



Member, United States  
Olympic & Paralympic Committee

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## USA Team Handball board meeting

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Meeting minutes for the 17-Dec-2025 regular meeting

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### **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 11.05 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. The first portion of the meeting was open to the public.

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### **Agenda item #1 – CEO updates**

- Mr. King highlighted that USA Team Handball was set to enter 2026 with the largest budget it had had in multiple years. Acknowledging that a lot of work remained to maintain good financial stewardship of the organization, this was noted as a highly positive turnaround over the course of 2025.
- USA Team Handball had entered the fourth quarter of 2024 in a very fragile position, including \$400,000 in debts and liabilities, and delinquency on 17 required filings across the USOPC, state, and federal authorities. It was also set to take on 2025, the busiest competition year in its history, with no secured funding sources, including no IHF funding since late 2022.
- USA Team Handball was closing out 2025 compliant on all its filings, and stable financially. Committees had been reformed, membership had reached an all-time high during the 2024-2025 season, and was on pace to exceed that in 2025-2026. National teams had secured more international medals in 2025 than over the previous 20 years, with success across all disciplines, genders, and age groups. Lastly, there were multiple training and development opportunities available to the community.
- Mr. King thanked volunteers and sponsors for their continued dedication to the sport, and expressed excitement at the multiple opportunities that lay ahead.
- Looking forward, Mr. King noted that several club events were scheduled for the early part of 2026, including the California Cup, Blue Cup (men and women), and the Cpt. Scott Pace Memorial Cup. In addition, National team staffs were actively hosting training camps across all disciplines, genders, and age groups.

### **Agenda item #2 – Organization finances**

- The 2024 form 990 was posted on the USA Team Handball website, highlighting the previously made point regarding the challenging situation that the organization was facing in late 2024.
- The 2024 financial audit was expected to be released shortly, pending due diligence by the auditor considering the negative financial position that year.
- Mr. King offered an overview of the 2025 financial results of the organization, including incremental revenue and significant debt reduction. The organization was expected to end the year at \$1.3M approximate revenue, including value-in-kind contributions to National team programs.
- Mr. King offered caution, as USA Team Handball had not yet secured a large new revenue stream, so cautious spending was still the order of the day across the organization.

*The meeting was moved to executive session at 11.25 am MT, ending the public webinar.*

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- 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.
  - The board briefly discussed the open portion of the meeting, primarily focusing on the level of detail that was shared, in order to determine potential future improvements.

### **Agenda item #3 – Organization finances deeper dive**

- Mr. King noted that the accounting firm had all details available through November, and was actively collecting final items needed to support closing out the 2025 finances as early as January 2026.
- Giving Tuesday had not generated a significant increase in revenue; the board discussed potential improvements to that approach for future years, and aligned on revisiting this topic in 2026.
- Mr. King presented a draft 2026 budget, and the board discussed its contents at length.
  - The draft included a more pro-active approach to involving the US Team Handball Foundation, as they had expressed eagerness to better understand the full set of events that National teams would be participating in.
  - Overall the budget was established conservatively, based on firm commitments, while targeting to grow beyond projected values through outreach.

### **Agenda item #4 – Issues and Opportunities**

- Mr. Jalabert had circulated amended by-laws and conflict of interest forms ahead of the meeting, in line with the requirements from the USOPC quadrennial audit and Colorado state law changes.
- The board discussed some of the changes, including the “ex-officio” role for athlete representatives, driven by a Colorado statute change that was passed along by the USOPC. In effect, athlete representatives are on the board because they are representatives of the Team USA AC, which has oversight of their actions.
- Section 5.8.6 had been removed from the by-laws, as members had no authority over the corporation, so it had no applicable value.
- Overall, there were no major changes, as USA Team Handball was aligning to updated Colorado state law, and USOPC rules.

### ***Action item***

Mr. Jalabert was tasked with circulating a motion to approve over email, with a due date ahead of the 5-Jan-2026 expected submission date to the USOPC.

**Agenda item #5 – Looking ahead**

- Having previously discussed upcoming congresses during the last board meeting, there was limited additional discussion on those topics.

**Additional items**

- Mr. Jalabert had circulated provisional dates for meetings in the first half of 2026, for consideration by the board. Calendar placeholders would follow shortly.

*Mr. King was excused from the meeting.*

- The board discussed the CEO's compensation, including the current situation and comparable compensation for similar sized NGBs.

***Action item***

Mr. Jalabert was tasked with circulating documentation, and a motion to amend the CEO's compensation, over email.

*The board meeting was adjourned at 1 pm MT.*