



**USA National Karate-do Federation Board of Directors Meeting
July 10, 2019 12:00 PM – Chicago Illinois**

Call to Order 12:10 PM

Attendance:

John DiPasquale
Rahul Bawa
Brian Ramrup
Roger Jarrett
Brian Mertel
Doug Jepperson
Sasha Gerritson – by phone

Not present:

Tokey Hill
Mathew Ralph

Also Present:

Phil Hampel
Elizabeth Sottile

- **Approval of February 9, 2019 Board Meeting Minutes**
 - Motion – John DiPasquale
 - Second – Rahul Bawa
 - Approved with correction to spelling of Rahul Bawa's name
- **Approval of May 30, 2019 Board Meeting Minutes**
 - Motion – John DiPasquale
 - Second – Rahul Bawa
 - Approved with correction to spelling of Rahul Bawa's name



- **President Update – John DiPasquale**
 - Biggest Nationals to date – the competition days are going to be longer with 25% more participation
 - Need to review the effectiveness of committees
 - Mr DiPasquale shared some feedback from members on the Referee Committee that needs to be considered as we look at the committees for 2020.
 - Mr. Hampel pointed out that some other NGBs like Taekwondo bring some of the committee functions like the referee training, education and certification into staff positions with committee support to make sure that each group was effective with completing their goals by having a dedicated person in their national office.
 - Mr. Jarrett asked if we can modify the coach/official rule to prohibit coaches in the younger divisions to potentially encourage more people to officiate over coaching.
 - Mr. Hampel pointed out of the 200 coaches we had registered only about 35 are coach/official and many officiate on the day they are not coaching
 - For our International referees we have a set of policies for PKF/WKF referees that they are required to come to 2 out of 3 events (Nationals, Open, Team Trials) and they cannot split their time between officiating and coaching in order to represent the US as an international licensed official.
 - Mr DiPasquale explained we need to leverage the strengths of the committees currently, while adding new members to help solve some of the weaknesses.



- Mr DiPasquale asked the Board Members to think about the committees for discussion when the committees are selected in 2020
 - Based on a concern over the longer days for the referees Mr DiPasquale asked if we should we be utilizing the rule to allow us to have less officials in the lower divisions to provide relief for the referees. Mr Hampel will discuss with the Chief Referee and Tournament Director.
- **CEO Report**
 - Nationals Update
 - Biggest Nationals to date
 - The floor is bigger than Greenville, and the seating is the same size as we usually provide
 - Host Hotel is sold out
 - In order to support more rings going forward we need to have more trained officials participating
 - Athlete participation throughout all the clubs in Chicago area has increased adding to our participation numbers but does not account for all of the growth. Ease of access seems to have been a big factor for groups bringing more athletes
 - Future Nationals - we are in discussion with several cities for events over the next 3-4 years. The goal is to get 2020 under contract by the fall and have a contracts started for 2021-2023 early in 2020
 - 2019 Financial Update
 - Reviewed P&L and Balance sheet through Q2
 - We don't have all the data for the Nationals Financials
 - US Open – We saw and increase in revenue, a reduction in expenses
 - For our events going forward we need to start investing back into the event
 - Supported by the increasing event revenue



- Going forward we will need to replace most of our existing banners due to the rebrand and re-logo with the USOPC new logo
- Improve the experience in the competition venue to show the significance of the event.
 - The pop-up booths we used for registration and credentialing was a well-received change
- Potential exists that we may see a reduction or loss of USOPC funding for the elite athletes without inclusion in 2024 we won't know the impact until Oct/Nov timeframe
- The USOPC is investigating several options for funding models in the future
- Minor Athlete Abuse Prevention Policy Update
 - We have implemented these policies
- Athlete Safety Compliance Update
 - We are compliant with the SafeSport Code now and our procedures have been updated
 - We are seeking some clarification on local affiliate organizations and how that relates to our existing member clubs
- Ted Stevens Audit Update
 - Preliminary result is that we are compliant.
 - Potentially there may be a request to revise wording around emergency suspensions in Section 5.5 to provide clarity
- High Performance Plan Update
 - Plan will be presented to the USOPC in August
- Upcoming Audits
 - US Center for SafeSport audit before the end of year
 - USOPC full audit in December



- **Committee Updates**
 - Ethics Committee Chair to replace Sasha Gerritson
 - Sasha needs to be replaced due to her board member position
 - Discussed Chris Hodgins to become the new chairperson
 - Voting in to Chair - Chris Hodgins
 - Motion – John DiPasquale
 - Second – Doug Jepperson
 - Unanimous Vote
 - Audit Committee – Replace Cheryl Murphy
 - Cheryl came off the board as an athlete rep so she will now need to be replaced.
 - Members must be from the board and the recommendation was for Brian Mertel to join the audit committee
 - Voting into replacement – Brian Mertel
 - Motion – John DiPasquale
 - Second – Rahul Bawa
 - Unanimous vote
 - Nominating and Governance Election Procedure
 - Dr Stricovic has resigned from position so we need to replace him in the new committee
 - Procedures are being developed for an end of year election for the coach/official, ASO and athlete member
 - Elections America will be the vendor to manage the election
- **New Business**
 - There will be a public Town Hall meeting open to all elite athletes after the General Assembly at the 2019 National Championships
 - Working to develop an anonymous survey from a third party capture anonymous feedback from our Elite athletes
 - Discussed work on Sponsorships
 - In discussions with Beautiful Fighter to develop a campaign for women in Karate



- In final discussion to name a mouthguard sponsor
- TrueNorth is in discussion with several companies on sponsorship
- Update on hosting Series A in the USA – WKF sent communications deciding to not move forward with a Series A in the US for 2020.
- Rahul Bawa requested we try and schedule an in-person strategy meeting for this fall to work through the 3P framework we started to discuss in February
- Rahul Bawa asked if we own all of the data stored in Tournament in a Box and we discussed the data we have today
 - We do own the data but we are not currently doing any significant analytics of that data
 - Challenges exist because the data is stored in different systems for membership and tournaments
 - We are looking at a replacement membership system and potentially changing the member experience so they can do all their interactions from one interface instead of the 3-4 places they need to go to today.
 - The new membership system would also need to automate the data entry for all the manual data we manage.
 - We are part of a group of NGBs collaboratively looking for a membership solution.
- **Adjournment**
 - Motion – John DiPasquale
 - Second – Doug Jepperson

