



USA Team Handball board meeting

Meeting minutes for the 1-Oct-2025 executive meeting

Board members in attendance

- Olga Chaikouskaya
- Julia Taylor – vice-chair
- Jason Borchik
- Chris Brase
- Andre Carter
- David Eldridge
- Evan Gitomer
- Patrick Jalabert – chair, acting as secretary

Board members excused

- Andrew Donlin

USATH Staff in attendance

- Michael King

Call to order

The meeting was called to order at 11 am MT by Patrick Jalabert, chair. Mr. Jalabert thanked board members for joining, and reminded them that several topics would be discussed, as detailed in the shared agenda.

Agenda item #1 – CEO updates

- Mr. King provided a short debrief of the USOPC assembly. He highlighted on-going conversations around USOPC funding, including discussions around restoring EAHl policies for next year.
- Ms. Taylor requested a follow-up on whether National team athletes were eligible for the USA Medical Network, independently of their status with EAHl.
- Martin Billelo had been endorsed by the IHF and appointed Handball Manager for the LA28 Olympics. He was expected to relocate and start working in November. Relatedly, Mr. King would be meeting with the LA28 CEO in the coming week, as they ramped up their efforts in the sprint towards the games.
- The board discussed the development project in Florida, for which Mr. King had circulated a roadmap ahead of time as previously requested. The first WCAP athlete, Mark Miller, had already graduated and

been placed on a Danish first division team. Work was still on-going to establish benefits and on-site opportunities for athletes that would relocate. Mr. King was also working on coordinating the Commander in Chief trophy, to be hosted on site.

- Mr. King shared an update on membership, which stood at approximately 450 members, on track with expectations and previous years at the same point in the season. A few issues were noted with accessing the Sport80 platform, which would be reviewed and addressed in the coming weeks.
- The women's indoor National team coaching staff had been identified, and was shared with the board. Mr. King and Mr. Jalabert were both seeking a final wrap-up meeting with the IHF, to ensure the continued strength of the collaboration.
- The later part of October, and early part of November were expected to be busy with camps for both senior indoor National teams, and the cadet team at the World Championships.
- The board briefly discussed the club competition structure for the 2025-2026 season, with the inaugural edition of the National Cup set to have its first event in late October.

Agenda item #2 – Issues and Opportunities

- Follow-up actions from the SafeSport audit had been completed on time, with one additional request due to be closed out by mid October to formally wrap up the audit.
- Follow-up actions from the USOPC quadrennial audit were on-going. The major next step, a review and update of the by-laws in line with USOPC guidelines, was set to kick-off in the later half of October with the Nominating and Governance Committee leading the push.

Agenda item #3 – CEO performance

- The board discussed the BOARDSPAN 360 report, which had been contributed to by all board members and the CEO, and was circulated ahead of the meeting.
 - Several directors had raised communication as a point of emphasis moving forward, including pro-active updates and taking feedback.
 - The board and CEO agreed to revisit how updates were communicated, including increasing email communication to allow for fewer in-meeting updates and maximize the impact of time spent in conversation.
 - Overall, the general tone was positive, with significant improvements underway and a dedicated board and CEO to move in the right direction.
- The board reviewed the proposed 2026 operational plan, which had been circulated ahead of the meeting as previously requested. This included a discussion of staff compensation, in line with gradually funding a High Performance department.
- The board discussed goals for the CEO for 2026. Mr. Jalabert had circulated a draft ahead of the meeting, in line with the strategic plan, and sought feedback from other directors.

Action item

Mr. Jalabert was tasked with finalizing the CEO goals, taking into account the feedback received from the board.

Non-agenda items

- Mr. King highlighted an initiative to expand the organization's presence by diversifying its social media presence across multiple channels, leveraging volunteers' expertise to lead some of those efforts.
- Mr. Jalabert reminded board members to vote on the approval of meeting minutes, in order to close that action.

The board meeting was adjourned at 12.30 pm MT.