



USA Team Handball board meeting

Meeting minutes for the 2-Jul-2025 regular meeting

Board members in attendance

- Olga Chaikouskaya
- Julia Taylor
- 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

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 – CEO updates

- Mr. King provided an update on the USOPC quadrennial audit, for which a report was expected for the following week. That report would open a 60 day window for the organization to remedy any shortcomings. To date, the auditors had raised few concerns, although the notable downturn in financial position since the last audit had presented cause for concern.
- It was noted that the submission of a High Performance Plan, the first such submission since the last quadrennial audit, was on track to be completed by the deadline of July 3rd. Mr. King noted that the implementation of a new reporting platform for submitting the plan was expected to lessen the burden of updating the plan year over year.

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- Mr. King discussed the financial position of the organization, including the effort to resolve open invoices and provide details to the accounting firm. While time consuming, this work was expected to bring USA Team Handball back into financial stability and provide a solid foundation for the upcoming financial audit of the 2024 fiscal year.
 - Mr. King and the board discussed the on-going search for coaching staff for both the men's and women's indoor National teams.
 - In order to secure the best possible staff to meet the needs of both programs, Mr. King had engaged in productive conversations with the IHF's CCM experts. Leveraging this expertise was expected to allow for a robust job description to be released.
 - Many candidates had already expressed interest, though no formal interviews had been conducted to date.
 - The board discussed the involvement of athlete representatives with the clarification that, as this process would not require a vote, those representatives could be active players without presenting a conflict of interest.
 - The expected timeline to announce new coaching staff was the end of July 2025.
 - The board discussed a request from the former men's National team head coach to issue per diem compensation for several days' work that he believed he was entitled to. A mutual agreement would need to be drafted in light of Mr. Hedin's resignation.

Motion

A motion was made to approve \$3,600 in additional per diem compensation, contingent upon the signature of a mutual agreement, and was duly seconded. Hearing no objections, the motion passed.

- Mr. Eldridge inquired about the progress being made with existing partners regarding their obligations under active agreements. Mr. King noted that follow-up conversations were on-going.
- Ms. Chaikouskaya raised the topic of membership renewal, including the need to review the pricing in light of the costs associated with providing membership benefits. The board discussed costs in detail and presented some ideas to offer the best value that was sustainable to the organization. The target was set to agree on a pricing structure for the 2025-2026 season during the board's next meeting later in the month.

Agenda item #2 – Voice of the athletes

No additional topic was brought by the athlete representatives, aside from the previously mentioned conversation regarding the search for new National team coaching staff.

Agenda item #3 – Approval of meeting minutes

Due to time constraints, the approval of previous meeting minutes was to be conducted via an email vote submission.

The board meeting was adjourned at 12.40 pm MT.