



Member, United States
Olympic & Paralympic Committee

USA Team Handball board meeting

Meeting minutes for the 8-Apr-2026 regular meeting teleconference

Board members in attendance

- Jason Borchik
- Chris Brase
- Andre Carter
- Andrew Donlin
- David Eldridge
- Evan Gitomer
- Patrick Jalabert – chair, acting as secretary

Board members excused

- Olga Chaikouskaya
- Julia Taylor – vice-chair

USATH Staff in attendance

- Michael King

Others in attendance

- Stephen Hess, Olympic and International Sports Lawyer

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. It was noted that a community town hall event was expected to be scheduled in May, so the board had elected to hold this meeting in executive session only to cover as much content as possible.

Agenda item #1 – Conflicts disclosure

In conformance with recommended best practices, 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.
- No other conflicts were raised.

Agenda item #2 – Board chair opening remarks

- Mr. Jalabert provided a brief update on a conversation with USOPC governance and compliance leaders, held earlier that week. The focus of that meeting had been centered around repeated attempts from individual community members to engage with board members (individually or collectively) to steer the decision-making process on matters that they felt passionately about. USOPC representatives had expressed their appreciation for USA Team Handball leadership's responsiveness to questions and willingness to engage transparently on all matters. It had been noted that team handball had, over multiple years, exhibited the highest level of community interference and a recommendation was made that, though in no way a new behavior under this leadership, this community tendency should be addressed by being open to hearing all differing opinions.
- Mr. Jalabert reiterated that, as aligned upon during the previous board meeting, an opportunity for individual concerned members to meet with the chair and vice-chair remained available. Again, the board emphasized the need for a clear understanding that this did not include sharing privileged information.

Agenda item #3 – Audit & Compensation Committee update

- Mr. Jalabert had circulated draft reports, previously reviewed by the committee, with the meeting agenda.
- Mr. King provided a brief overview of open actions toward closing the 2025 financial statement, with the final document from one of the organization's in-kind sponsors expected by the end of the week.
- The board briefly discussed the current apparel deal, and Mr. King offered an update on conversations that were in progress in order to ensure it provided optimal support for athletes and the community. For clarity, it was noted that value-in-kind (VIK) donations were expected to be tracked under sponsorship income, and tagged to reflect how they supported individual programs within the organization.
- Mr. Borchik noted that the shared drafts highlighted that USA Team Handball was in a much more positive position regarding sponsorship than it had been in multiple years, and asked for an overview of new and upcoming deals that were expected to be announced. Mr. King provided a brief rundown of those on-going discussions, and noted that several formal announcements were expected shortly, including one sponsor focused on supporting the beach handball programs, and one aimed at supporting domestic event hosts.

Action item

Mr. King was tasked with writing up his rundown and circulating it to the board for general awareness.

Mr. Hess joined the teleconference at this point in the meeting, and the board pivoted to agenda item #5, in order to best leverage his time and expertise.

Agenda item #5 – Issues and Opportunities

- Mr. Eldridge disclosed that Mr. Hess, was currently offering counsel on a USA Fencing grievance that Mr. Eldridge was on the hearing panel for, and noted that this may be perceived as a conflict of interest. The board did not elect to ask Mr. Eldridge to be recused from the discussion.
- Mr. Jalabert had circulated Mr. Hess' guidance previously, and the board had requested the opportunity to engage directly with his expertise.
- The following guidance was offered to board members:
 - Individual board members getting approached by existing or potential stakeholders had no obligation to engage in conversation but did have an obligation to report those solicitations to the rest of the board. This guidance was predicated on the principle that business – in a broad sense of the term – propositions were the board's business and would present a potential conflict of interest if not disclosed to the entire board.
 - Fiduciary duty required individual board members to place the organization's interests ahead of their own.
 - As a matter of best-practice, the recommendation was to always defer to the board and its leadership when approached by existing or potential stakeholders.
- Mr. Hess noted that any follow up inquiries could be sent to him for comment.

The board thanked Mr. Hess for joining and he left the meeting.

Agenda item #4 – CEO updates

- Mr. Jalabert had circulated a written summary that Mr. King had provided ahead of the meeting. This allowed the board to address specific bullet points where questions were raised.
- Mr. King presented a potential partnership agreement with the media platform ViewTVx, as an opportunity to host video content and expand the organization's viewership potential. As a non-exclusive deal, with geo-blocking limitations, this was expected to also offer the opportunity to distribute international handball events in the United States ahead of the Olympic Games. Mr. King was expecting to have the US Open Nationals as the first event on the platform, but requested board approval to move forward.

Action item

Mr. Jalabert was tasked with circulating the draft agreement for board review, and put forth a motion to approve the signature of the deal.

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- Mr. King emphasized the impact of recent sponsorship agreements, and encouraged the board to continue pushing those types of opportunities by opening doors for conversations within their network. Most notably, the jersey for the men's IHF World Championship 2027 still had opportunities for sponsorship, which could drive some valuable conversations.
 - At Mr. Gitomer's suggestion, the board discussed potential opportunities to leverage Olympic sponsors ahead of the LA28 games. Mr. King noted the structure of the agreement between the hosting committee and the USOPC limited the potential for NGBs to engage directly with those sponsors.

Mr. Donlin left the meeting, but a quorum of six (6) directors remained present.

- The board aligned on developing an advisory committee focused on philanthropy, leveraging the organization's existing network, to expand the donor network for team handball. Mr. Gitomer agreed to be involved in leadership of that effort. One of the short-term opportunities in that respect would be to leverage the hospitality packages for LA28 that had been circulated to the board. Mr. King noted that the US Team Handball Foundation was engaged in supporting a donation-matching program, aimed at maximizing the impact of donor drives.

Action item

Mr. Jalabert was tasked with scheduling a kick-off meeting with Mr. Gitomer and Mr. King, to develop a philanthropic advisory committee.

- Mr. King provided a brief update on the Florida training site opportunity, highlighting the enthusiasm within the local community. It was noted that the recently announced Progressive Nature sponsorship deal had been driven in large part by the organization's presence in east central Florida. The focus remained on building the athlete support system around the area. A formal proposal on how to move the project forward was expected at the next board meeting, for alignment and approval.

Action item

Mr. Jalabert was tasked with circulating the Memorandum Of Understanding with Indian River State College for the board to review and challenge as appropriate.

Agenda item #6 – CEO milestones

- Mr. Jalabert had circulated a marked-up version of the CEO's goals ahead of the meeting, with a proposed evaluation of his performance compared to targets set for Q1-2026.
- The board discussed some of the goals, including a request to circulate an updated staffing plan proposal. Mr. King noted that, at the USOPC's recommendation, he expected to include succession planning into the staffing plan, to ensure continuity of leadership for the organization and avoid the exercise that most recently hired CEOs had been expected to conduct to get up to speed with all the expectations of the role.

Action item

Mr. King was tasked with circulating the proposed staffing plan by the end of the week.

- Overall, the board was aligned on the assessment of the progress made to date, and agreed to reconvene after Q2 to monitor the continued implementation of the organization's strategic goals.

Open to the floor for discussion

- Mr. Borchik requested an update on the location for the PanAm qualifier. Mr. King noted that conversations were on-going with Handball Canada, ProHandball USA – that had previously been committed to hosting the qualifier alongside the mega event in Las Vegas – and other potential interested hosts to ensure a venue was secured that offered the optimal competing environment for athletes. National team leadership and athlete pools were to be kept in the loop of all developments.

The board meeting was adjourned at 12.25 pm MT.