



USOC REPORT

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Friday, July 15, 2005



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Foreword

At its basic core, what we have is the USATH membership deciding to take a certain course of action. The USATH Board of Directors are feeling slighted and acting elitist by not wanting to comply, thereby developing a strategy to not comply. As President, I am defending the general membership's authority. Consequently, I am being viciously attacked in an attempt to discredit me and undermine my authority. Many of the accusations are of events or comments that are taken completely out of context or are outright distortions of truth that may even border on libel. Damage is being done to my reputation and the actual damages are going to be independently quantifiable in the near future. Due to this fact, a short historical background is necessary before I elucidate and debunk the accusations against me.

I was elected President of USATH in September 2004 in a hotly contested election. During this election, my reputation was impugned daily. However, being a public figure in an election, I attributed that to the environment. Some of the accusations spread about me during the campaign were that, if elected, I would cease all funding to the Houston area and I would eliminate the Cortland residency program. Both of these were blatant falsehoods, and neither has occurred since I have been elected. I have supported our Women's National Team and the residency program in New York without question and continued the financial support to the Houston area that was promised by my predecessor. However, the damage done to my reputation has hindered my ability to lead this organization. The damage was instigated by the same individuals who have now approached the USOC to continue the personal attacks against me. Some members of the USATH Board undermined relationships with potential partners of USATH prior and subsequent to my election and the ramifications are still present. The former President and the USATH Treasurer, who remain board members of USATH, established another national handball federation within two weeks of my assuming the Presidency and courted valuable partnerships away from USATH to partner with their newly formed organization. Instead of working for the good of USATH, it is my opinion that they have worked for its demise.

During my 18 years as a member of USATH, I have been an active elite athlete for 16 of those. I joined the US National team in 1989 and competed at the Pan American Championships in Cuba. My last international competition as a member of the US National team came in the 1999 Pan Am Games in Canada at the age of 29. Even though I was selected as the Most Valuable Player of the Elite Division at the 2000 U.S. National Championships, I was never included in the National Team athlete pool since that time by the previous administration. I believe that was directly due to my outspoken stance on the misdirection being undertaken by the previous administration's leadership. My athletic career was cut drastically short, and yet I never filed a formal grievance or pursued any legal action because it is my undying belief that issues of this magnitude ought



to be handled and resolved "in house." However, I did make it my mission to save my sport from the lack of commitment to excellence demonstrated by the USATH leadership and to protect future athletes from the injustice I experienced first hand. I convinced the membership that my vision for the future of our sport was the right one and they elected me to lead this organization back to international competitive excellence.

Some people don't like to be challenged and held accountable for failures. My job as President is not to coddle these individuals or be admired; my job is to produce results and return our National Teams to excellence. Everything I have done is to move the sport towards this goal.

Respectfully,

Mike Hurdle
President
USA Team Handball



Response to Matt Van Houten (AAC) accusations:

The accusations levied by Mr. Van Houten are baseless. If I ascertained the issues correctly, there are 9 different accusations, some similar in nature. I will address each independently.

1. Detrimentially affected the rights of the athletes.

Accusations, such as this, border on libel. At a minimum, they ought to be accompanied with specific facts that justify the accusation. I have not violated any right of any athlete. Every single athlete is given the same opportunity to compete and participate in all of our programs, including our National Team programs. Furthermore, there has not been a single allegation officially filed with USATH per our internal grievance procedures from any elite athlete alleging that my actions have violated their rights. I demand Mr. Van Houten justify and support this claim with factual evidence – which specific athlete and which specific right. Otherwise, I will consider legal action to defend my reputation.

2. Obstruct athlete election to the USATH Executive Committee (EC)

At issue here are the facts pertaining to the election of an additional active athlete to the EC. There was no obstruction. Specific facts and evidence of how I attempted to obstruct this election are missing from this complaint.

However, this is a convoluted area of the USATH Constitution. Therefore, I am going to give an entire background of my reasoning questioning the AAC interpretation that another active athlete needed to be added to the USATH EC.

The USATH EC of the previous quad was comprised of Bob Djokovich, Doug Moody, Dawn Lewis (Active Athlete), Annette Bergman, Bryant Johnson, and Dan Foster (MSO Representative). Bryant Johnson was a member of the 1991 Pan Am Games. At the beginning of the quad, Mr. Johnson was an active athlete through 2001. Our constitution defines an active athlete in Article II, A, Section 2 as:

“Active Athlete” means an athlete who has represented the United States in sanctioned international team handball competition within the preceding ten years. Sanctioned international team handball shall be defined as the Olympic Games, World Championships, Goodwill Games, Pan American Games or Pan American Championships.



Mr. Johnson's active athlete status, per our constitution, expired at the end of 2001. When I questioned the previous administration of this apparent violation of the 20% representation in 2003, I was cited the following portion of our constitution pertaining to the 20% representation in Article IX, Section 1:

Section 1. The Executive Committee shall consist of:

- a. The President
- b. The Vice President (Men) & Vice President (Women)
- c. The Secretary
- d. The Treasurer
- e. That number of Active Athletes to be elected by the Active Athlete members of the Board which shall make the number of Active Athletes at least 20% of the total authorized number of members of the Executive Committee.
- f. One additional member representing the MSO members elected by the MSOs.

Understandably, this can be interpreted multiple ways, but it was explained to me, at the time, that since the 20% requirement is stated at point in "e" in the calculation, that the additional MSO is not part of the calculation; the calculation only pertains to items a-d. This seemed to be a reasonable interpretation at the time considering the committee makeup. In addition, through this action, the previous administration established this as the precedent for interpretation by not adding another active athlete to the EC.

The EC, prior to the election cited by Mr. Van Houten, was comprised of: me (Active Athlete – '99 Pan Am Games), Jim Thome, Jan O'Shea, Annette Bergman, Tony Fontenot, and Eric Pfeifer (MSO Representative). The EC was comprised in exactly the same manner as the EC from the previous quad. Based on this fact, it was my assessment that the active athlete election being initiated by Mr. Van Houten was not in compliance with our constitutional requirements, but merely a political attempt to stack the EC against me. However, I did nothing to obstruct the election, other than vociferously object, which I will demonstrate in item 4 below.

In addition, if this is determined to be the standard, it is noteworthy to recognize that the previous administration was in violation of the USATH constitution for 3 years without AAC objection even though the issue had been raised.

3. "Arranged" for an additional member to be added to the EC



I take offense to the implication of this accusation. I followed and enforced the constitution. At the first USATH board meeting of my administration in January 2005, 2 MSOs were recognized: Paulette Freese (Army) and Eric Pfeifer (National State Games). They conferred and elected Eric Pfeifer as the representative to the EC. Per a perceived technicality, the USATH EC decided not to recognize the MSO representative to the EC. The technicality centered around the payment of the MSO dues not being from the MSO's National Office, but a regional office. Even though I thought this to be violation, I conceded the controversy and sided with the majority of the EC.

However, at the next USATH board meeting in April 2005, the controversy had been resolved by payment being received by the proper source. I conferred with both MSOs as to their desire as to who would be the MSO representative. The decision had not changed. Based on these facts, and the requirement to abide by the USATH constitution, I announced that Eric Pfeifer had been selected to be the MSO representative to the EC. I arranged nothing and take offense to the implication of this accusation.

4. Very clearly attempted to prevent an active athlete for being added to the EC

This issue becomes even more convoluted with the following facts. The manner in which the so-called election run by Mr. Van Houten is cause for great concern.

- 1 – In an initial email to the active athletes of the board announcing the need for the election, I was not included. In fact, I was the only active athlete not included on the original send. I was only forwarded the notification after some debate on the issue had already taken place. In this he stated that the representative elected to the EC must be a current board member.

- 2 – Mr. Van Houten announced a timeline to execute nominations and voting online with an aggressive timeline of two days. In addition, Mr. Van Houten appointed himself to collect the votes (electronically) and count the votes in an election that he is voting in. Not only is this an egregious conduct that violates numerous election rules, such as independent persons conducting the counting of ballots, it also violates a members right to vote anonymously.

- 3 – This process violated previous precedent established by the previous quad's AAC representative. All previous AAC elections have been conducted through the USATH National office and were administered for objectivity by Executive Director, Mike Cavanaugh. There is a process whereby nominations can be made and ballots are sent via mail. This insures the accuracy and legitimacy of any vote. These were clearly not adhered to.



4 – An election never took place. Mr. Van Houten unilaterally proclaimed that a certain athlete was to become the representative by the mere fact that no other nominations had been received. An election still must occur since it may be the determination of the voting contingency to not desire to have the nominated person elected. They still must garner a majority vote – which never occurred.

5 – In addition, a nomination was received by an undisclosed source, and Mr. Van Houten, the self proclaimed election monitor seconded the nomination even while the nominated person had not agreed to serve.

6 – All of these facts indicate a rigged election.

I expressed my concerns to the above and was ignored.

When Mr. Van Houten announced the representative to the EC, without an election, I pointed out the representative announced was not eligible to elected or appointed to the EC. Per the USATH constitution, as stated in Article VII, B, Section 2:

A member of the Men's or Women's National Teams cannot be a candidate for or appointed to a position on the Executive Committee.

The individual appointed, Dawn Lewis, is a current WNT member having recently just competed at the Pan Am Championships less than 4 weeks earlier in Brazil. I then noted that there are only two active athletes that are not currently members of their respective National Teams, me and Derek Brown – 1996 Olympian. Since I am already on the EC, the only one eligible for this position was Derek Brown. I openly welcomed him to become a member of the EC.

After I made this announcement, Mr. Van Houten informed me that I do not have the authority to do that and Mrs. Lewis, per her acceptance of the position has effectively retired. There is no written submission from Mrs. Lewis announcing her retirement. And considering the lack of a permanent National Team and players "un-retiring" frequently, I do believe it is appropriate to consider athletes that are in the NT athlete pool in a given year to be considered "current" NT players.

As now shown, I have not attempted to prevent another active athlete from joining the EC, I welcome it. However, I do object to a blatant disregard for the USATH constitution to appoint someone who is not eligible merely to stack the EC for political power.

5. EC actions are voidable for lack of 20% athlete representation



I believe the EC is in compliance as stated per the above reasons. Either precedent has been set by the previous administration for the calculation or Derek Brown, as the only eligible member, is welcomed to the EC to arrive at a greater than 20% threshold without any doubt.

6. Unilaterally taken control of ongoing operations of USATH, excluding other members of the EC and the board of directors.

This assertion is blatantly false. I do not have control over any of the operations of the Playing & Rules Committee, the Coaching & Methods Committee, the WNT Committee, the MNT Committee, the Resource Development Committee, the Membership Committee, the Development Committee, the Sports Science & Technology Committee, the Public Relations Committee or the Constitutional Review Committee. All of these committees perform independently within the confines of approved budgets.

However, the chair of the Organizing & Competition Committee is currently vacant. The Board of Directors has not fulfilled its duty to fill this vacancy. It is scheduled to do so at the next regularly scheduled board meeting per the USATH constitution. There is no board meeting scheduled in the near future. As Chairman of the Board, I have assumed the role of interim Chair of this committee. There are many responsibilities that need to be performed by this committee and the chair has been vacant for over 2 months. The planning for the 2006 National Championships needed to be begin, site selection needed for the tournament had not occurred, regional leagues and qualification systems needed to be developed, which were promised to be in existence by the previous administration for the 2005 US National Championships. I assumed this chair position to ensure that these necessities were not ignored and the daily operation and planning of subsequent events did not suffer as a result of a vacancy. I hardly believe that warrants the accusation above.

7. Jeopardized the future of Women's National Team (WNT).

The WNT Committee jeopardized their future by not developing a program that would achieve the success necessary to adhere to the submitted USOC milestones. I am attempting everything in my power to restore accountability to the program and guarantee future success.

8. Possibility to lose outstanding resource in Cortland due to obstructionist behavior.



Cortland University is under contract. In addition, I have been in constant communications with the WNT coach attempting to create a position that will ensure his longevity in the NY program while allowing flexibility to the Women's program. Originally, the contract I devised was sent to the WNT Committee for the input. After input, albeit not positive, I forwarded the contract directly to the WNT coach for his input. He has appreciated the involvement and we are working diligently to come to an agreement.

9. Refused to sign a contract for WNT coach even though verbally committed without consulting other relevant parties.

I refuse to sign a 4-year contract with a coach who failed to win one single game at the Pan Am Championships, which results in the US dropping to last place in the Western Hemisphere. We were 4th 2 years ago; now we are last. I verbally agreed to the contract based on the underlying assumption that the established metrics would be met. Accountability needs to be restored.



Response to Jan O'Shea (VP-Women) accusations:

The accusations levied by Mrs. O'Shea are equally baseless. If I ascertained the issues correctly, there are 9 different accusations, some similar in nature. I will address each independently.

Before I address the accusations, there are numerous statements that are false and/or misleading. I will address those first.

- A. Mrs. O'Shea states and admits, "After several attempts by various parties to resolve the issue informally, it became apparent that a solution amenable to both parties was not going to be reached." The internal grievance process of the USATH constitution states in Article XV, Section 3, d.

Hearing Panel. In the event that the member filing a grievance is not satisfied with the proposed resolution of the matter reached by informal methods, or if no action is taken by the Board of Directors to resolve the matter informally within ten (10) days, the member may require a hearing, whereupon the President shall promptly (i.e., within three (3) days) appoint at least three (3) members of the Board of Directors, none of whom shall have an interest in the subject matter of the grievance or complaint, to hear evidence, make findings of fact, and adjudicate the issues raised. Such hearing shall be convened as expeditiously as possible.

Due to an informal resolution not being obtainable (which has been admitted), the next step in the internal grievance process is to proceed to a formal hearing. Mrs. O'Shea fails to mention that the informal attempts were in a response to an exact same grievance filed by Bob Djokovich prior to her grievance. The ten days expired. Instead of pursuing a formal hearing, the grievance was withdrawn and the exact same grievance was filed 45 minutes later by Mrs. O'Shea in a direct attempt to subvert the intent of the process and procedures. Not only does this demonstrate collusion, but indicates an attempt to violate the clear intent of the USATH constitution. She admits that informal resolution was not possible. Hence, the next procedural step is not to withdraw the grievance so another member can resubmit to avoid a hearing.

The phrase "both parties" is used, but not defined. The grievance was filed against the general membership of USATH. In any informal resolution, where one party is going to be damaged by the outcome, they have a right to have their side heard; they are due their day in court. The membership is not one of the parties Mrs. O'Shea is referring to here.



Hence, informal resolution would violate the rights of the general membership and create a travesty of justice.

- B. Mrs. O'Shea states and admits, "Facts as I presented them." This statement indicates a bias and "version." Facts are independently verifiable, not left to the bias of presentation. The facts that Mrs. O'Shea has presented have been challenged by other board members. The quotes have been refuted by those that are being quoted. Dr. Martha Haun and Mr. Pfeifer have adamantly denied saying what they have been quoted as saying. This is hearsay and ought to be dismissed as such. These are included only to prejudice the USOC against these individuals
- C. The board-vote that is being referenced was conducted in a blatantly illegal manner. There was no precedent, rules, or procedures. There was no one designated to tabulate the votes. As presiding chairman of the board, when I ruled the motion out of order, I was responded to (by the AAC rep) – that since this was an informal vote, strict adherence to rules was not necessary. Even though up until that point, the entire board was acting as if a board meeting had been called (i.e. motion, seconds, call for discussion, call to close the vote, etc.). I offer the following:

Can we hold our board meetings by conference telephone call?

Answer:

You may hold board meetings by conference telephone call only if your bylaws specifically authorize you to do so. If they do, such meetings must be conducted in such a way that all members participating can hear each other at the same time, and special rules should be adopted to specify precisely how recognition is to be sought and the floor obtained during such meetings. [[RONR](#) (10th ed.), p. 482, l. 28, to p. 483, l. 5; see also p. 159 of [RONR In Brief](#).]

It should be noted in this connection that the personal approval of a proposed action obtained from a majority of, or even all, board members separately is not valid board approval, since no meeting was held during which the proposed action could be properly debated.

I brought this to the board's attention at the time. If we were not in a board meeting, then the second paragraph applies and it was not valid board approval. If we were in a valid board meeting, then the vote was ruled out of order, because the floor had not been obtained properly, which I also ruled.

There is nothing in our by-laws that authorize us to hold board meeting via email, and if we were to adhere to a conference call – still special rules need to be established and followed. Not only did this not occur – I was informed that they had no intention of adhering.



D. With reference to my claim that the board was acting like a mob, which is perhaps unprofessional to say the least, it certainly appears to me to characterize the actions that took place. In addition, Mrs. O'Shea fails to mention the board member who compared me to Hitler in other email strings.

I will now address the 9 accusations independently.

1. Several pronouncements that severely threaten ability to service athletes.

Without specifics, these are difficult to address. However, I believe this is similar to item 9 and I will address it there.

2. Refusal to sign WNT coach's contract.

I refuse to sign a 4-year contract with a coach who failed to win one single game at the Pan Am Championships, which results in the US dropping to last place in the Western Hemisphere. We were 4th 2 years ago; now we are last. I verbally agreed to the contract based on the underlying assumption that the established metrics would be met. Accountability needs to be restored. However, I have recognized his value to this organization and have structured a replacement contract, for the same amount of money, which will allow him to remain as the WNT coach, but also focus on more youth development in the NY area – since that is essential for our long term plan to eventually reach international excellence. I have been in communication with the coach and we are close to a deal. I am trying to negotiate the best deal for USATH and our elite athletes that allows the flexibility of hiring a higher level coach when the time is appropriate. I think my position is valid on this point.

3. Basically ignoring the EC and refuses to put one of them on emails

Again without a specific reference, this is difficult to address. However, I have not ignored the EC in any manner. I have abided by every single EC vote. I have attended every single duly called EC meeting. There are some actions that the President and CEO of USATH are allowed to take without EC approval. I have involved and worked through the EC to bring resolution to a disciplinary issue and have approved EC approval for contracts.

As for the one I refuse to email – this is a direct result of this person distributing proprietary information that I share with the EC during discussions to sources outside USATH. I have asked this person on numerous occasions to cease that action. That person has not. Therefore, I



cannot continue to send private communications that will not be kept private. I do not think that position is unreasonable.

4. Bypassing the duly elected board of directors.

Again without a specific reference, this is difficult to address. Per our constitution, the EC is authorized to make board decisions in between board meetings, which would indicate that the board is not authorized to make decisions while not in session. We have had 2 board meetings this year and fulfilled our constitutional requirement, even though I have indicated that the board ought to meet quarterly to review financial statements and address pressing issues. I have attended both duly called board meetings and addressed every question and concern brought to my attention.

5. Locked staff out of the website with the Public Relations Chair

At the first board meeting in January 2005, I laid out a vision that called for the redesign of our website and placed this realm of operations under the purview of the Public Relations Committee. In my opinion, the website is a public relations tool. The board did not object. The past six months, the website has been redeveloped with volunteer support with a contributed services value of close to \$30k. It was absolutely necessary to prevent access to only those qualified to write the necessary code and those that have the ability to maintain, so as to not damage the code written. The new USATH website was unveiled on July 9, 2005. It is an incredible technological upgrade and will allow us to begin to add necessary improvements to move manual daily operations to web based applications, thereby saving countless man hours from the overworked National Office staff. There was no malicious intent. In my opinion, as a CPA, this is a sound business decision and the accusation is unwarranted.

6. Unilateral changes to the budget without board knowledge or approval

Per the USATH constitution By-Laws in Chapter 5, Section 5, E states:

Because of rapidly changing conditions and circumstances, and because of the uncertainties connected with many of our programs, the budget allocations are not definite fix amounts, but are only projections. The President is authorized to make all necessary changes. In the case of substantial changes, the President will consult with the Executive Committee.

Chapter 5, Section 5, F states:



Any funds not used by a person or Committee Chair within the projected time period will be used to cover unbudgeted or new projects.

Even if the accusation were true, I am authorized to do it. However, the accusation mischaracterizes what is occurring. The USATH Board of Directors, over my objection, budgeted in chunks to committees. These Committees believed they had carte blanche spending authority, which they do not. Per the USATH constitution By-Laws in Chapter 5, Section B states:

Funds allocated to a project, committee, or activity will be released only upon submission of a detailed budget and project description by the Committee Chair, and after approval of the budget and project by the President. Funds of over \$100 may not be expended from the overall budget until the project budget has been approved.

Upon my reminding all of the committee chairs of this requirement, I received many accusations like the one above. I remained steadfast to proper fiscal management, which led to an event that has historically lost \$35k per year to become budgeted at break-even. This course of action resulted in a net savings that can now be reinvested into creating more playing opportunities across the country. The savings from this tournament alone has helped fund and create the first ever North American Champions Cup tournament to be hosted at the Olympic Training Center in Colorado Springs, September 9-11, 2005. This tournament is modeled after the European Handball Federation's Champions Cup with a direct incentive to garner their future financial support. This was one example of what tight fiscal management can accomplish and the potential prosperity.

7. Unconstitutional acts

All my actions are constitutional. Without specific references or corroborating evidence, this should be disregarded.

8. Unprofessional

My primary focus is to return the U.S. National Teams to international success. If in the process of achieving this end, I am a tad unprofessional and rough around the edges, it is a criticism that will remain valid. I must believe that the USOC is more concerned about international medals, than the tone of my email content. I am a volunteer President that is about to accomplish more this year than has been achieved during the previous quad. With the support of the USOC, we will return to excellence.

9. Lead to more dangerous actions that will jeopardize staff livelihoods.



I am including my Strategic Plan that I presented to the USATH Board of Directors in January 2005 and I am including my President's Report given to the USATH membership at our Annual Meeting in April 2005. I will let you be the judge if these plans are dangerous and will jeopardize our staff. These two reports are in Appendices A and B, respectively. It is important to remember here that the greatest challenge USATH is facing today is not only to deal with its institutional crises but to simultaneously carry out its agenda and achieve its objectives. A legal opinion of the constitutional crisis is available for reading in Appendix C. All the USATH committees have been working diligently and pursuing their agenda in order to reach the ambitious goals set by the USATH Executive Committee. And although the current officials were delayed in their work by the second and third-round elections and Fall 2004, a great deal has been accomplished in the eight months since the beginning of this quadrennial. The leaders in this 2005-2008 quad have focused their efforts in three key areas essential for the growth of Olympic Handball in this sport: increased revenue, increased international competitiveness and increased membership.



USATH 2005-2008 Quadrennial: The Metrics

A. Increased Revenue

The vision of the elected officials, during the election campaign and up to this point in their respective terms, has been clear: a strong emphasis should be made on developing revenue streams. The change of attitude at USATH was immediate. For the first time in the history of the Federation, the US National Championship became a break-even event. This was done by raising the tournament fees, cutting costs by primarily combining several divisions of play within the tournament and implementing a volunteer campaign and finding creative ways to generate revenue during the tournament. The net benefit of \$40,000 has already been funneled towards the creation of two regional leagues in addition to the two leagues already in existence: the SouthEastern Team Handball Conference (SETHC) and the NorthEastern Handball Conference (NETHC).

Additionally, a portion of the US Nationals profit was quickly put to use by hiring a full-time Director of Organization and Competition, who immediately agreed to volunteer in a complete re-construction of the USATH Website. Two Executive Committee members (President M. Hurdle, Secretary T. Fontenot) also donated their time. As a result, this past Monday, the website saw its first facelift in over six years. The urgency for the make-over lies in the potential value of the USATH website

(www.usateamhandball.org) to future web advertisers. The numbers strongly favor the realization of this potential and are displayed in Table 1ⁱ.

Table I. Daily Unique Visitors, Selected Ranges in 2005

| | |
|--|--------------|
| Average Daily Unique Visitors, Mon 7/4 to Wed 7/6: | 691.3 |
| Average Daily Unique Visitors, Mon 7/11 to Wed 7/13: | 831.0 |
| Average Daily Unique Visitors, Jan - May 2005: | 934.0 |
| Average Daily Unique Visitors, 2005, excluding May: | 896.9 |

From the table above, the new website daily average in unique visitors is 20% higher than the old website, for a comparable period, and is at 93% of the website average *during* the handball season. Furthermore, based on website advertising models and industry approximationsⁱⁱ, the new website will generate, as is right now, about \$40,500 yearly in web advertising. This does not take into account the other website upgrades that will occur in the next 60 days, most notably a new and separate Organization and Competition website. When all the aspects of USA Team Handball were jumbled together on the previous site, designed by an amateur webmaster, www.usateamhandball.org was, according to web traffic comparative formulas, as popular as some of the major international websites, as illustrated in Figure 1. Other comparisons to certain USA National

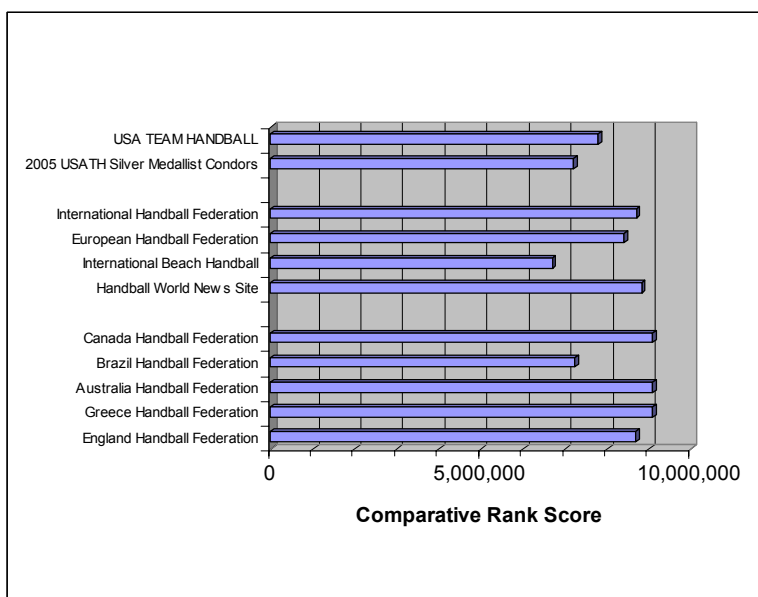


Figure 1. Website Comparison, Handball Organizations

Governing Bodies were also performed and these charts, along with all the data and calculations pertaining to the website marketing analysis are in Appendix D of this report.

Aside from additional revenue generated from fiscal creativity and web sponsorships, USATH has secured NIKE as its national

teams apparel provider. In addition, USATH expects to create separate funding sources for its development programs. Through its partnership with the Dekalb International Training Center (DITC), USA Team Handball intends to have a fundraiser at Christmas for its Southeast youth development programs. The event is projected to bring in \$150,000 of development revenue.

B. Increased International Competitiveness

With the aforementioned revenue-generating plans in place for the 2005-2006 Olympic Handball Campaign, USATH will be in position to address a high number of deficiencies in playing opportunities in the US. The current USATH leadership has a two-prong approach: opening their doors to international club and / or countries, and getting US Clubs and Players involved in competition outside of the US. However, to be on the international stage, the US must support having high-ranking officials in the upper-echelon of international governing bodies in the sport of team handball. And with Mr. Dennis Berkholtz already in place in the last quadrennial as the Vice-President of North America in the Pan American Team Handball Federation (PATHF), USA Team Handball – represented by President Mike Hurdle – successfully lobbied at the International Team Handball Congress in Egypt (December 2004) to have Mr. Christer Ahl, an US citizen residing in Washington, DC, elected as the President of the Playing Rules and Referees Commission for the International Handball Federation (IHF). Mr. Ahl's appointment gives USA Team Handball instant credibility while flinging the door wide open for strategic partnerships.

And one of these strategic partnerships materialized shortly thereafter when the Dekalb International Training Center (DITC, Atlanta GA) verbally agreed to become the home of the US Men's National Team training program. The DITC has agreed in principle to become a National Team Training Center and has



assured USATH that Dekalb County is also on board in the agreement. The deal is currently on hold until the constitutional crisis is resolved. It will initially provide for the funding of a National Team Coach, and could also lead to other avenues of revenue generation; the net bottom line increase to the Federation's revenue amounts to \$52,000. The verbal agreement has led to an increase in participation among National Team athletes, and as a matter of fact the Men's National Team Program will host an 8-day training camp in Birmingham, AL from August 13 to August 21 (details can be viewed on the USATH website at http://www.usateamhandball.org/usath/news/news_07132005a.htm). Also, the US Junior National Team (under 21) is currently competing in the Partille (Sweden) and Dronninglund (Denmark) Cups. The Women's program, already installed in residence in Cortland, NY will attend these same tournaments starting next year.

Getting our players to compete abroad is as essential as inviting foreign teams at home, as well as increasing playing opportunities. As such, starting this coming fall, the United States will be home to the North American Champions Cup (NACC). The 2005 NACC will be staged at the U.S. Olympic Training Center in Colorado Springs from the dates of September 8 (arrival) through September 11 (departure). This event will be restricted to three men's CLUB CHAMPIONS out of the following invited nations: Greenland, Canada, Mexico and Puerto Rico and the top three men's club teams from the USA National Championships (May of 2005 in Houston, Texas). This new home international tournament, coupled with the new Men's and Women's qualification format for the 2006 US National Championships, will raise the bar for competition in team handball in the US. The 2005-2008 qualification format has already been drafted, and is included with this report in Appendix E.

The qualification format is written principally to increase competition for Men's Team Handball. However, it is very adaptive and can be applied to Women's team handball as the number of clubs increase from year to year. This format gives instant credit to the regional leagues by awarding the winner of the league and automatic bid into the Elite National Championships. The format also promotes regional growth by dividing the county into four regions as shown in Figure 2.

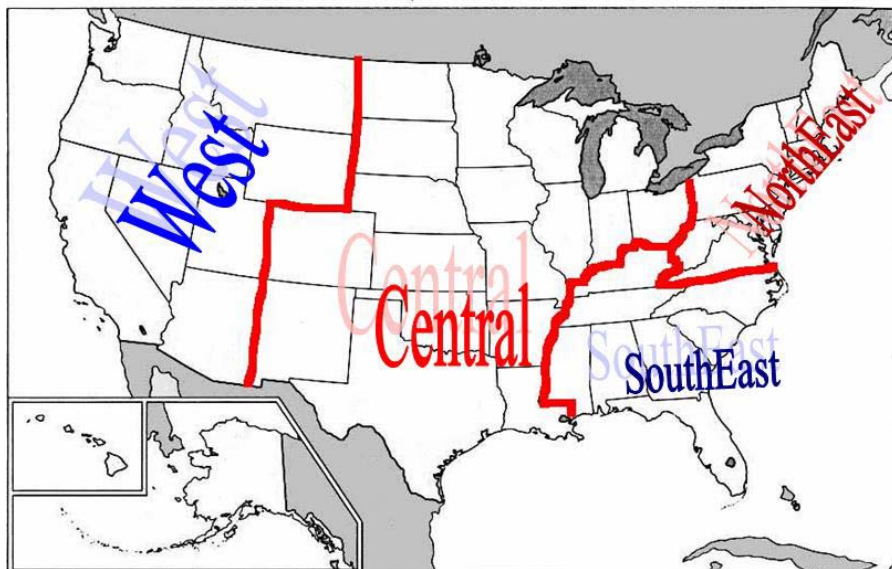


Figure 2. Geographical Delineation of Team Handball Regions.

Each region will also have a qualifying tournament, with the winner also being awarded an automatic bid into the US Elite National Championship. These tournaments add value to the club structure, and new guidelines will governing player behavior and club regulations will be implemented in 2005-2006. Appendix F offers a summary of these new rules and the league structure.

One final project to see the light of day in the next 12 months is the start of a Junior National Team Training Center in Chapel Hill, NC. This fantastic opportunity has presented itself through the hard work of Dr. John Silva, Head of the University of Carolina Team Handball Program. Dr. Leory Walker, former President of the USOC, has been involved in this discussion and about the possibilities of developing a National Team Training Center in the Research Triangle area of NC. This is one of the most ideal regions of the country due to the proximity of numerous Colleges and Universities to help provide young athletes assistance in pursuing their higher-level education while training. This is an all-encompassing arrangement with no cost (or extremely little) to USATH. Negotiations are underway to have a formal arrangement by September 2005 and to have this Regional Center included in the Men's National Team Program.

C. Increased Membership

Now that the vision of this Administration in terms of revenue and international competition have been outlined and discussed, the last pillar for the sustained growth of American team handball is an increase in membership. The numbers have been stagnant in the last quadrennial, and this Administration is going to exponentially increase its membership through youth programs involving the parents of these youth. USATH has already put that plan into action, pumping \$15,000, jointly with the US Team Handball Foundation, in the Houston, TX area, to develop that city into a youth team handball powerhouse. There results were

felt almost instantly, with the Central region being represented at the US National Championships by 11 men's clubs and 3 women's clubs. Furthermore, a Houston youth team competed and won the Manheim Invitational Tournament in Chicago, IL.

The same strategy was repeated in the Southeast, where USA Team Handball provided over \$10,000 in grants to regional organizations to promote and develop the sport in youth sports and academic institutions. These grants also support existing youth events such as the Cobb Cup held in Kennesaw, GA. Also, the Boys & Girls Clubs of Metro Atlanta (BGCMA) have tentatively agreed in principle to a strategic partnership to develop the sport of handball within the Atlanta community and provide USATH with access to over 30,000 kids. The BGCMA is to contribute \$5k of restricted grant use to USATH to become an "organizational member". The restriction will only allow the money to be spent to develop youth leagues within the BGCMA. In addition to the cash contribution, BGCMA will fund \$15k - \$20k for a developmental coach within the BGCMA program that can also be utilized by USATH.



**Cobb Cup Medal Distribution, Girls 8th Grade Division.
Photo Courtesy of the American Handball Association.**

Finally, as a supplemental future member pool, USATH is very excited about developing the sport of Beach Handball. Beach Handball has been creating a niche of its own across the world, and the United States are eager to get involved. Beach Handball is a fantastic tool to expose newcomers to the sport of handball. This sport is gaining in stature with the IHF, and USA Team Handball intends to outsource its implementation and organization to any US institution willing and capable. Discussions are already underway to create a Beach Handball Tour, from June to August and starting in 2006, with stops in Houston, Atlanta, California, and Florida.



Closing Remarks

During my short time at the helm of USATH, it has been quite tumultuous. It appears that some just cannot accept that they lost an election. Regardless, great things are beginning to happen around the country and we are on the cusp of something fantastic. However, we have been on the cusp of something fantastic for 35 years; it is finally time to move beyond that, capitalize on the positive momentum from our membership, and achieve tangible results. The beginning of international competitiveness is happening before our eyes. As I write this response, the U.S. Junior Men's National Team is competing in Denmark and is one game away from qualifying for the finals. I would like to be able to say the board supported this trip completely; perhaps they will support my ideas a little more in the future by witnessing this fantastic success.

The sport of Handball has been stagnant for over a decade. The membership recognized this fact and voted to move the sport forward. As the ultimate governing body, they have the authority to do exactly that; the USATH board is subservient to the USATH Congress, i.e. general membership. The USATH membership deserves the support of the USOC; they have undertaken a great challenge of bringing the sport of Handball into the main sport culture of the United States and returning us to competitive excellence.

To reiterate, the following is a brief background regarding the vote at the Annual General Membership Meeting.

1. At the USATH Annual Meeting (April 29, 2005), the number of members present constituted a quorum.
2. A professional and independent parliamentarian was hired and in attendance during the annual meeting and at the previous days USATH Board meeting.
3. The USATH general membership was made aware of the new USOC directives that base funding is being eliminated and replaced exclusively with performance based funding and that some areas focus on governance.
4. Due to timing of the official announcement from the USOC, the USATH Constitutional Review Committee could not adhere to a strict adherence to a published timeline in order to submit a new constitution for adoption by the USATH general membership at this Annual Meeting.
5. Due to this, the next available opportunity to present a new constitution that would make USATH compliant with the USOC guidelines would be, at a minimum, one year later – and there is no guarantee that that version would be passed on a first attempt, thereby creating the possibility that a revised constitution could be years from implementation.
6. A board member, realizing this dichotomy, made a motion to allow USATH to move forward expeditiously in spite of the stated timeline. The motion



- recognized the principle behind the timeline – to give members 45 days notice to consider a vote – and created another timeline that allowed the members 45 days to review the document and make suggestions, and then another 45 days to consider the final version before the vote.
7. A different board member raised an objection.
 8. As Chairman of the Board, I ruled on the objection and determined that there was no damage done to any member due to the additional timelines and review being implemented in the motion.
 9. The objection was noted and presented to the membership to resolve. Per parliamentary law and Robert's Rules of Orders (which govern our meetings), I was assured by the parliamentarian that the general membership was the appropriate body to rule on the objection. The vote carried 87-14, with 11 of the nay votes coming from the USATH Board of Directors. In other words, the USATH general membership ruled on this issue and determined that the course of action was valid by an approx. 73% margin. The non-board member vote was 87-3.
 10. USATH has complied with the mandate from the USATH general membership, despite the actions undertaken by the USATH Board of Directors.
 11. I informed the Board on numerous occasions over the following 6 weeks that per parliamentary law, based on the expertise of a professional parliamentarian, that a lower body cannot overturn a motion passed by a higher authoritative body, i.e. the board cannot overturn a motion passed by the general membership. Per the professional parliamentarian, our membership has every authority to do exactly what was done. In addition, the only body that can overturn that decision is the general membership, and it must do so with a 2/3 majority vote.

In addition to the support of parliamentary law, the Constitution states Article XX, Saving Clause:

Failure of literal or complete compliance with the provisions of the Constitutions of the USTHF with respect to dates and times of notice or the sending or receipt of the same or errors in phraseology of notice of proposals, which in the judgment of the members at meetings held do not cause substantial injury to the rights of members, shall not invalidate the actions or proceedings of the members at a meeting. This Article should not normally be imposed to violate the adequate notice required for meetings.

The membership (the authority) determined that failure of literal compliance of notice of (45 days notice) did not cause substantial injury (since the motion granted a 90 day notice and authorized all members to vote) to the rights of the entire membership, thereby, the failure of literal compliance cannot invalidate the actions or proceedings of the members at the meeting. The decision to move forward with a vote on a new constitution is constitutionally valid. It is not



up to the USATH Board of Directors to determine if a member's rights have been violated if the membership at a duly called meeting determines they were not. Again, the board does not have the authority to overturn the decision of a higher body.

Hopefully it is clear to all that the USATH membership was clearly justified in its actions, that the accusations and grievances from selected USATH Board members are baseless, and are merely the result of adult style temper tantrums.

Requested Relief:

1. I respectfully request this entire issue be remanded back to USATH to be resolved with the scheduled constitutional vote. The final version of the constitution has had 45 days of input from the general membership. It is ready to be distributed and voted on. The membership deserves the support of the USOC.
2. I respectfully request the release of our funds. There are many events scheduled in the near future that require the use of these funds. Primarily, it provides a strong safety net to the hardest working staff of all of the NGBs.
 - a. The hiring of our WNT coach and securing Cortland community.
 - b. The MNT training camp in August in preparation for the 2006 Pan Am Championships.
 - c. The Hosting of the North American Champions Cup in September
 - d. The development of new regional leagues in October that support the entire country.
3. I respectfully request the attendance and support of USOC officials, specifically Mr. Jim Scherr, to attend the public signing of our relationship with the Dekalb International Training Center (DITC) to formally announce it as a Men's National Team Training Center. This partnership is important to our future plans for success.

REFERENCES

ⁱ Data available from Urchin 3 Enterprise 3.3, <https://control.business.mindspring.com>

ⁱⁱ Novak, T.P. and D.L. Hoffman (2000), "Advertising and Pricing Models for the Web," in *Internet Publishing and Beyond: The Economics of Digital Information and Intellectual Property*, Deborah Hurley, Brian Kahin and Hal Varian, eds. Cambridge: MIT Press.



Appendix A. USATH Strategic Plan

Mission Statement

Strategic Goals

1. Increase Membership

Objectives:

- I. To exponentially grow membership (double each year) over the next four years to 10,000 members by 2008.
 - Development of Summer Camp Program
- II. To encourage the development of State Associations
- III. Sustain Membership / eliminate member churn
- IV. Partner with Community Based Organization (CBO) for youth expansion

Action Plan:

- Development of Summer Camp Program
- Development of Varsity Sanctioning in High Schools
- Development of State Associations and develop grant proposal
- Develop Membership Rewards Program
- Initiate focus with CBO and develop grant proposals
- Create Future Olympian Fund

Performance Evaluation Measure:

- Southeast Region handball Camps in 2 counties summer 2005 (see camp proposal) – 2000 paid participants and 2000 new members
 - Increase Handball Camps based on Regional Pockets – expand to NY/NJ, CA, TX, FL @ 1 per year. All 5 regions by 2008.
 - Varsity Sanctioning achieved in 1 State Association by 2006; All 5 states by 2008. Research, develop and submit grant proposal.
- Promote All-star teams to compete in Europe with USATH support 2006
- State Association growth of 6 per year; 24 by 2008
 - Membership rewards plan to be written and submitted by January 1, 2005 for board approval (see preliminary membership plan)
 - Partner with CBO to initiate youth leagues within their organizations – BGCMA 2006, Upward Sports
 - Distribution of Teacher kits within multiple school systems and integrate leagues into local school systems. To follow handball camp regional rollout.

Preliminary Membership Reward Plan to include increased benefits (some through members only section of website) such as: Coaches Corner, club histories, European Pro-player chats, President's Corner,



merchandise discounts, proxy votes for youth by member parent, Hall of Fame, National Team Alumni Club and recognition, Awards banquet @ Nationals with fundraising, Promotional fundraising giveaways – vacation packages to world handball events.

2. Increase Revenue

Objectives:

- I. Become financially independent of the USOC by 2008
 - 2005 Develop revenue stream \geq USOC funding through the use of summer camp programs
 - Increase summer camp programs each year to new regions to increase revenue
- II. Initiate revenue generation plan for the board
 - Committee Chairs to develop plans for revenue generation \geq requested budget
 - Change focus of Committee Chairs from cost centers to profit centers
 - Initiate individual Board of Director fundraising requirement of \$3k annually by 2006
- III. Develop fundraising incentives
 - Initiate 25% finder fee incentive
- IV. Use of commissioned grant writers
 - Contract commission based grant writers to research and develop opportunities
- V. Develop Sponsorship Levels and Increase overall sponsorship
 - Actively create and pursue fundraising events
 - Market sponsorship incentives based on increased membership growth
 - Renegotiate NIKE contract so that it is dynamic and adjust for increased sponsorship levels based upon rapid growth of membership and clubs

3. International Competitive Excellence

Objectives:

- I. Develop Excellence plan by quad: 2005-2008; 2009-2012; & 2013-2016
- II. 2005-2008: Win 2007 Pan Ams (M&W) & Regain #1 Ranking in Western Hemisphere by 2008
 - Use of Dual citizens



- IHF requirements relaxed for players in the process of obtaining citizenship
- Re institute Men NT Residency program in Dekalb 2005
- Hire National Technical Director – July/August 2005 (Horia Markel)

III. 2009-2012 & 2013-2016

- Transition from foreign players to US developed
- Recruit top-level athletes from 2005-2008 (22-25 yrs) to take the reigns after 2008
- Jr. focus during 2005-2008 – winning Jr. & Youth Pan Ams by 2008; provides foundation for future quads

IV. Domestic Competition Plan

- Restructure National Championship to become an event worth televising
- National tournament with club qualification system
- Develop importance of State Championships – automatic qualifier for National tournament
- America's Cup – tournament for Club National Champions throughout North America (USATH funds US National Champion to attend)
- Re institute Olympic Festival style tournament – to take place at the same location of the America's Cup
- Develop Jr. National Championships – to take place during the Men's National Championship
- Development of Regional Leagues – 4 regions to have leagues by 2008

V. Club Development

VI. Coaching Development

- Technical Director to develop program for certification levels
- Development/Identification of regional coaches

VII. Referee Development

- Develop program to recruit and develop officials regionally to support regional leagues and tournaments
- Increase number of IHF pairs
- Develop referee selection independent of USATH to ensure independence

VIII. Scholarship Program

- Future Olympian Fund to assist athletes with college tuition assistance



- Retention of top-level elite high school athletes for primarily the 2013-2016 quad, but could benefit the 2009-2012 quad

4. Organizational Effectiveness (supports previous 3 goals)

Objectives:

- I. Develop Corporate Philosophy
- II. Redefine Staff, Executive Committee, Board of Directors, & Committee Chair responsibilities to align with Strategic Plan
- III. Change historical focus of BOD from working to oversight
- IV. Change historical focus of Departments from cost centers to profit centers
- V. Strengthen BOD with addition of prominent business savvy citizens



Appendix B. USATH President's Report, Board of Directors Meeting, April 28, 2005

ACCOMPLISHED:

- I am proud to announce that the 2005 U.S. National Championships has been effectively budgeted to become a break-even event for the first time in the history of USATH. Even though the preliminary budget was submitted only 7 weeks prior to the tournament, the challenge of developing a break-even event was incredible and overcome successfully. We increased tournament fees, cut costs, and challenged ourselves to find creative ways to generate additional revenue streams. Net bottom line increase - \$40k.
- The Dekalb International Training Center has agreed in principle to become a National Team Training Center and has assured us that Dekalb County is also on board of signing the submitted MOU. Only a matter of government timing, but the deal will be finalized after the necessary parties return from Singapore after the 2012 Host Olympic City will be announced. This deal will initially provide for the funding of a National Team Coach, and could also lead to other avenues of revenue generation. Net bottom line increase - \$52k
- The Boys & Girls Clubs of Metro Atlanta (BGCMA) have tentatively agreed in principle to a strategic partnership to develop the sport of handball within the Atlanta community and provide us with access to over 30,000 kids. The BGCMA is to contribute \$5k restricted grant use to USATH to become an "organizational member". The restriction will only allow the money to be spent to develop youth leagues within the BGCMA. In addition to the cash contribution, BGCMA will fund \$15k - \$20k for a developmental coach within the BGCMA program that can also be utilized by USATH. Matt Ryan, Director of Physical Education for BGCMA, is in the process of developing an overall health & fitness program that can be used and implemented throughout other regions and cities across America. This is a unique opportunity to have our sport included in this program, thereby allowing us to piggyback on the deployment of this program throughout the nation at virtually no cost to us. An overall Net bottom line increase - \$20k - \$25k.
- **OVERALL = \$112k - \$117k (Net Increase to Bottom Line)**

FUTURE PLANS: 2005

- Regional Training Center – North Carolina
 - A fantastic opportunity has presented itself through the hard work of Dr. John Silva. During the Blue Cup in Chapel Hill last February, we met with Dr. Leory Walker, former President of the USOC, about the possibilities of developing a National Team Training Center in the Research Triangle area of NC. This is one of the



most ideal regions of the country due to the proximity of numerous Colleges and Universities to help provide young athletes assistance in pursuing their higher-level education while training. This is an all-encompassing arrangement with no cost (or extremely little) to USATH. It is our goal to have a formal arrangement by September 2005 and have this Regional Center included in the MNT program.

- Junior Men's & Women's National Team Programs – Partille & Dronninglund.
 - The junior programs and youth development are critical to our eventual success. We will begin implementation of the JNT program this summer starting with the Jr. Men. The JMNT (under 21) will attend both Partille (Sweden) and Dronninglund (Denmark) in the beginning of July after training for the month of June at a designated location. Players will be responsible for raising half of the funds necessary to travel. Each additional year, we will add another age group to the U.S. delegation that will be sent to these tournaments (i.e. 2006 – 18U, 2007 – 16U, & 2008 14U). Junior Women will follow the same deployment strategy and be one year behind. These are going to be our marquee-focused events. The Jr. Pan Ams are not conducive to our school schedule – Partille and Dronninglund will provide a better developmental tool. Estimated cost \$40k per team (\$20k to USATH), including 1 month of training at the DITC during the month of June.
- Regional Training Center – Miami
 - Discussions with Cristian Zaharia are currently underway. Opportunities abound with a Regional Center that has the backing of local government and University officials. Completion goal – December 2005.
- Regional Developmental Partnership with YMCA – Houston
 - Talks are currently underway to develop a support structure within the YMCA's in the Houston community and to establish a strategic partnership to provide for funding for a developmental coach and administrator to develop the sport throughout the YMCA community. Completion goal – August 2005.
- High School League – Atlanta
 - Recently we have had a surge of support in the Atlanta area. We believe we may have the beginnings of forming a 4 school High School Club division within the Atlanta area. We are genuinely optimistic about this development coupled with the development initiative with the DITC and BGCMA. Completion goal – September 2005.
 - Additional possibilities for High School divisions are in New Jersey, New York, and Houston. It is our goal to culminate High School leagues with an 18U division at the 2006 U.S. National Championships.



- Strategic Partnership with Boys & Girls Clubs International Study Abroad Program
 - Tim Richardson is an International Director in Europe with the Boys and Girls Clubs and has close ties to Matt Ryan, Maureen Stone, and Kurt Stone. Initial discussions have begun to create either a semester abroad or summer abroad program with the Boys & Girls Clubs, which would allow access for our youth players to spend extensive time immersed in a handball culture, and acquire unique handball experience. Completion goal – October 2005 – with implementation during 2006.
- Beach Handball Tour
 - Beach Handball is a fantastic tool to expose newcomers to the sport of handball. This sport is gaining in stature with the IHF. We should take every opportunity to develop this sport through an outsourced agency. Discussions are already underway to create a Beach Handball Tour with stops in Houston, Atlanta, California, and Florida. Completion goal – May 2005
- National Handball League
 - The time for this development has been long overdue. Our top teams are spread over a vast geographic region and rarely have the opportunity to compete against one another. In addition, every year there appears to be a controversy over a teams seeding in the U.S. Nationals. This league is not envisioned to be a qualifier, but a stand-alone entity culminating in its own Championship and title. USATH may use results obtained during league play to assist in its decision regarding the U.S. Nationals. Top 6 teams from the 2005 USATH Nationals will be invited. Completion goal – July 2005
- America's Cup Tournament
 - An additional stand-alone tournament that has its roots in the EHF. This tournament will be open to all clubs and will involve a single elimination bracket played out over the course of 12 months – similar to the Davis Cup (tennis). Initial seeding will be based on the results obtained from the 2005 US National Championships. Completion goal – July 2005
- Southeast Collegiate League – Benedict, Morehouse, etc.
 - The SETHC is transitioning into more of an open league, but it will attempt to maintain a collegiate division. This league will focus on primarily tapping into a wealth of athletic talent and opportunity. By partnering with historically black colleges and universities in the Southeast to develop a unique league using their infrastructure, we can possibly open the doors to new avenues of revenue streams and grant support. Matt Ryan and I have strong relationships with Morehouse and Benedict Colleges. We can use these as the primary basis of our developmental outreach programs. Completion goal – November 2005



- Partnership with Atlanta Super Bowl Bid Committee, Dekalb County, and DITC to host 2006 Nationals
 - Recently individuals from the Atlanta bid committee that is attempting to secure the 2009 Super Bowl in Atlanta contacted me. They expressed interest in hosting the 2006 US National Championships. Preliminary discussions have begun and will begin in earnest following my return from the 2005 Nationals. The possibility of combining Atlanta, Dekalb County, DITC, Dekalb Park & Rec development, Atlanta High School Leagues, and the overall development through the BGCMA could lead to a fantastic event, which might actually generate profits. Completion goal – May 2005
- Host IHF Coaching and Officiating Symposiums – 2006
 - Following the formal signing of the DITC MOU, the DITC has agreed to arrange a face-to-face meeting with the IHF President, Moustafa, at the IHF office in Switzerland. One of the many topics I plan to discuss is the possibility of the United States hosting IHF training symposiums. It seems it would be much greater use of our budget to host such large events where all of our members could attend and get the additional training or education that they desire. Fees would be charged to offset the overall cost. Completion goal – July 2005



Appendix C. Legal Opinion, USATH Annual Membership Meeting of April 29, 2005¹

The general premise of the USATH Constitution - or USATH Charter - is that the ultimate governing body is the membership, followed by the USATH Board of Directors, and last the USATH Executive Committee. In their preparation for a new constitution, the USATH Constitutional Review Committee completed its work, and presented it to the General Membership on April 29, 2005. According to the rules of the USATH Charter, the agenda must be presented to the Board of Directors

The duties of the head of constitution review committee are to coordinate the drafting of a revised charter, and present it to the membership. When he elected to do so, the other members of the committee did not object, and they include USATH's legal counsel, USATH's Executive Director, and even one of the two authors of the letter sent to the USOC. Therefore, the current crisis is born out of a simple oversight and not by malicious action. On the night of the meeting, the head of the constitution committee presented the facts to the general membership, and a vote to determine whether to engage in a review of the USATH charter was taken. The vote resulted in a 87-14 tally in favor of reviewing the USATH charter. All grievances and objections were made after the Annual General Meeting.

Since that night, several USATH Board members have been questioning the legality of the vote, and have wanted to nullify it. As a matter of fact, there were no objections to the lack of due process the night of the vote. Some objections were raised concerning the vote itself, but the charter was consulted upon by USATH legal counsel, and the vote took place. A grievance was filed, then withdrawn, then re-filed under a different author's name. The USATH Board of Directors, elected by the membership, has wanted to void the current charter review process.

The specific grievance of the Board of Directors was that it was not given appropriate time to review the charter and put it on the meeting agenda. Nevertheless, the membership voted overwhelmingly in favor of reviewing its charter. All the rules pertaining to the meeting were followed, a quorum 15% of the membership was verified, and the membership expressed its will. Thus, the matter becomes between the will of a lower authoritative body (the USATH Board of Directors, 26 individuals) versus the will of a higher authoritative body (USATH Members present at meeting, 101 members). From our interviews with witnesses, President Hurdle sided with the membership, since they were the higher governing body.

¹ For both personal and professional reasons, the authors of this opinion wish to remain anonymous. They include four lawyers and one doctor, none of whom have ever played or been associated with the sport of team handball.



Another important objection from the plaintiffs was that the 101 members did not constitute "the will of the membership". According to the USATH charter, only 15% of the membership is needed to establish quorum. USATH counts 663 members, and the voters on the charter review (without even including absentees of the vote at the Annual Meeting) constitute a quorum. The low number results from the fact that only 35% of the USATH members actually exercise their voting rights. To illustrate, the 2004 USATH presidential election had a 35.5% voter turnout (235 out of 663); in the 2000 USATH presidential election it was 34.5% (190 out of about 550). As a result, from precedent set by the membership from as early as 2000, an assembly of 101 members constitutes a quorum both by charter rule and as a matter of fact.

In closing, USATH is a not-for-profit organization, and the laws that govern it are neither from the governmental nor the business realm. USATH is also a self-governing body, and in the case the charter review, the review committee did not follow the proper procedure. However, the highest body did express its desire. Therefore, the internal governing clock of USATH is broken and the sole way to resolve that matter is to go directly to the highest body of authority, in this case the membership. And the membership can implicitly resolve the grievance in question by voting on the new charter, which is clearly its desire as evidenced by the 87-14 vote at the Annual Meeting. Finally, if the membership finds the process unfair or invalid, it can still express its will by a vote of NO on the constitution. Regardless, the end of this crisis lies in the membership's hands.



Appendix D. USATH Website Marketing Analysis

Unique Visitors

| | Monthly | Daily |
|----------|---------|--------|
| January | 27980 | 932.7 |
| February | 27592 | 919.7 |
| March | 27375 | 912.5 |
| April | 25825 | 860.8 |
| May | 33585 | 1119.5 |
| June | 25763 | 858.8 |

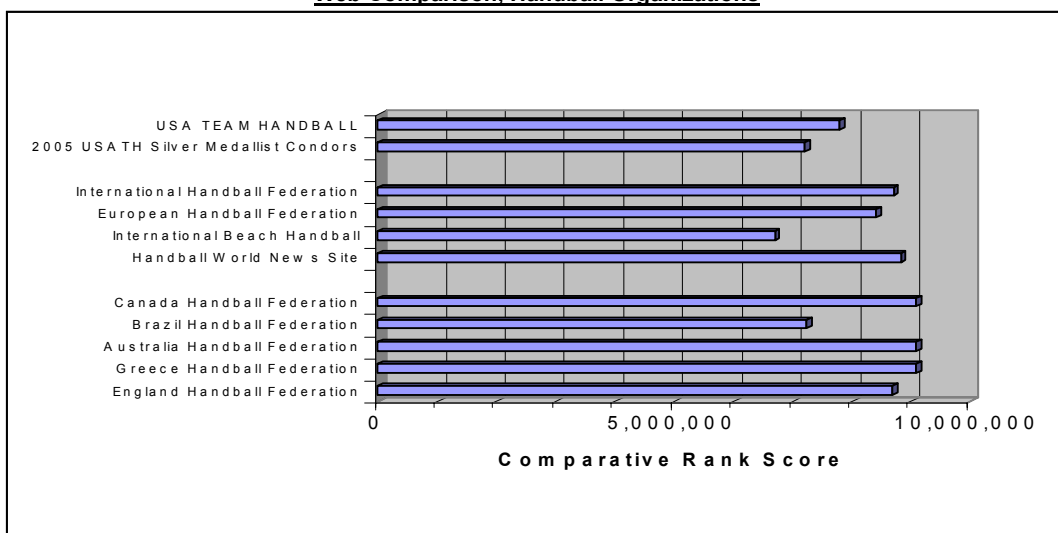
Urchin Enterprise 3.3 Data

| | |
|--|-------|
| Average Daily Unique Visitors, Mon 7/4 to Wed 7/6: | 691.3 |
| Average Daily Unique Visitors, Mon 7/11 to Wed 7/13: | 831.0 |
| Average Daily Unique Visitors, Jan - May 2005: | 934.0 |
| Average Daily Unique Visitors, 2005, excluding May: | 896.9 |

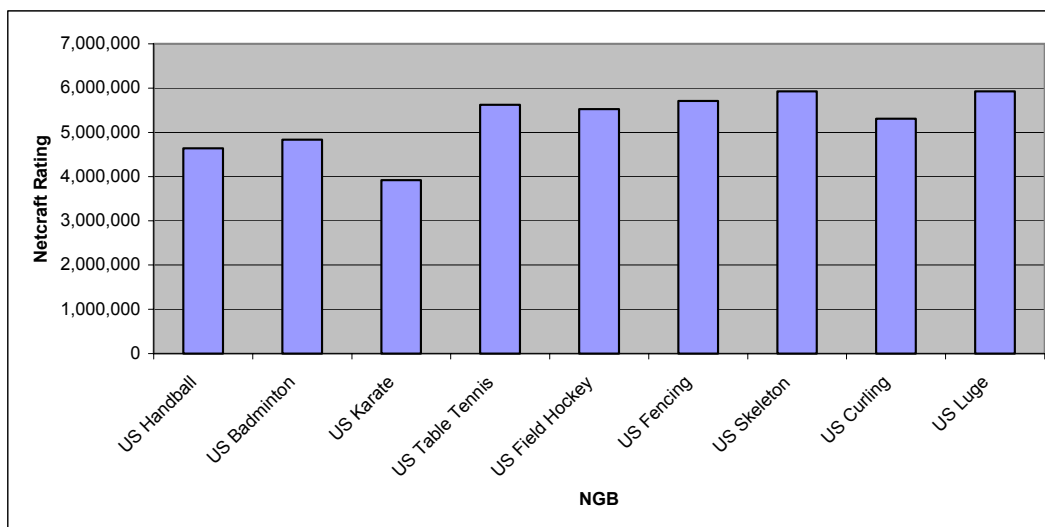
Web Advertising Pricing Analysis

| | | |
|--|----|-----------|
| Click-Through Rate, low | \$ | 0.05 |
| Click-Through Rate, high | \$ | 0.25 |
| Click-Through Rate, average | \$ | 0.15 |
| Pct. Click-Through relative to Web Visitors | | 4.0% |
| Projected Unique Visitors, Yearly, New Website | | 271,748 |
| Web Advertising Value | \$ | 40,377.94 |

Web Comparison, Handball Organizations



Web Comparison, Selected US NGB Websites



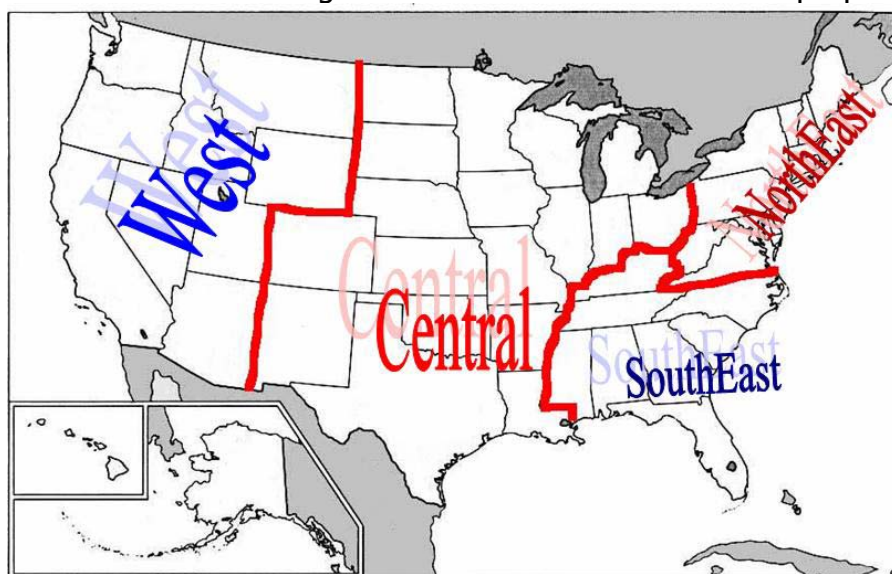
Appendix E. USATH Organization and Competition Qualification Format²

A - Objective

This version will be the one for discussion with the soon-to-be-established Organization and Competition Advisory Panel (OCAP). The current version has already received the OK from Mike Hurdle, President of USATH, and will now be submitted to Mike Cavanaugh, Executive Director, for review. This proposal is divided into six sections: Regions and Automatic Bids for Men's Elite; Determining the At-Large Bids, Men's Elite Division; Implications for 2006 Men's Elite Championships; Pool Drawing and Live Podcast; Competition Schedule; Closing Remarks and Acknowledgements.

B - The Men's Elite Qualification Format: Regions and Automatic Bids

1. This Qualification System will be valid for the 2005-2008 quadrennial for USA Team Handball.
2. The Elite Playing field will consist of 12 men's teams.
3. There will be 4 defined regions in the USA for classification purposes:



- WEST (11 States): Alaska, Arizona, California, Hawaii, Idaho, Montana, Nevada, Oregon, Utah, Washington and Wyoming.
- CENTRAL (18 States): Arkansas, Colorado, Illinois, Indiana, Iowa, Kansas, Louisiana, Michigan, Minnesota, Missouri, Nebraska, New Mexico, North Dakota, Ohio, Oklahoma, South Dakota, Texas and Wisconsin.

² Written by USATH Director of Organization and Competition Ray René.



- NORTHEAST (13 States): Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Virginia and West Virginia.
 - SOUTHEAST (8 States): Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina and Tennessee.
4. One automatic bid will be awarded to the host region, and the host region can select any team from its region and only its region (1 slot).
 5. One automatic bid will be awarded to the defending champion (1 slot).
 6. Each region will have its regional league, and in the absence of a league, a tournament in the region will be designated as the marquee tournament. The proposal for the structure and playing format of these regional leagues will be published in a separate report.
 7. The winners of each league or marquee tournament for each region earn an automatic bid (4 slots).
 8. Each region will also have a Regional Qualifying tournament, to be held approximately one month before the start of the US National Championships.
 9. The winners of each Regional Qualifying Tournament earn an automatic bid (4 slots).
 10. There will be 2 slots remaining and they will be considered at-large bids.

C - Determining the At-Large Bids, Men's Elite Division

The premises for determining the at-large bids will use the previous results of the Elite Tournament at the US National Championships, and will be as follows:

1. There will be 2 at-large slots in the US Elite National Championships.
2. The region with the most USATH-sanctioned events in the previous year earns the first of two at-large bids (1 slot).
3. The record of each region will be calculated by adding the records of each team from that particular region, for only the top 8 teams in the Elite bracket.
4. For each region, a win will count 3 points, a tie 1 point, and a loss 0 point.
5. The regions will be ranked based on the points amassed by their respective clubs. This ranking will determine the relative strength of region.
6. In the event of a tie, a coin flip will decide between the two tied.
7. The strongest region earns the second at-large bid (1 slot).
8. All the at-large bids will be selected from the 2nd and 3rd place winners of a region's league.

D – Implications for 2006 Men's Elite Championships

1. The rules outlined in Section C can be applied to the 2005 US Nationals Elite Division to determine the format for the 2006 Men's Elite Championships.



2. The list of USATH-sanctioned Men's events for the 2004-2005 playing season were:

| <u>Tournament</u> | <u>Region</u> |
|----------------------------|---------------|
| 2004 Tar Heel Invitational | SouthEast |
| 2005 Falcon Cup | Central |
| 2005 Blue Cup | SouthEast |
| 2005 Gold Cup | West |
| 2005 Atlanta Metro Classic | SouthEast |

3. Based on #2, the SouthEast had the most USATH-sanctioned Men's tournaments, and thus earns the first at-large bid.
 4. The final results for the Men's Elite Championship for 2005 were as follows:

| <u>Final Rank</u> | <u>Club Name</u> | <u>Region</u> | <u>Wins</u> | <u>Losses</u> | <u>Ties</u> |
|-------------------|-----------------------|---------------|-------------|---------------|-------------|
| 1 | Garden City NYAC | NorthEast | 5 | 0 | 0 |
| 2 | Condors | SouthEast | 4 | 1 | 0 |
| 3 | New York City THC | NorthEast | 4 | 1 | 0 |
| 4 | Los Angeles THC | West | 2 | 3 | 0 |
| 5 | Atlanta Team Handball | SouthEast | 3 | 2 | 0 |
| 6 | Cal Heat THC | West | 2 | 3 | 0 |
| 7 | Carolina TH | SouthEast | 3 | 2 | 0 |
| 8 | Carolina Blue | SouthEast | 1 | 4 | 0 |
| 9 | FIU | SouthEast | 3 | 2 | 0 |
| 10 | TH Santa Clarita | West | 2 | 3 | 0 |
| 11 | New England Freeze | NorthEast | 1 | 4 | 0 |
| 12 | Houston Stars | Central | 0 | 5 | 0 |

9. The records and points earned for each region are based ONLY on the top 8 teams and are as follows:

| <u>Region</u> | <u>Wins</u> | <u>Losses</u> | <u>Ties</u> | <u>Points</u> |
|---------------|-------------|---------------|-------------|---------------|
| SouthEast | 11 | 9 | 0 | 33 |
| NorthEast | 9 | 1 | 0 | 27 |
| West | 4 | 6 | 0 | 12 |
| Central | 0 | 0 | 0 | 0 |

10. Based on the table above, the SouthEast is considered the strongest region, the NorthEast the second strongest, the West the third strongest and the Central the fourth strongest.
 11. By virtue of #8 and #9, the SouthEast earns the second at-large bid.
 12. The NorthEast owns the automatic bid of the defending champion.
 13. The West owns the automatic bid of the host region.
 14. Each region gets an automatic bid for their league champion.
 15. Each region gets an automatic bid for their regional qualifier winner.
 16. According to this qualification system, this would be the distribution of bids for the 2006 US Nationals Championships, Elite Division:



| | Champion | Host | Automatic | At-Large | Total |
|------------------|----------|------|-----------|----------|----------|
| SouthEast | 0 | 0 | 2 | 2 | 4 |
| NorthEast | 1 | 0 | 2 | 0 | 3 |
| West | 0 | 1 | 2 | 0 | 3 |
| Central | 0 | 0 | 2 | 0 | 2 |

E – Pool Drawing and Live Podcast

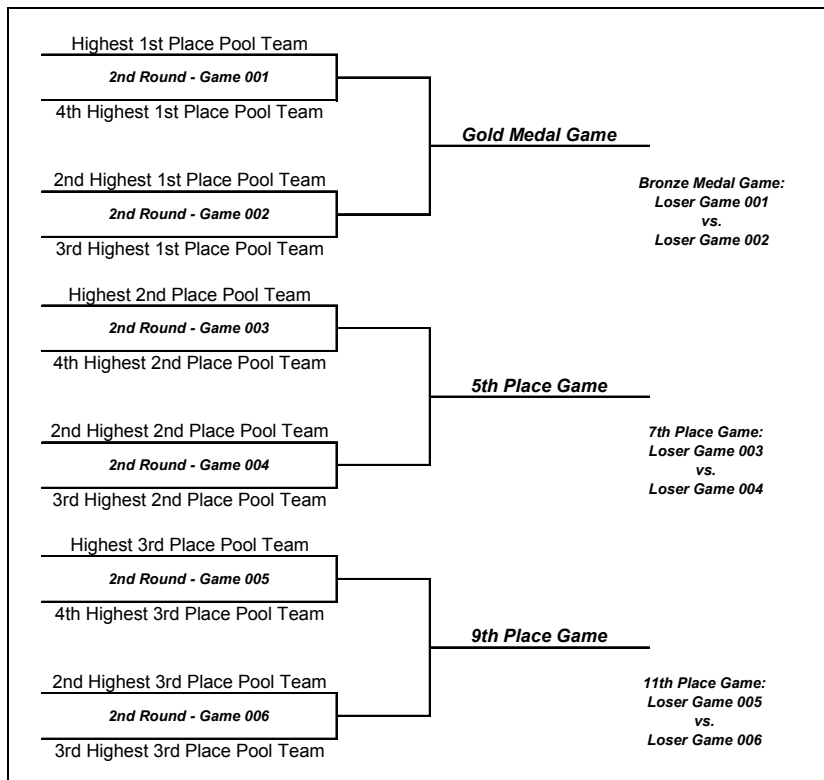
1. The 12 Men’s Elite Teams will be ranked in the following order (Actual 2006 region is also included):

| Rank | Team | 2006 Men’s Elite |
|-------------|---|-------------------------|
| 1 | Defending Champion | NorthEast |
| 2 | League Champion, strongest region | SouthEast |
| 3 | League Champion, 2nd strongest region | NorthEast |
| 4 | League Champion, 3rd strongest region | West |
| 5 | League Champion, 4th strongest region | Central |
| 6 | Regional Qualifier Winner, strongest region | SouthEast |
| 7 | Regional Qualifier Winner, 2nd strongest region | NorthEast |
| 8 | At-Large Bid, most points region | SouthEast |
| 9 | Regional Qualifier Winner, 3rd strongest region | West |
| 10 | Regional Qualifier Winner, 4th strongest region | Central |
| 11 | At-Large Bid, most tournaments region | SouthEast |
| 12 | Host Region | West |

2. The tournament will be divided into 4 groups of 3 teams each, and each game will consist of 2 halves of 30 minutes each.
3. The pools will be labeled Pool A, Pool B, Pool C and Pool D.
4. A first draw between teams ranked 1 through 4 will place each of these 4 teams in Pools A, B, C or D.
5. A second draw between teams ranked 5 through 8 will place each of these 4 teams in Pools A, B, C or D.
6. The host region will select which Pool it wants to place its designated host team
7. A third and final draw between teams ranked 9 through 11 will place each of these 4 teams in 3 remaining uncompleted pools.
8. The drawing will be done live via webcast.
9. The Women’s teams will be ranked according to the finish at the Past USATH Women’s Nationals Championships.
10. All new teams will be ranked below the teams outlined in #9, in alphabetical order.
11. The drawing for the women’s team will place all the teams in Pools, with no more than 4 teams per pool.
12. The Women’s drawing will take place right before the Men’s drawing, live and via webcast.

F – Competition Schedule

1. All games for the Men’s Elite will consist of 2 halves of 30 minutes each.
2. All games for the Women’s Elite will consist of 2 halves of 25 minutes each in pool play, 2 halves of 25 minutes each in qualification games except the gold and bronze medal games, which will be 2 30-minute halves in length.
3. The Men’s Elite will engage in a single round robin pool play, followed by an elimination round and placement games, as outlined in the diagram below:



4. The Women will engage in a single round robin pool play, with all pool playing the same number of games. The matchups will be determined by draw. Thereafter, there will be an elimination round and a placement round.
5. For both Men’s and Women’s competitions, in pool play, a win is worth 3 points, a tie 1 point and a loss 0 point.
6. For both Men’s and Women’s competitions and for all intents and purposes, in the event of a tie in points in the standings of pool play, the first tiebreaker will be goal differential, the second tie breaker goals scored, and the third and last tiebreaker a coin flip.
7. For both Elite and Women’s competitions and for all intents and purposes, in the event of a tie in elimination or placement games, IHF rules will apply (i.e., overtime, penalty shootout, etc...).
8. The schedule for any OTHER category than the Men’s Elite or Women’s Championships will be determined in the 4 weeks preceding the



tournament, by the USATH Director of Organization and Competition and as the overall schedule will permit.

G – Closing Remarks and Acknowledgements

This system is a good one, and I want to thank all those that have helped me in getting it together. The format addresses all the rules for all the divisions, and returns the Men's Elite Tournament to international game length standards. There will be less games in Elite for each team (4 games instead of five), but the games will be longer, and time-wise it will not put a burden on scheduling, which is a concern for tournament organizers. I would like to close by thanking those who have provided valuable insight into drafting this Qualification Format:

- 🌐 Mr. Mike Hurdle, President, USA Team Handball
- 🌐 Mr. Tony Fontenot, Secretary, USA Team Handball
- 🌐 Mr. Mike Cavanaugh, Executive Director, USA Team Handball
- 🌐 Mr. John Ryan, 1988 USA Team Handball Olympian
- 🌐 Mr. Darrin Williams, Fresno 2006 LOC Director

I'm available at rayrene@handballamerica.com for questions and comments.



Appendix F. USATH Rule Book Summary and Regional League Structure³

The USATH Org & Comp Rule Book

The rule book will have detailed instructions on adequate club standards and appropriate player behavior. We all know what SHOULD be in there, but I will add the following points (in no particular order):

1. The Org and Comp Director approves the QF at the beginning of the playing season, and the rules are NOT subject to change in the course of the season. All changes can only be made in the off-season.
2. Any violation of the rule book will be considered a "strike".
3. We will have a 3-strike rule of the violation of the competition rule book; with the penalty being an automatic 2-year ban from all Elite Competitions, and a finish of no higher than 4th in all USATH-sanctioned competitions (this means that a team on probation will be forfeiting all their semifinal games).
4. All official USATH clubs will have to register with the Federation, and all players will have to register with one team. New Players can register no later than 1 week before the tournament they will be playing in. Player transfer can occur, but the player transferred will be ineligible for the next 2 USATH-sanctioned tournaments on the schedule.
5. All players have to be USATH members, at the \$50 level.
6. All new USATH-sanctioned tournaments will need to have their paperwork and payments processed by October 31, to be added into the season for the same playing year, but with an event date no earlier than the following January 1.
7. For all tournaments, there will be an official Org and Comp table, to review all the rules violation. Any violation DURING a tournament must be reviewed and certified by the Org and Comp booth and will result in a forfeit of the game, and will count as a strike. For violations reviewed AFTER the tournament, or violations that occurred BETWEEN tournaments, there will be no tournament penalty or forfeits assessed, but it will count as a strike.
8. All teams are allowed US Citizens (Category A), US Residents (Category B) and Foreign Players (Category C).
9. ALL Elite teams must have 50% A players on any tournament roster, and no more than 4 C players.
10. ALL teams cannot have more than 4 C players on ANY tournament roster.
11. Verification of player eligibility and category will be done by the Org and Comp Office, when the player registers.
12. ALL USATH-Sanctioned events will now be 2 x 30 minutes, and Org and Comp will decide the brackets and playing format. The court must also be

³ Written by USATH Director of Organization and Competition Ray René.



AT LEAST 33m in length and AT LEAST 18m in width. All maximum and other dimensions will be according to international rules.

The USATH Regional League Structure

1. USATH will recognize a league of team handball for each of the following regions: NorthEast, SouthEast, Central and West.
2. Each league will consist of no less than 6 teams and no more than 10 teams.
3. For each league, there will be a weekend of games per each month, for each league.
4. Each league weekend of play will take place on a different weekend.
5. All teams must register with USA Team Handball and pay their registration fee to be eligible for play in the league.
6. The registration fee will be determined at a later date.
7. All teams are required to wear patches of any league sponsors, if any, on their uniforms.
8. The league will consist of a double round robin season, and a playoffs.
9. All the playoffs will take place over one weekend, in March.
10. The schedule will be determined by the USATH Director of Organization and Competition.
11. The league will begin in September, after the North American Champions Cup.
12. All teams and players will abide by the USATH Organization and Competition Player and Team Rule Book.
13. Each league will be responsible for securing its equipment for games: referee material, scorekeeper material, computer, printer and scanner.
14. For season play, a win will count as 3 points, a tie 1 point, a loss 0 point, a forfeit -3 points and a no-show -3 points.
15. All games will be 2 x 30min length.