



One Olympic Plaza, Colorado Springs, Colorado 80909

[www.usateamhandball.org](http://www.usateamhandball.org)

## USATH Board Meeting Minutes

Date: February 10, 2015

Location: Conference Call

Time: 1800 EST

Duration: 70 min

In attendance:

### **Board Members:**

Harvey Schiller, President & Chairman

Bob Djokovich

Jennie Choi

Attila Agoston

David Thompson

Tomuke Ebuwei

David Palmer

Mike McNees

Maurice Godwin, Meeting Secretary

### **Staff:**

Mike Cavanaugh, CEO

Javier Garcia Cuesta, MNT Head Coach

Christian Latulippe, WNT Head Coach

### **Guests:**

Candy Marturano, Accountant

Beth Witten, Blue Turtle Creative Managing Partner

Ken Waugh, Auditor

Michael Lenard, Legacy Project Director

18:00 – Quorum Reached

18:05 – President's Report, Harvey Schiller

President Schiller announced that since last Board of Directors meeting, USATH has secured \$70K grant from the USOC for operations and events. Schiller himself donated \$25K which was matched by USOC, and he personally thanked donors such as Bob Djokovich, Michael Lenard, and Mike Cavanaugh, who made donations to USATH over the past 45 days.



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NOTE: Javier and Christian both had coaching duties so they were moved up as an agenda topic

18:06 – Repechage 2015, Javier Garcia Cuesta – MNT Preparations

Coach Cuesta is making final preparations for Repechage including contacting all MNT players who were selected for the Repechage rosters. The final roster should be announced within the next few days. Ten MNT players are arriving in Auburn, AL at different times from February 26 to March 2, based on personal circumstances.

In preparation for the Repechage, the MNT will compete in three friendly matches against the Alberta Senior Men's Team from February 27 to March 1, guests pay their own room and board while in Auburn.

18:08 – Repechage 2015, Christian Latulippe – WNT Preparations

Coach Latulippe announced that most visiting WNT players will report to Auburn, AL, by February 22 for training camp for the Repechage. The Puerto Rican WNT agreed to compete in three friendly matches against Team USA from February 27 to March 1, as well as pay for their own room and board while in Auburn.

Details are currently being finalized for the arrival of the Uruguayan National Teams for the Repechage.

18:10 – Repechage 2015, Harvey Schiller

Schiller added that the USTH Foundation awarded USATH with a \$41K grant to partially cover the expenses of the Repechage.

18:11 – Beach Handball Status, Javier Garcia Cuesta

Coach Cuesta provided insight on the structure of beach handball in Spain and Brazil, based on his experience as Technical Director for the Spanish Handball Federation and MNT coach for Brazil.

Beach handball in Spain had a very small budget during his tenure, and the Spanish Handball Federation handled the organization of beach handball competitions. Coach Cuesta recently contacted the current Spanish Handball Federation Technical Director, and he reported that the structure is mostly the same, with the exception of an added youth/junior beach handball team.

In Brazil, the structure is very similar, with the national federation organizing the beach handball initiatives. There are staff devoted to beach handball, but there is no separate beach handball entity. However, the beach handball players do not compete on the national indoor handball team. Most other countries, Cuesta commented, have the same athletes for indoor and beach handball. Yet, in Brazil, there are more beach handball athletes, and more training and competitions for beach handball athletes since they do not compete indoors nationally.



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18:15 – December Board of Director Meeting Minutes, Harvey Schiller

David Thompson, motioned to approve. Bob Djokovich, seconded. Minutes were approved.

18:15 – CEO Report, Mike Cavanaugh

Cavanaugh shared his experience at the IHF World Handball Championships in Qatar. There were several different courses (medical, coaching, administration, etc.), 125 doping tests, 50 blood tests, and multiple media events.

Cavanaugh introduced himself to the IHF President, Secretary General/COO. However, he spent most of his time with Frantisek Toborsky, who was assigned to review the USATH Four-Year Plan. His recommendation to the IHF Council was to provide external assistance to USATH so that we are successful with our Four-Year Plan. The PATHF has assigned two Technical Delegates, one from Puerto Rico and one from Mexico, to attend Auburn for the Repechage event. Both delegates sit on the IHF Council and have longstanding relationships with USATH.

18:18 – 990 Presentation, Ken Waugh

Waugh first reported that the accounting situation has greatly improved from 2011, when there were incomplete accounting records. There has been some difficulty in accounting for membership income. However, USATH is close to being back on track in terms of timely submission of financial reports.

Waugh then gave a breakdown of the financial report for 2013:

The independent auditor expressed going concern, which is standard when an organization has a negative net worth. In 2013, liabilities were substantially more than assets. USOC High Performance funding was the largest source of income for the year. The administrative expenses constituted only 19% of the total revenue, which is very good for a small NGB (larger NGBs are around 15%).

USATH was successful in obtaining a matching grant from USOC which substantially added to the overall income. The Board was recognized for their work to improve the organization's financial standing.

It was recommended that USATH give AllPlayers a deadline for financial reports in the future so that accounting can be more efficient. It was also suggested that USATH may need to search for another vendor for membership needs.

Waugh explained the importance of the 990 document and why the Board members are being asked to give their signature. Mike Cavanaugh added that there are some recommendation made on needed items that he would like to adapt from other NGBs and add to USATH bylaws, but he plans on presenting them at a later date.



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The 990 document was accepted and approved by vote. Waugh agreed to proceed with electronic filing of the 990. He also encouraged USATH that in the future, the 990 could be completed by the fall of every year to avoid USATH needing an extension. Mike McNees made the motion and Tomuke Ebuwei seconded.

19:37 – USOC Internal Audit, Mike Cavanaugh & Candy Marturano

The USOC performed its internal audit and made recommendations to USATH. Some of the USATH responses to recommendations were already in motion at the time of the audit, and some have been initiated since.

Candy reported that this year all but one financial statement had been found for the USOC's audit. USATH is exploring ways to improve bookkeeping for cash and checking accounts. USATH is also taking extra steps to make sure financial records are maintained in the future.

18:40 – Beach Handball Status, Bob Djokovic, Harvey Schiller, & Mike Lenard

The Board and Coach Cuesta did due diligence in researching whether it is customary to designate beach handball as a separate entity from indoor handball. The conclusion was reached that it is USATH's responsibility to oversee anything regarding handball in the U.S., including beach handball.

USATH offered Dede Piankova the position as Chair of Beach Handball in the U.S., with autonomy to fundraise and select a beach handball committee, as long as USATH had oversight of beach handball finances, plans for international competition, and communication with other countries. Ultimately, Dede Piankova declined the position and any association with USATH.

President Schiller reiterated that USATH is the only body with the authority to communicate with the IHF for purposes of international handball competition in all of its forms.

Mike Lenard reported that he spoke with the USOC General Council, and they confirmed that it would be a violation of the Sports Act to delegate all beach handball operations to a separate organization. Lenard suggested that USATH's offer to Piankova was very fair, and pointed out that USATH should be prepared for possible future interactions with Piankova.

Schiller pointed out that beach handball is potentially a very valuable asset for USATH. He suggested that USATH should appoint someone other than Piankova, possibly on the Board of Directors, to oversee U.S. beach handball initiatives. Tomuke Ebuwei raised concern about future interactions with Piankova, and Schiller responded that USATH will have to send proper correspondence and wait on the outcome.



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Coach Latulippe reminded the Board that Birmingham, AL, has been selected to host the World Games in 2021, and beach handball will be one of the sports featured in the event. David Thompson, a Board member living in Birmingham, noted that he reached out to the 2021 administration, and has offered his support and assistance on behalf of team handball.

Mike Lenard has also provided his support towards the organization for the World Games. He pointed out that only USATH can enter a team into the World Games competition. Attila Agoston echoed Schiller's comments on the importance of beach handball since there is a push to add it to the Summer Olympics, and offered his support of USATH's future endeavors with beach handball.

Schiller recommended that USATH form a sub-committee to protect interests with regard to beach handball, prepare for potential international competition (e.g., World Games, Summer Olympics), and protect the U.S. athletes. He also agreed with David Thompson's suggestion that USATH should draft a letter explaining why USATH cannot delegate beach handball entirely to another organization.

18:55 – AAC Report, Tomuke Ebuwei & Mike Cavanaugh

Ebuwei reported that the USOC and USADA has combined to accomplish tasks that were previously done separately. The USOC is also in the process of electing new members to the Executive Board.

The AAC is concerned with how the USOC is distributing funds. Money is now being distributed to NGB's based on medals and international success, which the athletes feel is not congruent with the spirit of the Olympics.

Mike Cavanaugh reported that a resident national team athlete voluntarily resigned from the USATH in October, and her December doping test A-sample was found positive. USADA will alert the IHF of the results, even though the player was no longer with USATH at the time of the doping control test.

18:59 – Membership/Alumni Project, Mike Cavanaugh, Bob Djokovich, & Michael Lenard

Cavanaugh introduced Michael Lenard, Vice President of the International Court of Arbitration for Sport, former VP of the USOC, '84 Olympian in Team Handball, to the meeting attendants as Director of the Legacy Project.

Lenard introduced the Legacy project, as an endeavor to preserve the history of USATH in spite of the past turnover in administration. To increase support among past handball athletes, Lenard proposed that USATH devote a portion of the website to rosters and photos of past National Teams and the top finishers of USATH national competitions. This information will then lead to the formation of a database of past athletes to maintain connection with them and USATH.

Eventually, Lenard envisions a photo-sharing website where past personnel can upload photos from his/her tenure with USATH, and re-engage with the sport.



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Djokovich reported that Lindalisa Severo has volunteered to assist Maurice Godwin with publishing web content, specifically the Legacy project.

19:05 – College National Championships and Open Championships, Mike Cavanaugh

Mike gave the dates of the two major annual national events. Beth Witten, Mark Ortega, and Maurice Godwin, and Jim Thome are on the Local Organizing Committees for College Nationals and Open Championships, respectively. He suggested that the Board of Directors meet in person to conduct a meeting at one or both of these events.

19:07 – Old Business/New Business, Bob Djokovich

Djokovich revisited the budget for the upcoming Pan American Qualifier vs. Uruguay in Auburn, AL. The USTH Foundation donated \$41.4K and USATH donated \$9K to the Pan Am Qualifier budget so the MNT and WNT coaches could effectively organize the event. However, the athletes are still responsible for their own food during training, and USATH is continuing fundraising efforts to address this need.

19:10 – Meeting Adjourned, Bob Djokovich