



MINUTES

Board of Directors Teleconference

January 18, 2017

Board Attendees:

Harvey Schiller, Bob Djokovich, Attila Agoston, David Thompson, David Palmer, Sarah Gascon, Jennie Choi.

Absent: Mike McNees, Alan Dizdarevic, Auburn OTS Representative, Reita Clanton (Reita – medical)

Guests: Dennis Berkholtz (Beach), Michael Lenard (Bylaws/Elections), Michael D. Cavanaugh (CEO)

Board Meeting Secretary appointed as Michael D. Cavanaugh, roll call taken, conflict of interest on agenda with none reported, quorum established, and meeting properly called – starting time was 3:31 ET.

President's Report: Harvey Schiller referenced his statement previously distributed to the Board that he was stepping down after four years; new leadership was needed at the Board level and to work for 2024 and 2028. Bob Djokovich to step in as Interim President until elections are completed. Harvey thanked everyone for their service. Bob Djokovich reinforced Harvey's note about new leadership being needed and especially people who can raise desperately needed funds for operations and programs. **Bob Djokovich was asked and agreed to serve as the interim President for 60 days and Harvey Schiller was presented the title of President Emeritus – motion was made by David Palmer, seconded by David Thompson – the vote was unanimous in favor.**

Board Election Options: Michael Lenard discussed a memorandum that he had prepared and had been delivered to the Board concerning the Board election process, the Bylaws (and their necessary or advised revisions) and the research that had to be and was conducted to determine which Board seats should be up for election when. He laid out two alternatives with respect to existing facts and the principles in the Bylaws of staggered and four year terms and requested the Board's guidance thereon before producing a detailed election procedure based upon the Bylaws and any necessary or advisable revisions thereto. He noted that the Bylaws provided that Board members serve until replaced. The Board provided such guidance and, although Michael Lenard will be leaving shortly for the Winter Olympic Games, he will draft such procedure in Korea as soon as possible for delivery to the Board. The procedure will be set forth in a Board resolution following the precedent of the one by which the Board adopted SafeSport; it will be considered at a special meeting of the Board with a goal of holding an election as soon as possible. Pursuant to the Board's guidance, the resolution to be considered will, among other things (i) provide that three Independent Director Board seats will be up for election now

(with two up for election again prior to and effective as of 1 January 2021 and one to replace Harvey, whose Board seat will be up for election again prior to and effective as of 1 January 2019); (ii) provide that the two General Membership Director's Board seats and the three Independent Director's (including Harvey's) seats would be up for election prior to and effective 1 January 2019; and (iii) note that the Athlete Directors' Board seats (which have been elected) will be, per the Bylaws and USOC Bylaws, up for election again prior to and effective as of 1 January 2021. The Board also heard an oral report from the CEO and Bob Djokovich about a recent meeting held with the USOC wherein the USOC was notified of Harvey's departure and the various options being pursued by USATH in response thereto. They also inquired about USOC operational and programmatic support leading to 2028; during these discussions the option of the USOC "taking over" USATH was broadly raised, and the Board discussed conceptually the effect and pros and cons of that.

Michael Lenard also offered to set up a meeting with another NGB which recently had a successfully restructured its Board with a view to having its members be conduits to greater funding. This meeting would tie into the USATH Nominating and Governance Committee's efforts and this meeting has some urgency to it.

CEO Report: MNT leadership's analysis on the possibility of hosting **NorCa** at Auburn was found to be too risky from a financial and staffing standpoint. PATHF was notified of the decision right away. **2018 IHF Trophy** - USA was told informally it was our turn to host – now for juniors and youth, men in 2018 and women in 2019 – Craig Rot took the lead following a leadership teleconference organized by the CEO and given a green light to form an LOC – IHF told USATH would host in 2018. Craig Rot submitted an action plan that was circulated to the Board and he can host in Elgin, Illinois this May. IHF funds virtually everything but venue and LOC have a large task but Craig is confident he can stage it at a high level. **College Nationals** will be staged at West Point Military Academy: April 20 -22 for men and women. **Open Nationals** will be at Myrtle Beach. CEO won an appeal for \$10K support of \$15K venue rental from the MB CVB. Dates are May 17-20. **SafeSport** policy was slightly modified to come into agreement with USOC policy – the one major edit was to replace minor with athlete throughout the document – to make it more inclusive. Board so noted and CEO made changes after getting a majority of support votes without objection or abstentions. **Audit** is on track and draft documents will be reviewed in the national office with the auditor before being sent to the Board to be approved. On track with previous timelines. **Budget** needs to be reviewed internally to accommodate anticipated loss of donors, cuts in USOC programs, cost increase in insurance and operating expenses. Continues to be a top priority and will involve cuts in CEO salary. Harvey was top fund raiser, Bob Djokovich forgave \$11,555 in unpaid loan and interest, CEO forgave \$10,000 in back pay. MNT and WNT continue to self-fund and stay as engaged with training and competition and are to be commended. Coaching salaries and programs continue to be supported by the East Auburn Medical Center and the Auburn/Opelika Visitors Bureau. **IHF/PATHF Dispute:** IHF Council recently voted to split the Pan Am continent into a North/Caribbean and a South/Central Federation. PATHF leadership has submitted an appeal to the IHF Arbitration Commission to overturn the split. IHF believes they are within their authority and PATHF believes the IHF is not authorized to make this move from a legal and democratic point. IHF recently issued a cease all business activities to the PATHF. Both sides appear to be intractable. Board voted to approve

Committee recommendations made by respective Chairs. Competition Committee, Patrick Jalabert, recommends Georgia Colleluori, Youth Development Committee, Craig Rot, recommends Greg Inahara, Martin Bilello, Julio Sainz and Kristin Roberts. **Motion presented by David Palmer, seconded by Jennie Choi – accepted unanimously.** Recommendations are within Diversity and Inclusion and geographic representation expectations.

BEACH HANDBALL: Dennis Berkholtz reports that the Pan Am Beach Championships to be staged in Oceanside, California has drawn 12 men’s teams and 9 women’s teams. He has moved to California as the director of the event. He will send a written report to the Board very soon as time of this meeting was becoming a factor. Dennis is concerned about dispute between the IHF and PATHF. He and CEO will communicate with PATHF right away.

AAC Report: David Thompson reports that they will be talking and doing research on how to expand active athlete pool. He thanked Mike Lenard for his work with the Selection Procedures and Bylaws and elections.

Interim President Bob Djokovich said the next BoD Teleconference would be within 30 days and reminded everyone that our single biggest challenge was financial and that we have made a lot of progress as an organization. Meeting was adjourned at 4:30 ET.

Respectfully submitted,

A handwritten signature in black ink that reads "Michael D. Cavanaugh". The signature is written in a cursive, flowing style.

Michael D. Cavanaugh

Board Meeting Secretary