



Member, United States
Olympic & Paralympic Committee

USA Team Handball Board meeting

Meeting minutes for the 16-Jan-2025 meeting

Board members in attendance

- Olga Chaikouskaya
- Julia Taylor
- Jason Borchik
- Chris Brase
- Andre Carter
- Patrick Jalabert – interim 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 11am MT by Patrick Jalabert, interim 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: Opening statements

- Mr. Jalabert welcomed all board members and attendees.
- Each new board member introduced themselves briefly and provided context on their motivations to join the board.

Agenda item #2: Committee updates

- Team Handball Athlete Advisory Committee (THAAC)
 - Ms. Taylor provided an update on the efforts by the THAAC to offset elections of its members compared to board elections. The new THAAC was expected to be voted in by 1-Mar-2025.

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- The THAAC had aligned its bylaws with the Team USA AC by-laws, removing membership representatives starting with the next term.
 - The THAAC had elected to add a wheelchair National team athlete, and was working with the USOPC to get that seat approved and subsequently elected.
 - **Audit and Compensation Committee**
 - With multiple new incoming members, the board needed to reconstitute the committee around Ms. Chaikouskaya as chair.
 - Ms. Taylor noted that she and the other athlete representatives would review and propose an athlete representative for the committee in the coming week.
 - Mr. Brase volunteered to join the committee as a general membership director, to provide an additional perspective.

Motion

A motion was made to appoint Chris Brase to the Audit and Compensation Committee, and was duly seconded. Hearing no objections, the motion passed.

Agenda item #3: CEO updates

- Mr. King provided a brief update on the current status of the men's indoor National team, currently competing in the IHF World Championships. He noted that the organization had been able to sell all sponsor locations on the jersey to help with the cost of the event.
- Beyond the World Championships, eleven indoor international events were expected for the 2025 calendar year, starting with the international week in March. Among them, the women's World Championships NACHC qualifier was expected to be moved up to April, pending confirmation. The IHF was expected to cover flights and accommodations for seven (7) of the events, which made the challenge more manageable for the organization.
- Mr. King highlighted the key need for an update to the strategic plan to drive conversations with potential long-term sponsors.
- A driven group of athletes had put in place a developmental camp in the Los Angeles area, scheduled for the end of January. Mr. King also provided an update on upcoming club events, including a confirmation of the Collegiate National Championships at James Madison University on April 4-6th. Overall, a lot of activity was expected in the February to April timeframe.
- Mr. King noted that the Open National Championships were in the process of negotiation, with an expectation to be announced in the coming weeks, with an emphasis on trying to bring together that event with National team talent identification and training efforts.
- Mr. King noted that the final round of negotiations with Verizon were expected to take place during the meeting in Oslo over the final weekend of the World Championships. That was expected to help finalize the 2025 budget.
- Mr. King highlighted Ms. Mensing's efforts to grow education efforts, with five (5) new courses expected to launch shortly.

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- At the request of the board, Mr. King noted the staff's efforts to better advertise upcoming events, including attempting to provide increased visibility into future seasons. Mr. Brase highlighted Bryan Cothorn's effort to consolidate the calendar on a regular basis.
 - Ms. Chaikouskaya requested an updated financial report for 2024 and Q1-2025. Mr. King noted that some of the short-term agreements that covered the men's indoor World Championships had put the organization in a good position to close out 2024 invoices and through January. It was reiterated that the key to longer term sponsorship and financial commitments would revolve around the updated strategic plan.
 - The board briefly discussed the timing expectation for setting the strategic plan, and Mr. Jalabert noted that the next board meeting was scheduled with the intent to have an aligned high level board vision prior to meetings in Oslo.

Agenda item #4 – Approval of Meeting minutes

- Meeting minutes for November 19, 2024 and December 3, 2024 had been circulated ahead of time for review.
- No changes were requested.

Motion

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

Action item

Mr. King was tasked with publishing approved meeting minutes to the USA Team Handball website.

The board moved to executive session at 11.50am MT, ending the webinar.

- Mr. Jalabert provided an update to the board on the USOPC's noted compliance concerns and subsequent mitigation steps. The board aligned on reviewing the size of committees such as the Nominating and Governance Committee (NGC).

Action item

Mr. Jalabert was tasked with following up with committee chairs and aligning on a proposal to be voted on.

- The board discussed health insurance for elite athletes, and the necessary steps to ensure that coverage was provided. At the time of the meeting, missed submission deadlines in Q4-2023, and Q1-2024 had limited that coverage, requiring some mitigation steps. Mr. King and the athlete representatives were pursuing alternative options for 2025 to limit the impact on athletes.
- Mr. King noted on-going efforts to build a Medical Advisory Committee to guide the organization through any needed medical topics related to its National team athletes.
- The board discussed the leadership of the National Referee Committee (NRC) and aligned on a plan to move forward.

Action items

- *Mr. King was tasked with determining the pool of voters for the NRC seats that were vacant.*
- *Mr. Jalabert was tasked with connecting with the current chair of the NRC, Mr. Anusic, to set performance expectations.*
- Mr. King noted that an updated DEI policy for 2025-2028 was past due, and requested the board's support with approving a policy and establishing a committee. Ms. Taylor offered to support the follow-up with the previous committee's members.

The board meeting was adjourned at 1pm MT.