



**USA National Karate-do Federation Board of Directors  
Meeting**

**Chicago, IL**

**February 3, 2018 2:00 pm**

**Hilton Chicago O'Hare Airport  
Board Room 2042**

Call to Order

Matthew Ralph  
Roger Jarrett  
Tokey Hill  
Alex Miladi  
John DiPasquale  
Cheryl Murphy

Also Present:

Phil Hampel  
Elizabeth Sottile

President Update

Paris Open

- WKF Perspective – Mr. DiPasquale met with Mr. Espinos and was appointed to the Olympic Strategic Commission whose mission is to keep karate in the Olympics (Paris and USA)
  - Mr. Espinos wants the USA to lobby for inclusion in



2028 starting as soon as the process allows. He believes that karate can be included in Paris 2024, which could lead us to being on the Olympic Program indefinitely

- K1s will be more difficult with much higher levels of competition. The Series A event in Guadalajara will have over 1400 black belts.
- Continue to explore a Karate1 Series A event in the US at the USA Open with Mr. Espinos
  - This will likely not happen for 2019
  - Would cost an additional \$40,000 - \$60,000 for USA Karate to host
  - Would need to bring in more International Referees
  - We will continue to look at the numbers the other events are having to see if we can get a better idea of the financial impacts. Other hosts have lost significant money on large International Events.
- Mr. Hampel was in Paris and we had an opportunity to talk with some of the international coaches on how their programs are structured.
  - Conversations regarding how other countries are funding their teams and how coaches are being compensated.
  - Looked at how they are working with the athletes. Several have the athletes full time at a training center. For the US this is cost prohibitive we estimated that to put just the 1<sup>st</sup> seed athletes into a residency program it would likely cost \$500,000.
  - 16 – 20 weekends are full of international high-level competition so not much time to put together camps for the athletes
- Paris K1 was surprising for our athlete's performance with athletes not getting as far as expected, and some performing well against strong competitors



- Ms. Murphy expressed she thought that the US athletes were gaining respect for international competitors, eyes have been opened to the level of competition, improvement of athletes' attitude and we have a lot of work to do this year
  - USA athletes need to come looking like the USA with Team Spirit
    - Many athletes didn't have a USA Flag or Federation patch
    - Ms. Murphy stated the athletes don't feel like a team because they don't travel as a team...everyone is on their own
      - Convenience vs financial vs athlete response
    - With coaches, there are multiple athletes in divisions where there are funded and unfunded athletes competing in the same division so not everyone has access to a national coach.
- Mr. Hill on Coaches:
  - Raised the question around "Anyone who shows up to coach can"
    - Rule for K1 event – any accredited coach can go and Coach. So if a personal dojo coach wanted to coach at a K1 event they could take the WKF Coaches Accreditation course and get credentials.
    - Paris was the first event that the US sent a National Coach. Coach Hood was scheduled to go and at the last minute got sick. Mr. Burns was at the event to coach Tom Scott and Mr. Hampel asked him to step in for Coach Hood so we would not have to pay the extremely high last-minute airfare expenses to send



- another coach.
- The plan is to send a coach to each Premier League event with the possible exception of Istanbul Turkey due to State Department warnings on travel to Turkey.
- Mr Hill asked for a quick job description of the team roles:
  - Mr. Hampel explained:
    - Head Coach (Mr. Hood) – in charge of Coaches
    - Coach Committee Chair (Mr. Fukuda) – primarily in charge of Coaches Education and creation of a pipeline plan
    - Team Leader (Brody) – in charge of getting team out
  - The board discussed options around a future state of the coaching staff which Mr. Hampel will take under advisement.

## CEO Report

- 2017 Highlights
  - Presented the first High Performance Presentation to the USOC
  - Mr. Espinos (WKF President), Mr. DiPasquale and Mr. Hampel met with USOC CEO Scott Blackmun to discuss the future of karate
  - USA Karate brought in one of the most sought-after kumite experts Antonio Oliva for seminars in Chicago and New York
  - 3 National Coaches attended the USOC's Coaches Accelerator Program
  - Coach Hood attended the Acrobat and Combat Sports Symposium put on by the USOC Sport Performance Department



- We received the Performance Partnership Agreement from the USOC that provided \$60,000 in Direct Athlete Support and \$75,000 in High Performance Funding Support
- Mr. Robert Hamara (WKF Referee Commission secretary) presented at our referee course
- USA Karate put together and ran an amazing 15<sup>th</sup> USA Open and Junior International Cup with the largest number of competitors to date and the strongest competition
- The Senior National Team traveled to Curacao for the Pan American Karate Championships and had significant improvement from 2016 with 3 gold, 1 silver, 7 bronze and four 5<sup>th</sup> place finishes putting Team USA in 4<sup>th</sup> place overall which was an improvement from a 7<sup>th</sup> place finish in 2016
- Our Para-Karate Athletes competed in the inaugural PKF Para-Karate Championship and have been fully integrated as members of our Senior National Team
- The Coaches Education Program was relaunched utilizing resources from the USOC to bring home to grassroots coaches
- We made significant enhancements to the Dan Recognition Program and will continue to evolve that for a major relaunch in 2018
- USA Karate held the largest National Championships to date in Greenville, SC with over 1700 competitors
- Junior PKF Championships were held in Buenos Aires, Argentina. They finished in 2<sup>nd</sup> overall bringing home 8 gold, 10 silver and 15 bronze medals, an improvement from 2016
- USA Karate completed the USOC SafeSport Audit and were one of 3 NGBs who passed with no issues noted.
- Junior World Championships were held in Tenerife, Spain. Madison Malone brought home a bronze medal.



and Team USA had an addition two 5<sup>th</sup> place finishes which was a huge improvement from 2016

- We received a 65% increase in our High Performance Funding for 2018 where the USOC will provide \$97,000 in Direct Athlete Support and \$126,000 in High Performance Funding Support
- We started to work on a Regional Referee program to develop officials at the local tournaments. This program is based on the Karate Referee Association program which we acquired and will be enhancing and rebranding in early 2018
  
- 2017 Financial Update
  - New bookkeeper (Christopher Sharkey) has been hired and has been working with our old bookkeeper to learn the job
  - Books have not been closed for the year yet.
  - Club and Individual membership numbers have increased
  - Signature events – growing in revenue with a steady increase of revenue.
    - Need to be \$250,000 and \$350,000 for profit respectively for the 2018 US Open and Nationals to support our budget
  - 2018 memberships have been coming in steadily
  - Cash reserve – we have \$800,000 in reserve to use to cover operating expenses and anything that comes up unexpectedly, additional Tier 1 athletes that may come up and member obligations for the WKF/PKF
    - Capital fund – allows the federation to fund anything replacements, upgrades, etc
    - Event reserve – holds about 50% of the net revenue of an event in case it is a failure, cancelled, etc. The Federation will be able to



continue without a total loss in revenue

- 2017-2020 High Level Quadrennial Budget
  - Continuing with the 2017 model
  - Increased support for WKF/PKF Committee Members
  - Increase spend on Marketing
  - Increase spend on Junior Team to decrease the cost per athlete
  - Increase spend on Coaching to send coaches to the K1 Events
  - Hosting costs have increased
  
  - **Motion to approve budget Mr. DiPasquale  
Second Mr. Miladi  
All in favor – 7 Opposed - 0**
- US Center for SafeSport Update
  - We've been invoiced for less than we budgeted for. 2018 payment has been processed already
  - We cannot opt out of this membership
  - New learning platform and a new policy and procedures have been updated
  - We have dealt with 3 cases to this meeting 3 resulted in ineligibility and 1 is pending US Center for SafeSport investigation.
  - We have had no formal complaints. We have submitted our information to the US Center for SafeSport within an hour. We have moved quickly on our end when we are made aware of a member being arrested.
  - All information has been posted on the US Center for SafeSport for anyone to view
  - If something comes up, report to the US Center for SafeSport and bring it up to Mr. Hampel. We are required to report in a timely fashion. Always come forward with something you hear that is your responsibility as a board member.



- SafeSport moving forward – the board discussed how they should act in these situations, how to handle reporting, and making sure no one is ignoring reports.
- How are we going to improve moving forward focusing on athlete safety?
  - Investigating changes to sanctions to make sure SafeSport and banned members are monitored – this may not be possible at the local level
  - Potentially make SafeSport compliance mandatory for every member over the age of 18
  - Incorporate a Three-person rule – no one on one with any coach/athlete
  - International screening procedure for those coaches who are not US Citizen but have US athletes
  - USADA pool athletes will need to be SafeSport compliant
  - Publish banned members on the USA Karate website and publish better information on the website that is easier to find/understand
  - Put all USA Karate Coaches memberships online so they can look up to see SafeSport compliant coaches easily
  - We will review all these ideas against the new federal law and upcoming changes required by the USOC and US Center for SafeSport
- NGB Compliance Certification
  - Areas for USA Karate to improve:
    - Formal documentation of strategic plan
    - Formal documentation of Accounting Procedures and Policy
    - Document approval/review process for cash distributions





- Increase distribution of financial statements to board quarterly
    - Document grievance procedures outside of the bylaws
    - Document grievance process for SafeSport Violation Allegations
    - Document USADA policy and procedures
    - Inform athletes, athlete support personnel and other persons about the USADA Policies and Protocol
  - Audit will occur later this year likely in July
- Update on the National Federation Meeting in Paris
  - Athlete participation in Dissenting Organizations
    - The WKF will no longer ban athletes from competing in competitions they want to attend
      - Recently changes in the EU are similar to what we have in the Ted Stevens Act and say we cannot tell athletes where they can compete
  - National Federations, Referees and Coaches cannot participate in dissenting organizations.
    - National Federation cannot belong to anything that is not the WKF, but every athlete has to be able to come into the National Federation
  - These changes will become official at the WKF Congress in Madrid Spain later this fall.
- 2017 Tactical & Strategic Initiatives Update
  - Coaching Support
    - Mobile App is getting ready to go with content generated
    - Create an education program to work towards obtaining USOC's CNS Program Recognition
    - Provide opportunities for National Coaches to



- work with grassroots coaches
  - Provide support for coaches to attend USOC Coaches Programs
- Camp Support
  - Challenge given the number of events that most team members will be traveling to
  - Develop regional camps and open these up to Juniors 16 and up as well
  - Utilize local organizations to host events
- High Performance Plan Update – updated funding model
  - USOC Funding – can only be used to support Tier 1 Athletes
    - DAS Support Stipends \$72,000
    - DAS Medal Incentive \$25,000
    - DAS Operation Gold - TBD
    - Elite Athlete Health Profile - \$1,000
    - Service Provider - \$45,000
    - International Competition - \$80,000
      - Travel Reimbursement - \$48,000
      - K1 Coach Support - \$20,000
      - Referee Support - \$12,000
  - Funding Approach
    - National Team Support
      - No charge to compete at the team trial event
      - No charge for 1st and 2nd seeds to compete at the US Open
      - Discounted fee charged for Colorado Springs Camp
      - PKF and WKF travel support the same as 2017
      - 50% of airfare and hotel for 1st seed
      - 100% of airfare and hotel for medal winners
      - Registration fees



- Coaches and Support Staff
- Sports Psychologist and Nutritionist to travel with the team PKF and WKF Championships (part of the \$45,000 Service Provider)
- Service Provider Educational support at team trials and possibly the nationals
- Operational Gold Incentives for Individual Events at WKF Championships
  - Karate 1 Support – All US Athletes
    - National Coach to be sent to each event
    - Referee Support
    - Medal incentive Fund \$25,000 distributed by allocation to points earned PKF and K1 events (5 pts – gold, 3 pts – silver, 1pt – bronze)
    - Top 50 Registration Fees for the Premier League paid by USA Karate (\$8,000 - \$10,000)

## New Business

- The board was advised on the current state of finding a Kata Coach to support Sakura Kokumai. Javier Mantilla was added to the coaching staff to support primarily the kata athletes. Sakura was not comfortable with working with Mr. Mantilla.
- The board discussed the need for more frequent updates to the membership on the work the federation is doing. There is a significant amount of activity that most people do not see. This will help avoid mass emails being sent out by members like Jo Pledge, which do not accurately reflect the work that is going on in the federation.
- The board discussed the role of the Board of Directors and the National Office. The board provides strategic vision and



governance and the National Office operates the day to day running of the federation and all its programs. Directors on the board are representing their member class but are not running the member class. As such, when members bring issues to a board member it is crucial that information be sent to the National Office for resolution.

Meeting Adjourned 7:30 PM

Motion John DiPasquale

Second Scotty Ralph

All in Favor 7 opposed 0

