



Member, United States  
Olympic & Paralympic Committee

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## USA Team Handball board meeting

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Meeting minutes for the 19-Nov-2025 executive meeting

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### **Board members in attendance**

- Olga Chaikouskaya
- Julia Taylor – vice-chair
- Chris Brase
- Andre Carter
- David Eldridge
- Evan Gitomer – joined ahead of agenda item #3
- Patrick Jalabert – chair, acting as secretary

### **Board members excused**

- Jason Borchik
- Andrew Donlin

### **USATH Staff in attendance**

- Michael King

### **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.

Following best practice recommendations from the previous meeting, 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.

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### **Agenda item #1 – Previous meeting actions follow-up**

- The board discussed the leadership of the Judicial Committee, in line with the discussion that had occurred at the previous meeting and the follow-up conversation that Mr. Jalabert had with Ms. Neirotti, Judicial Committee chair.

#### ***Motion***

*A motion was made to dismiss Ms. Lisa Delpy Neirotti from her position as Judicial Committee chair, following the conclusion of any open grievances, and was duly seconded. In considering his involvement with one of the parties to an open grievance, Mr. Brase recused himself from voting on the motion. Similarly, in considering her involvement with one of the parties to a grievance from late 2024, Ms. Taylor recused herself from voting on the motion. With six (6) directors in attendance at the time of the motion, a quorum had been reached. Following section 6.16 of the USA Team Handball by-laws, a majority of directors present casting a vote was sufficient. Hearing no objections, the motion passed.*

#### ***Action item***

*Mr. Jalabert was tasked with informing the Judicial Committee accordingly, upon completion of open grievances.*

- Mr. Jalabert had circulated an updated set of goals for the CEO ahead of the meeting. Aside from highlighting that the list included a lot of different actions, no comments or questions were raised.

#### ***Motion***

*A motion was made to adopt the goals set forth for the CEO, and was duly seconded. Hearing no objections, the motion passed unanimously.*

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

- Mr. King noted that the 2024 form 990 was filed on time and was expected to be posted on the USA Team Handball website for public access within the week.
- The board briefly discussed the content of the form 990, which highlighted the organization's challenging financial position in 2024, and its impact on the 2025 budget. It was noted that the 2025 budget had been passed with a focus on debt mitigation, which was over 90% complete, with the remaining balance expected to be addressed by year's end.
- Mr. King shared an on-going emphasis on financial stewardship with program directors, to ensure activities were planned with improved accountability for the availability of funds.
- The Audit and Compensation Committee was scheduled to meet the following week to review finances through Q3-2025, and discuss ways to improve reporting of the organization's financial position that would allow the board to plan more effectively.

### **Agenda item #3 – Issues and Opportunities**

- Mr. King shared that all actions expected by the USOPC's quadrennial audit were on track to meet the required deadlines.
- It was discussed that the DEI action plan, once an audit requirement, was now simply considered a best practice. Considering that there was no fully seated DEI committee, the board was asked to consider the strategic value of seating one, and what the roles and responsibilities of that committee would be.
- Mr. King also noted that, pursuant to Executive Order 14201, USA Team Handball was expected to adopt a policy. This would be an agenda item at an upcoming board meeting.

### **Agenda item #4 – CEO updates**

- At the board's request, Mr. King focused his updates on the fundraising targets of the organization. With the year-end giving season in full swing, and Giving Tuesday upcoming, a lot of emphasis was being put on ensuring that donation platforms were in full working order.
- Mr. King was working with Sport80 ([link](#)) to make options more accessible for potential donors to select buckets of activity they wished to support.
- It was noted that member clubs which had not gone through the process of incorporating as 501(c)(3) non-profit organizations, could request support from potential donors as restricted grants to USA Team Handball. The goal was to open up options for member clubs to get support from a broader spectrum of potential avenues.
- The board discussed whether individual board members should be responsible for a specific donation goal. It was noted that, while a positive way to drive engagement, it may not be possible for all members to fulfill, depending upon their existing network or potential for conflict of interest within their professional careers.

### **Agenda item #5 – Looking ahead**

- The board briefly discussed the upcoming NACHC congress. USATH was considering putting forth several individuals for leadership roles at the continental level, with the goal of living up to the organization's duty to grow the sport.
- The board discussed the upcoming IHF congress, including some of the candidates for positions within the leadership of that organization.



## Board of Directors *Meeting minutes*

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### **Open to the floor for discussion**

- Mr. King provided an update on the Florida development project, including the Commander in Chief game which was being rescheduled to a new date in January to account for the on-going government shutdown limiting the ability of cadets to travel.
- Mr. King shared an update on the Pan American qualifier for 2026, for which conversations were on-going. The goal was to confirm dates and locations by mid-December.

*The board meeting was adjourned at 12 pm MT.*