



Member, United States  
Olympic & Paralympic Committee

---

## USA Team Handball board meeting

---

Minutes of the 21-Feb-2023 regular meeting teleconference

---

### **Board members in attendance**

- Michael Wall – Chair
- Marianne Acker
- Tracy Deforge
- Sandra De La Riva Repede
- Camille Nichols
- Patrick Jalabert – acting as secretary
- Mark Ortega
- Ebiye Udo-Udoma

### **Board members excused**

- Jennifer Fithian

### **USATH Staff in attendance**

- Ryan Johnson – CEO
- Martin Branick – Interim CEO

### **Call to order**

The meeting was called to order at 1.30 pm MT by Michael Wall, Chair. Mr. Wall thanked board members for joining, and reminded them that several topics would be discussed, as detailed in the shared agenda. Mr. Wall asked Mr. Jalabert to act as secretary, and take minutes for the meeting.

---

### **Agenda item #1 – CEO report**

- Mr. Johnson presented his final update as CEO of USA Team Handball.
- Mr. Johnson provided an update on membership, with 1,060 members across 40 clubs. It was not clear that a growth trend had been established, but recent efforts working with on-campus college programs were expected to start contributing to the growth of the organization's membership.
- Mr. Johnson and Mr. Branick provided an update on the collegiate situation. A collegiate conference championship was scheduled to take place at James Madison University in the first week of April. The scheduling and location of the Collegiate Nationals was expected to be announced within the coming weeks. Mr. Collins was scheduled to attend the upcoming National Intramural Recreational Sports Association (NIRSA) conference, with the objective to build towards an intramural National championship by 2024.
- The board then discussed the upcoming US Open Nationals, with Mr. Branick stating that exchanges with the LOC had been very positive to date. Overall, 20-25 teams were expected to participate, including some interest from the Pacific Northwest.
- Mr. Johnson provided an overview of the National Teams.
  - The men's senior NT was scheduled to play a Pan American qualifier in March, as a two-game series against Canada. It had been agreed with the Canadian federation to host both games at the same venue in order to minimize the logistics and associated costs, and allowed for USATH to leverage value-in-kind (VIK) support from the USOPC to host an event at the training center.
  - The women's senior NT had committed to travel to Greenland for the world championships qualifier.
  - The senior beach NT (men and women) had been invited to the second stage of the IHF global beach tour in March. As a reminder, it was noted that there would not be an NACHC qualifier.
  - Junior IHF trophy NACHC events were expected for late 2023, but had not been confirmed to date.
  - The men's youth and junior teams would be participating in the world championships later this year.
- Mr. Johnson provided an update on the Congressional committee on the inner workings of the Olympic movement. All NGBs had been given an 11-point checklist to respond to by 21-Mar-2023, in order to provide a contrast with how the Olympic movement was operated prior to the implementation of the Center for SafeSport. The exact expected outcome of the committee's work was not known.
- A reminder was given to all board members to participate in the USATH Diversity Survey, which had been sent out to all constituents and was due within the coming week.
- Mr. Johnson noted that USATH had been approved for the USOPC International Relations Grant for 2023. In 2022, that grant had been applied to hosting IHF leadership at the Colorado Springs board meeting. It was noted that the grant was restricted to non-sporting activities.
- Finally, Mr. Johnson reported on the transition process, with a number of open topics to be handed off to Mr. Branick as interim CEO. Mr. Johnson had offered to volunteer to maintain the current USATH website until the transition to the new platform in June, to avoid the need to train an extra person on a tool close to obsolescence.

---

## **Agenda item #2 — Minutes of Board Meetings**

- Prior to the meeting, Mr. Wall had circulated the meeting minutes for the previous three board meetings.
- Those meetings had occurred on 13-Dec-2022, 10-Jan-2023, and 1-Feb-2023.
- No changes were requested.

### ***Motion***

*A motion was made to approve all three sets of meeting minutes, and was duly seconded. Hearing no objections, the motion passed.*

## **Executive session**

*The board entered executive session at 2.00 pm MT.*

- The board discussed the IHF's request to strictly enforce international transfer rules for players relocating from other countries. The essence of the discussion revolved around a balance between strict rules, practicality of enforcing in a volunteer-lead community, and individual players' right to privacy.
- The board reviewed hand-off topics related to Mr. Johnson's departure, primarily with regards to the handling of sensitive issues such as finances.
- The board briefly discussed the status of conversations with the USOPC and IHF regarding funding and potential partners.
- The board discussed the appointment of a CEO search committee. After discussion, the board aligned on assigning Ms. Fithian and Mr. Ortega as athlete representatives, Ms. Acker as a membership representative, and Ms. Deforge as an independent representative. Mr. Johnson offered to consult as a non-voting party, to which the board agreed.

### ***Motion***

*A motion was made to approve the proposed CEO search committee, and was duly seconded. Hearing no objections, the motion passed.*

### ***Action item***

*The CEO search committee was tasked with aligning a proposed compensation package with the Audit & Compensation Committee.*

### ***Action item***

*The CEO search committee was tasked with reaching out to prospective candidates for review.*

- The board discussed the National Referee Committee (NRC) reform document proposal. All feedback to be provided to the NRC would be collected and summarized.
- The board discussed the budget, specifically pertaining to approving funds for National teams that were registered for Pan American events.



**Board of Directors**  
*Meeting minutes*

21-Feb-2023

---

***Motion***

*A motion to adjourn was made at 3 pm MT, and was duly seconded. Hearing no objections, the motion passed, and the meeting was adjourned.*

Patrick Jalabert served as Secretary.