Member, United States
Olympic & Paralympic Committee

USA Team Handball board meeting

Meeting minutes for the 27-Aug-2025 regular meeting

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 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.

Agenda item #1 – CEO updates

- Mr. King provided an update on National team activities, including positive results across multiple youth and junior programs, highlighted by the first Pan American medal in 20 years.
- USA Team Handball was expecting updates regarding potential grant funding from the USOPC and the IHF over the course of the month of September.
- The Center for SafeSport and the USOPC had provided reports on their recent audits, which the board was set to review in executive session. The review would include setting the course for aligning to upcoming updates from both stakeholders, due to be enforced in 2026 and beyond.
- The new membership season was set to start the following week, with some new initiatives being rolled out. These included a new beach handball competition series, and an updated format for the indoor club season. The goal for all on-going initiatives was to improve the overall value proposition to a key stakeholder group.
- In an effort to meet its fiduciary responsibilities of financial stewardship for the organization, the board had approved a change to membership costs to reflect the fixed costs that the organization incurred to offer membership (e.g. insurance, SafeSport implementation). All members were expected to be notified shortly via the membership platform. It was emphasized that the membership cost was not aimed at fundraising for the organization, but had to be run at a rate that ensured costs were covered.
- Mr. King noted that he was striving to complete the women's National team coaching staff search in the coming weeks.

Agenda item #2 – Voice of the Athletes

- The only open item that the athlete representatives had brought forward for this meeting was related to the women's National team coaching staff, which Mr. King had already discussed.
- It was noted that the athlete representatives named to support the coaching search had been very proactive in providing feedback as needed.

Agenda item #3 – Approval of meeting minutes

- Minutes from previous meetings had been circulated to board members ahead of time. Some minor updates had been requested.
- In order to allow for sufficient time for audit debrief and action planning, the approval of meeting minutes was tabled.

The board moved to executive session at 11.15am MT, ending the webinar.

- The board discussed what the content of the public portion should be, in order to maximize value to the community, drawing on Mr. Eldridge's experience with USA Volleyball. Overall, it was noted that the setup was similar, with the exception of size of organization and number of committees that had updates to provide during a public session. Ms. Chaikouskaya recommended that public sessions be recorded, and attendance tracked, as a way to ensure continuous improvement.
- The board discussed a licensing issue with public sessions and town halls being recorded and posted on monetized websites.

Action item:
Mr. King was tasked with engaging with counsel for guidance on best practices involving public sessions and copyrighted material.

- Mr. Jalabert provided a reminder for all board members to complete the CEO evaluation, setting the end of the week (31-Aug-2025) as a deadline. This would allow for full review and preparation of a formal performance review and objective setting over the next few weeks.
- The board briefly discussed logistics of an in-person meeting in October, likely to be hosted in conjunction with a competitive event in the Chicago area.
- Mr. King walked the board through the Center for SafeSport audit and resulting findings. The board then discussed allocation of workload, and aligned on assigning all items to Mr. King as he had experience in that field.

Action item:
Mr. Jalabert was tasked with importing all feedback and action items into the board's Issues and Opportunities tracker.

Mr. King was tasked with completing all corrective actions, by the required deadline of September 22nd, 2025.

- Mr. King presented the draft report of the USOPC's quadrennial audit. It was noted that the period the auditors focused on was 2-Jan-2021 to 1-Jan-2025. As a result, some corrective actions were called for in the report, but had already been rolled out by USA Team Handball over the course of 2025.
- Mr. King clarified that the audit was based on a rubric built by the USOPC, guided by the Ted Stevens Act.
- The organization had a number of items to address, but all of those items were considered accessible in the set timeframe.

Action item:
Mr. Jalabert was tasked with importing all feedback and action items into the board's "Issues and Opportunities" tracker.

- The board discussed that, although the audit was on a quadrennial cadence, the standards were updated and released on an annual basis. As a best practice, the board agreed to include an annual review in its process.

Action item:
Mr. Jalabert was tasked with adding an annual review to the board's "key dates" tracker.

- The board discussed the status of the development project in Florida, with multiple pieces actively being discussed. To date, nothing had been bound, though Mr. King noted that multiple very positive conversations were on-going.
- In the short term, the focus was on ensuring any athletes that would relocate to a centralized area would have an eco-system around them, including professional opportunities, etc.
- The board challenged Mr. King to write out a full roadmap of the project, and how it tied into the Strategic Plan, for regular cadence updates to the board and community.

The board meeting was adjourned at 1 pm MT.