strategy document for USA Team Handball** – voiced by Harvey Schiller and seconded by Mike McNees. President Schiller called for the vote and it was unanimous. The CEO pointed out that there would also be a revision to Section #14 in the document that would clarify language as to sub-groups within USATH that would be mandated to pass the on-line SafeSport education component as a part of their membership registration. **PATHF Congress** is being called on October 7 in Bogota, COL. PATHF is paying the expenses for the USATH CEO to attend. The Congress is intended to seek support and develop a strategy to possibly lobby other nations to accept the PATHF proposal to split the current continental structure in to a South/Central PATHF and a North/Caribbean PATHF. This will have implications on qualification for world events but is intended to increase the number of competitions within the regions as a means of reducing costs primarily in travel to PATHF events. **IHF Congress** is being called for November 11-12 on Antalya, TUR. President Schiller is supporting the air expenses for the USATH CEO to attend and hotel and food expenses are paid by the IHF. It is an election Congress for the IHF and the current President is thought to be running unopposed. Votes will also be taken for the awarding of several world events and other legislative initiatives like the PATHF restructure, as an example. The CEO will report to the Board following these two Congress meetings. Nationals 2018: facing a fee being assessed for the Myrtle Beach venue that was so highly praised for 2017. Working with the Myrtle Beach Sports Commission to try and negotiate with the city owned venue to get that fee reduced or possibly covered by other means. **Insurance:** Has been stable over the last 3.5 years with the general membership with minimal claims but a gap in primary coverage was recently discovered with MNT/WNT and their personal policies and also we are paying more attention to the membership renewal cycles to be sure all of our WNT/MNT athletes keep their memberships current.

**Dave Gascon – WNT/MNT High Performance Director:** The WNT had a very successful 2017 by qualifying for the WPAC at the NorCa event in PUR by finishing 2<sup>nd</sup>. At the PAC in ARG they finished 5<sup>th</sup> which was a significant improvement over the 10<sup>th</sup> place finish two years ago. They have been successful in raising funds through several means to support their efforts and recently secured an all-expenses paid competition experience in KOR. They have identified an elite level coach originally from China, who now lives in Texas. She has visited Auburn and been observed in hands on coaching and is being considered as an addition to the current WNT coaching staff.

The MNT in 2018 faces a mirror of the WNT PATHF schedule in 2017. The MNT face a NorCa event probably in March in order to qualify for the June MPAC in Greenland in June. They are participating in a self-funded tournament in November in Montreal. They have had some recent recruiting success with the resident program in Auburn. We were all deeply saddened by the sudden passing of Javier's wife, Linda. The Auburn Training Site and possible future IHF Handball Academy continues to be the mainstay of our WNT /MNT program. We recently learned that the in-state tuition benefit a number of our athletes enjoy is actually a real dollar draw on the School of Kinesiology. The officials of the Auburn Olympic Training Site remain supportive but need assurances that future events will be staffed properly and adequate funding can be raised to support international events. President Schiller plans to visit with staff and AU OTS staff on September 28<sup>th</sup>.

**Financials:** Candy had prepared the P&L for July and August 2017 and this was circulated to the Board. The external audit was nearing completion and we should expect the auditor to report to the Board at our next meeting. A preliminary budget is being finalized and will be circulated to the Board for passing soon. The budget is compounded by the USOC and USATH being on different fiscal years and we do not know the level of funding to expect yet from the USOC in 2018. We always have cash flow challenges especially in Q1 and Q4. Harvey Schiller continues to lead with donors and gifts and is near the end of a campaign that has realized nearly \$30,000. We continue to control fixed expenses such as the national office, insurance, AL / CO taxes, Worker's Comp and Unemployment, Audit, SafeSport, our College Open and Club Open. The Board continues to support the concept that any funds raised in Auburn or by the WNT/MNT remains in Auburn. The Coaches in Auburn are paid by a donation from the East Auburn Medical Center and that is in place through 2020.

**Beach Handball – Dennis Berkholtz, Director:** Due to a scheduled surgery, Dennis submitted a written report circulated to the Board. In that report, he states that planning continues for the March 2018 PATHF BPAC to be staged in Oceanside, CA. Dennis is creating an entity that will remove USATH from any financial liability related to the BPAC for men and women. He states that while he was engaged with IHF officials about bidding for the 2020 WBC, he has decided to not bid for 2020 and has asked the IHF for their opinion on a strategy to host a WBC in the USA that could best serve their needs leading up to a 2025 Paris and 2028 LA Olympic Games and how to best position Beach Handball for promotion possible leading up to inclusion on the Olympic Program as a medal discipline.

**Bylaw Review – Michael Lenard:** At the time of this call, Mr. Lenard was in the Far East and was fearful of connective problems that would not allow him to participate in this Board teleconference. He will be asked to provide a separate report on the status of this important project.

**President's Report:** The Board was reminded that we have a special opportunity with the Olympic Games coming in 2020 in Tokyo, 2024 in Paris and 2028 in LA when we can expect full funding from the USOC. Until that time we suffer from lack of funding and sponsorship. About half of the NGBs struggle with funding and finding sponsors. We need to rethink our Board concept and perhaps consider future Board members be required to contribute or bring in \$X as part of their Board Seat. We have a problem with awareness and television and our 'product'. We all have to rethink our positions on the Board – I am will to serve as an Emeritus President when current or future term is complete. Attila has

introduced us to the leadership of Red Robin for possible engagement, and I will speak with them on Thursday. We need the Board to be more active on fund raising efforts. I'm going to send to the Board a sample of an appeal letter sent out to my friends, family and associates. I made the ask and many have responded. It has been successful and I cite the owner of the Chicago Bulls has now sent in \$10,000 for two years in a row. Working with the CEO we send out thank you letters and in some cases small gifts and/or a ball. We shouldn't forget the progress we made these past few years. Mike McNees voiced he would gladly help where possible.

**AAC Report:** David Thompson reports that the annual Olympic Assembly will take place in October. President Schiller asked David if would be willing to stand up at AAC meetings and express the fact that many sports are really suffering from lack of funding. David said he would do that. It was discussed that the AAC/Athletes are the most sympathetic group within the USOC but they too are shunned by the USOC Board/ leadership and their strict adherence to performance based funding. The CEO voiced that David and Sarah, as AAC reps, had both been very helpful in dealing with sensitive athlete issues and that is most appreciated.

**New Business / Old Business:** None Voiced

Adjournment: President Schiller thanked everyone for their time and declared the meeting adjourned at 5:20 pm ET.