Member, United States
Olympic & Paralympic Committee

USA Team Handball board meeting

Meeting minutes for the 1-Jul-2026 regular meeting teleconference

Board members in attendance

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

Board members excused

- Jason Borchik

USATH Staff in attendance

- Michael King

Call to order

The meeting was called to order at 11.15 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 – Conflicts disclosure

In conformance with recommended best practices, board members were asked to disclose any potential conflicts of interest arising from the contents of the agenda:

- Mr. Eldridge disclosed that his spouse was employed by Verizon, a sponsor of USA Team Handball, though she was not involved in the decision making process that impacted sponsorship or philanthropic initiatives.
- No other conflicts were raised.

Agenda item #2 – Board chair opening remarks

- Mr. Jalabert highlighted this meeting's focus on performance assessment and continuous improvement. The organization was positioned to start making measurable impact for the sport of team handball, and board members would be expected to commit to leading efforts to keep improving its overall performance.

Agenda item #3 – Audit & Compensation Committee update

- Second quarter financials were not wrapped up at the time of the meeting, but Ms. Chaikouskaya provided a high-level update of the organization's financial position.
- Work with the financial auditor was set to begin in mid-July, giving the organization an opportunity to review its standing, and continue to drive reporting improvements.

Action item

With the regular scheduled cadence of Audit and Compensation Committee meetings set to expire at the end of June, Mr. Jalabert was tasked with extending the calendar recurrence through the remainder of 2026.

Agenda item #4 – CEO updates

- In line with established best practices, notes had been circulated to the board ahead of time to allow for review and preparation of questions.
- Mr. King highlighted the first ever international matches played by the women's indoor under 16 National team. Pending a final match between Puerto Rico and Mexico, the team was on the verge of qualification for the World Championships. With a new cycle set to begin, this event and upcoming matches offered the opportunity for new coaches to step and grow. Emphasis was being placed on developing domestic-based staff, to continue addressing the significant shortage of coaches in the women's pipeline between 2014 and 2024. The goal was to leverage opportunities created by the IHF's education platforms, to empower former athletes to take the next step in their handball journey.
- Mr. King was driving to close on-going positive conversations to generate revenue to support program growth. Among those, USA Team Handball was expecting a restricted donation through the US Olympic and Paralympic Foundation (USOPF) aimed at hiring a dedicated media and brand development manager to improve management of digital assets and communication standards.

Motion

A motion was made to move the meeting to executive session, and was duly seconded. Hearing no objections, the motion passed, and the board moved to executive session.

Agenda item #5 – Governance

- Mr. Jalabert reiterated the expectation for confidentiality on all disciplinary matters, particularly as these conversations involved board members (all or some) being made aware of sensitive information about particular members.

Action item

Mr. Jalabert committed to circulating these expectations over email for continued awareness of all board members, including those not in attendance.

- Mr. King presented a topic that the US Center for SafeSport had declined jurisdiction over, with the expectation that USATH would take on the review and determine if any action was necessary. While the matter could remain within the purview of the CEO, Mr. King had identified a potential conflict of interest and elected to hand off ownership of the review to the USATH board.
- Considering the matter pertained to a general member of USATH, the board agreed that Mr. Brase and Mr. Jalabert should serve on the review committee as the general membership directors. To complete the committee, an athlete representative was needed. Ms. Taylor disclosed a potential conflict of interest, having offered advice to the member in question. In order to ensure the committee had a female representative, the board elected to defer to the THAAC to name an athlete representative.

Action item

Mr. Jalabert was tasked with requesting the appointment of a female athlete representative to the committee by the THAAC.

Mr. Donlin joined the call at this time.

- The board discussed a potential violation of USATH's conflict of interest policy by a staff member. The alleged violation had been circulated shortly before the meeting, as mandated by the organization's bylaws.
- Mr. Eldridge raised a concern with the scope of the alleged violation, and the board aligned on the need to engage counsel.

Action item

Mr. King was tasked with retaining legal counsel to determine next steps.

- In parallel, the board aligned to proceed with a disciplinary subcommittee review, focused specifically on whether the alleged conduct violated the conflict of interest policy.

- Ms. Taylor and Mr. Donlin both disclosed potential conflicts of interest in this matter.

Action item
Mr. Jalabert was tasked with following up with Mr. Borchik to determine his ability and willingness to serve as the athlete representative on the disciplinary committee.

- Mr. Eldridge and Mr. Carter agreed to serve on the disciplinary committee, with Mr. Jalabert acting as a non-voting chair to facilitate scheduling and documentation of the proceeding.

Agenda item #6 – Issues and Opportunities
Mr. King left the meeting at this time.
- Mr. Jalabert had circulated the results of the board's performance self-assessment ahead of the meeting, and asked that all members reflect on some key areas where the general result was below expectations.
- Mr. Eldridge re-emphasized the fact that all members of the board owed, first and foremost, a duty to the board and the organization. While acknowledging that the duty of loyalty and duty of confidentiality could be some of the more challenging aspects of service on the board for those elected by constituencies, it was reiterated that the expectation was that all board members abide by their fiduciary duty to USA Team Handball.

Short term improvements: leverage confidentiality disclaimers in written communications
Owner of continuous improvement action: Patrick Jalabert.

- The board discussed succession planning and crisis management. The main identified risk was the limited amount of staff, and the resulting amount of responsibility put on a small group of individuals. The board aligned on emphasizing documentation to ensure good handoff was feasible.
- Mr. Jalabert noted that, over the course of 2025, several initiatives had been implemented to ensure good documentation, and committed to circulating some examples.

Short term improvements: ensure redundancy of access on all platforms
Owner of continuous improvement action: Patrick Jalabert

- The board briefly discussed other aspects of the performance evaluation, but agreed that the previously discussed items were the most critical to ensuring robust performance of the organization.

Open to the floor for discussion
- The board briefly discussed plans for an in-person meeting, and would follow-up on that matter during the next meeting.
- Mr. Jalabert noted that the call for candidates for the general membership election was open until 10-Jul-2026.

- Leveraging work by Mr. Carter and Mr. Gitomer, the board discussed ticketing needs for the LA 2028 Olympic Games. Highlighting the challenge of having to make assumptions on needs with no pre-existing data, and the expected burden on staff to accommodate the subsequent marketing strategy, the board aligned on the number of tickets to request.

The board meeting was adjourned at 1.15 pm MT.