



## AGENDA

### USA National Karate-do Federation Board of Directors Meeting February 9, 2019 – Chicago Illinois

#### 1. Call to Order – John DiPasquale

- Attendance  
Roger Jarrett  
Tokey Hill  
Sasha Gerritson  
John DiPasquale  
Doug Jepperson  
Brian Ramrup  
Rahul Bawa  
Brian Mertel

Also Present:  
Phil Hampel  
Elizabeth Sottile

Missing – Matthew Ralph

#### 2. Approval of December 28, 2018 Board Meeting Minutes

Motion to Approve minutes – John DiPasquale; second Roger Jarrett  
Unanimous (8)

#### 3. President Update

Budgets/Funding – Mr. DiPasquale reviewed some history of athlete funding and the USA Open venues with the new board members.

Sasha Gerritson introduction to the Board

- a. Involved with the Karate Can-do Foundation



- b. Professional Background – Opera, Fundraising and sits on several boards

Raul Bawa introduction to the Board

- a. Technology and Consulting background
- b. Professional Background – Mentors small business start-up and involved in other non-profit boards

#### 4. Chairman Election

Doug Jepperson nominates John DiPasquale as chairman, Second – Tokey Hill

No other nominations

Unanimous– 8

#### 5. CEO Report

- 2018 Highlights

1. Athlete support – fully funding 4 athletes included monthly stipend, K1 support and EAHF available
  - a. USOC Sport Sciences is only available to the Tier 1 & 2 Athletes, but when they attend an event, we pay for a day rate and all athletes are able to access
2. Two National Team Coaches sent to 6 out of 7 of the K1 events
  - a. Due to SafeSport, we chose to fund a second coach. Originally had only allocated for one coach per event
3. National Team Training Camps
4. Increased funding for both Junior and Senior National Teams
5. Seminars at the US Open and Nationals
6. Competitions
  - a. Senior PKF – ranked first overall with 4 Golds, 2 Silver and 4 Bronze; para karate 1 silver
  - b. Junior PKF – ranked 3<sup>rd</sup> overall with 7 Golds, 7 Silvers and 11 Bronze with 15 more athletes in the Medal Rounds
  - c. Senior WKF – 7<sup>th</sup> and 9<sup>th</sup> place finish with better overall performance from 2016
  - d. NA Cup – 6 Golds, 3 Silver, 4 Bronze with 6 Qualified for the Pan Am Games
  - e. WKF Ranking at the end of 2018
    - i. 3 Seniors ranked in the top 10
    - ii. 13 Seniors ranked in the top 50



7. Coaches – Launched the Coaches Education Course
  - a. Provided opportunities for the National Coaches to attend the Accelerated program and the Combat/Acrobat Summit
  - b. 2019 – restructured the national coaches by creating a head Kumite and ahead kata coach. We also added Team Manager Position
8. Officials – Launched the Regional Referee program
  - a. Provided support to the PKF/WKF RC Members
  - b. Provided \$14,000 across the officials who supported both signature events and traveled outside the US
  - c. Modified policies to a WKF Ranked Referee must choose whether they will referee or coach
  - d. Added a National Referee Coordinator
9. USOC
  - a. Continued work with US Center for SafeSport to modify policies
  - b. Maintained funding level with the USOC as a result of the High-Performance Presentation
  - c. USOC Audit Review is scheduled for 2/13/2019

## **6. 2018 Financial Update**

Looking to close the books in March

Reviewed – 2018 P&L, Budget vs Actuals and Balance Sheet

we use fundraising to help athletes who cannot get to Nationals because of the fees

## **7. 2017-2020 High Level Quadrennial Budget**

1. Increase spend on Junior National Team
2. Increase spend on coaching to send coaches to the K1 Events  
Maintain support of the PKF/WKF Committee Members
3. Continue with the Athlete funding model
4. Utilize the spend on Marketing to work with a third party sponsorship and partnership company (TrueNorth)



- a. Motion to work with TrueNorth John DiPasquale; Second  
Doug Jepperson  
Unanimous – 8
- 5. Budget –  
Motion to approve – Doug Jepperson; Second – John DiPasquale  
Unanimous– 8

#### **8. US Center for SafeSport Update**

- 1. Contribution numbers from USA Karate; 2018 - \$3900, 2019 - \$4680
- 2. New SafeSport code is out in draft form with comments due 2/14 and is expected to complete in the next few months
- 3. Compliance with new Minor Athlete Abuse Prevention Policies have mostly been implemented. Need to compete by June 2019
  - a. No 1:1
  - b. Annual Background checks
  - c. Annual training
  - d. Minor specific training
- 4. Update the Participation Handbook
- 5. Website Updates
- 6. Implement the third party to handle SafeSport investigations

#### **9. NGB Compliance Certification**

- 1. Athlete initiatives for 2019
  - a. Formalize the Athlete Agreement
  - b. Create anonymous surveys to get a pulse on the athlete's view on support on services, funding, coaching and camps
  - c. Hold an athlete Town Hall at the National Championships
- 2. 2018 Coaches Support Update
  - a. Expand the coaches program
  - b. Looking to launch the coaches app
  - c. Shift culture in the coaching staff
  - d. Provide opportunities for the National Coaches to work with the grassroots coaches to develop consistency with their athletes
    - i. Identify pipeline candidates for the Junior National Team
    - ii. Emphasis on the need for diversity within the coaches pipeline
- 3. Camp Support Update
- 4. Referee Support Update
  - a. Use the regional program to grow



- b. Put more accountability on the Referee Counsel
- c. Recruit international officials for the US Open

## **10. Tactical & Strategic Initiatives Update**

1. Marketing Update
  - a. Continue with the USA Karate Magazine
  - b. Quarterly Update email to membership
  - c. Develop a flyer for the benefits of USA Karate Membership for the clubs and individuals
  - d. Continue to drive communication to existing channels to provide information on the federation and its members (
2. 2019 Marketing Initiatives
  - a. Utilize partnership with Century and Punok to reach a broader base of karate schools
  - b. Work with a third party for marketing and communication
  - c. Develop collateral for benefits of USA Karate Membership for clubs and individuals
  - d. Continue investment of USA Karate Magazine
  - e. Quarterly update email to membership on what we have done
  - f. Continue to drive communication to existing channels to provide information on the Federation and its members

## **11. High Performance Plan Update**

- a. 2019 plan was presented in August and was well received. 2018 support consisted of \$97000 in DAS and \$126000 in High Performance support

## **12. Tokyo 2020 Update**

Reviewed latest information on the Games

## **13. New Business**

- a. Revisit the mission statement – Purpose and Principles

Motion to adjourn – Sasha Gerritson; Second – Doug Jepperson  
Unanimous - 8