

USATH Board of Directors Meeting 11-4-2011 10:00 (MT)

The meeting was conducted in a conference call format. Those in attendance:

- 1 Dan Wollman
- 2 Heins Kart Pedersen
- 3 David Thompson
- 4 David Gascon
- 5 Tomuke "T" Ebuwei
- 6 Jeff Utz

Minutes: Public Session

1. Discussion of the resignations of members of the BOD's, and Board issues
Dieter Esch has submitted an email resigning his position as Chair of the Board as well as resigning his seat on BOD
Jeff expects he will consider supporting USATH financially
Also expects that he will volunteer to assist, as requested by USATH, with his contacts in Europe
Brad Krassner had previously tendered his resignation from the BOD
Charles Diab of Burrda has resigned his sponsor seat. No Burrda donation for the seat.

*ACTION-Motion to accept resignations- By Utz and seconded by Thompson
Unanimous vote to accept.
2. Recap of USATH-USOC discussions--Jeff had lengthy discussion with Rick Adams of USOC
Spoke regarding the following USATH issues:

-Debts- \$13,000 in severance pay due payable to Mariusz
(Jeff sent \$2,000 in personal check as part of it and is committed to paying the balance)
\$9,862 expenses related to 2011 Nationals
\$12,600 due to Fred Berstein
\$6,700 due to promoter (who is suing us for \$15,000) USATH has offered to pay off debt of \$6,700
Total outstanding debt=\$42,162

Dieter donated \$17,000 for back pay due to Steve Pastorino and Dan Bush, both are now departed. Steve left on amicable terms and will help where he can. USATH has no staff.

Rick Adams advised Jeff the USOC does not want decertification of the NGB.
Jeff has indicated to Rick that he will be in for the long term
Jeff and Rick both concluded it was essential to appoint an interim general manager until a selection is made of a new general manager. They both concluded David Gascon is the ideal person for the position and should be appointed as interim general manager.

The BOD was in agreement with the assessment and Gascon has accepted the position.
Phone calls will be forwarded to Gascon
Gascon will have USATH email
Alex will remain on USOC supported position, funded by USOC

Rick indicated he will enter into discussions regarding the debt with Alan Ashley and Wes Barnett to discuss the debt. Alan and Wes are both very supportive of USATH. They feel there is a change for the positive at USATH.

Rick will also help find new Board Members, suggesting;

Tom Delaney-Jeff met with Tom, Venture capital specialist, from Santa Monica, Croatian born, knows handball, business background;

And a second option is employee of P & G corporate, involved in sports

Heins asks whether Marilyn and Ralph are remaining on the Board. Jeff expects both will remain on Board.

BOD has 2 open positions (Dieter & Brad)

USOC recommends BOD memberships to be 7-10.

USATH indicated to the USOC that the following funds will be available for operations in 2012; Burrda will continue on as a prime sponsor with \$50,000 due on or around Jan 1, 2012. (Requires an invoice. Jeff had Steve do it.)

\$37,500 due from Grundfos due next year.

\$75,000 from USOC media (two installments)

\$50,000 USOC matching grant fund (must be new donations)

Jeff further discussed Rick indicated that USOC does not like to be involved in funding overhead expenses, however, they clearly doesn't want USATH to fold.

So maybe for approximately 2 years, USOC may support USATH if the USOC participates in GM and TD/coach selection process.

New GM would then fund raise

Jeff wants the new GM picked first and then a TD who is who is compatible can be selected. General discussion of applicants for the GM position.

USOC will meet with top candidate

USOC asked if USATH will consider moving to Colorado Springs, to be close to USOC. If the top candidate is chosen, USOC will give \$10,000 for moving expenses. If not selected, it can be used for a selection process.

USOC will help with selection of the right TD/Coach- Rick is very interested in selecting the right one

Heins has spoken with the Head Coach of British Team Handball team.

USOC discussion with USATH went very well and Jeff found Rick to be very supportive

Philosophical discussion between Jeff and Gascon regarding HPP, recruiting Div 1 blue chip athletes

Only Gascon and Utz will be on the bank accounts effective immediately.

USOC will fund 4th quarter upon submission of 3rd quarter report, waiting for receipt of Thome data

Comments by Dan regarding recent success

Comments by Heins regarding recent success

Also, “what do we do with Jeff’s position on Board?” Heins makes motion to name Jeff as Chairman of the Board and President of USATH, Thompson seconds.
Unanimous vote in support.
Utz will ensure everything is transparent

Major comments by Gascon

Rectifying our financials- We must exam and correct all USOC quarterly reports and adhere to USOC agreements.
USATH must be responsive to the USOC Audit and respond to the USOC in writing.
Discussed the 2012-2016 High Performance Plan
Indicated the USA National Teams can be competitive within 3 years with an eye toward 2015 & 2016 Goals.

Utz commented that Rick Adams made a serious comment about meaningful medals with Team Handball winning a medal being a big deal!

Utz will be moving forward with Rick on the GM selection process early next week.
Rick will have a discussion with a candidate for the GM position.

Meeting adjourned at 11:20 AM (MT)

Completed by David Gascon
Interim General Manager
USA Team Handball