



Member, United States
Olympic & Paralympic Committee

USA Team Handball board meeting

Meeting minutes for the 23-Feb-2026 executive meeting

Board members in attendance

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

Board members excused

N/A

USATH Staff in attendance

- Michael King

Others in attendance

- Michael McGinnis, Sr. Director of Compliance Investigations, USOPC

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 – Conflicts disclosure

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 #3 – Issues and Opportunities

In the interest of efficiently using participants' time, this agenda item was moved up.

- The board hosted Mike McGinnis, Senior Director of Compliance Investigations with the USOPC, to provide guidance regarding Executive Order 14201, and the resulting expectations of Olympic NGBs. It was clarified that all insight provided was done so as expertise, not as legal counsel to USA Team Handball.
- Some material and examples of other NGB policies had been circulated ahead of the meeting for review by the board. Beyond that preparation, Mr. McGinnis clarified that the organization would be well advised to adopt an operational procedure for reporting of any potential concerns, including how enforcement could be conducted, and which parties would have standing to raise concerns.

Motion

A motion was made to formally integrate the following language into the organization's bylaws: USA Team Handball is committed to protecting opportunities for athletes participating in sport. USA Team Handball will continue to collaborate with various stakeholders with oversight responsibilities, e.g., IOC, IPC, NGBs, to ensure that women have a fair and safe competition environment consistent with Executive Order 14201 and the Ted Stevens Olympic & Amateur Sports Act, 36 U.S.C. § 22501, et. seq. The motion was duly seconded. Hearing no objections, the motion was approved.

Action item

Mr. King was tasked with seeking counsel to establish a procedural approach to enforcement of the updated language, with the expectation that such a procedure be ready by the following board meeting.

The board thanked Mr. McGinnis for his expertise, and Mr. McGinnis left the meeting.

- The board discussed a recent Judicial Committee ruling on an open grievance. The panel had determined that “given ambiguity in the documents and the question raised regarding the decision-making authority within USATH, the Board of Directors is the proper body to determine whether the decision to establish the U.S. Cup and its format was operational or strategic in nature, which controls whether or not the CEO had the authority to establish the new format”.
- Mr. King (respondent) and the following directors recused themselves from the discussion and left the conference call:

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- Patrick Jalabert, chair and membership director, recused himself citing his presence on an active roster within the US National Cup
 - Drew Donlin, athlete representative, recused himself citing his presence on an active roster within the US National Cup
 - Chris Brase, membership director, recused himself citing his membership and leadership role within NYC THC, the complainant.
 - Leadership of the discussion was entrusted to Ms. Taylor as vice-chair, and a quorum of six (6) directors remained present to discuss, review, and provide a decision.

Motion

A motion was made to confirm that decisions related to competition format, including the decision to establish the US National Cup, were operational in nature and, as such, the responsibility of the CEO and staff. The motion was duly seconded and, hearing no objections, passed unanimously.

The recused directors returned to the meeting, as did Mr. King. Mr. Gitomer excused himself citing scheduling conflicts. With eight (8) directors in attendance, a quorum was still established.

- A recommendation was made to prioritize reconstituting a Competition Committee, which had not been seated since 2022, to take a leadership role in establishing competition structure. Additionally, an amendment to the competition rule book was recommended, to establish a formalized process to review and establish competition pathways.

Action item

As an operational committee, Mr. King was tasked with facilitating the constitution of the Competition Committee.

Agenda item #2 – CEO updates

- Mr. King noted that recent weeks had included a significant focus on establishing compliance, structure, and consistency within the National team staff verticals, which included 34 staff members across 13 National teams.
- Discussions were on-going with the organization's apparel and equipment partner to ensure optimal coverage of National team program needs. This was expected to directly impact the organization's ability to support its athletes, by opening up opportunities for funds to be allocated more effectively.
- Conversations were on-going to improve the organization's membership platform, with the goal of providing improved values to members beyond the current offering. Mr. King expected to share a proposed plan for board approval in the coming months.
- Looking ahead, Mr. King noted that Collegiate Nationals were expected to have a confirmed venue within the coming weeks. The staff had been forced to pivot from the initially expected venue, agreed to in Jul-2025, due to construction challenges and its withdrawal in late Jan-2026. It was noted that three (3) venues that had often been available to host the event had attempted to present a bid but had been unable to secure the facility space on a short turnaround.

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- A recent change in how the upcoming NACHC World Championship qualifier would be supported financially was shared with the board as it was expected to impact some of the planned attendees. The change was expected to require significant follow-up effort from Mr. King to ensure the best competition environment for National team athletes.
 - Mr. King provided an update on the Florida development opportunity, including the success of a recent tryout event for which over 100 athletes had registered. The primary focus was currently being put on ensuring athlete support, including continuous availability of dedicated athletic training staff.
 - It was noted that, to date, no funds had been allocated to this opportunity, beyond the staff expenses related to managing relationships on site. It was also noted that tryout events had generated revenue to offset staff expenses. The board challenged Mr. King to provide an overview of those expenses and revenues for effective oversight.
 - Discussions were on-going regarding the Global Beach Tour event expected for late 2026. Mr. King was expecting to provide the board with a fully costed proposal within the coming weeks.

Open to the floor

- Expectations of board members regarding communication and fulfillment of their fiduciary duties to the organization were reiterated.
- Mr. Jalabert was tasked with aligning upcoming board meetings with the expected reporting cadence on goals set for Mr. King and the staff for 2026, to ensure the board was as effective as possible in maintaining the alignment between goals and strategic objectives.

The board meeting was adjourned at 12.30 pm MT.