



**USA National Karate-do Federation Board of Directors Meeting  
February 22-23, 2020 – Chicago Illinois**

**Saturday February 22, 2020**

Call to Order

Roll Call

- Roger Jarrett
- Sasha Gerritson
- Terrance Hill
- Matthew Ralph
- Brian Mertel
- John DiPasquale

Also Present

- Phil Hampel
- Elizabeth Sottile

Board Training facilitated by Melanie Herman from Nonprofit Risk Management Center

**President's Remarks**

Mr. DiPasquale thanked the Board Members for their efforts and reminded the board of the progress made over the years.

- Financially stable; healthy reserve fund which will help us long term
- Raised athlete support
  - Monthly Stipends
  - Sport Science
  - Reimbursement for travel/hotels



- Financial support on trips

Discussed proposed changes to the structure of the Referee Committee Changes.

- There exists a conflict of interest when the individuals doing training are paid by the same people they give license and ring assignments to. Whether this is real or perceived the membership perceives this to be true.
- Proposed Solution – is to spilt the RC into 3 committees
  - current RC would be operations focused – recruiting officials for events and the execution of the events.
  - Add an education committee responsible for the training of officials from the grass roots to the national level
  - Add a certification committee responsible for issuing license. This would allow for some of our most experienced officials to help insure the quality of the licences.
  - Limited overlap so as to keep the roles distinct and avoid conflicts
- Proposed RC would be Fariba Madani as Chair, Cleve Baxter, Mary Crawford, Kathy Bailey and Will Gatch as athlete representative. Other committees to be determined.
- Bylaw change will be required for this change to take effect.

Motion to change the structure of the committees and the new RC members by Mr. DiPasquale, second – Mr. Ralph

- Yes – 6
- No – 0

Series A Event Update

- Mr. Espinos' sent an email to have U.S. host a Series A at the 2021 US Open
  - Will be a financial loss
  - It is currently unknown which U.S. Athletes will be able to participate, so there will not be a lot of US participation



- Will take away the US Open; keep the JIC
- We would prefer to have a Youth Championship
- We don't want our members to have a negative experience with the US Open
- Discussed the situation with Madrid for guidance and they said they not only lost \$80,000 they didn't plan for, but the event cost over \$250,000 to host

After discussion the board unanimously decided to decline the offer to host a Series A event in 2021

Motion to Adjourn – Mr. DiPasquale second Mr. Jarrett

- Yes – 6
- No – 0

### **Sunday Feb 23; 9:00 am Board Meeting**

Call to Order

Roll Call

- Roger Jarrett
- Terrance Hill
- Matthew Ralph
- Brian Mertel
- John DiPasquale
- Sasha Gerritson – arrived after the start

Also Present

- Phil Hampel
- Elizabeth Sottile
- President Comments
  - Board training was a great insight to our Board
  - Thank you to the Board Members who terms will be ending this year (Brian Ramrup, Roger Jarrett and Terrance Hill)



- CEO Report
  - *2019 Financial Update*
    - Books are closing in March – P&L's are still being finalized
    - Working with Altruic to finalize working with their CFO Solution team to become compliant with the USOC Audit
    - All of this is targeted for a Q2 launch
    - Membership revenue
      - Still consistent with prior years, however we expect that the 2020 club membership might decrease based on new rules required for compliance with SafeSport
    - Signature Events
      - US Open
        - Still a strong event. Challenges in Visa's for some Countries in 2019 impacted the international participation
      - Nationals
        - 2019 was the biggest participation in our history just under 2000 competitors
        - Fees were increased which explains the change in revenue (Chicago was more expensive to host than previous cities)
    - Reserves
      - Maintaining the reserve fund and holding money to cover the Olympics.
        - We received a grant from the USOPC for \$20,000 to be used for Olympic costs
        - Whether or not we have athletes qualify, we are still responsible for the cost
  - 2020 Budget
    - Continue the athlete funding model
    - Maintain support of the International Referees
    - Maintain coaching to the K1 events until the Paris Qualifier – Mr Mertel raised a concern that there is a



need to have coaches at the K1 events post the Paris Qualifier as US athletes are continuing to compete. Mr. Hampel agreed to look into the feasibility and stated that one of the issues we have is that we send 2 coaches to each event based on SafeSport Policies.

- Continue working with third party marketing companies to look for a main sponsor
- Significant expenses for Tokyo 2020
  - Commitments are due prior to qualification.  
We are still required to cover these fees
- Looking to switch member database to Sport80 and moving to Office 365 to improve staff/member experience and be able to keep a full database on information for audits
- Investments in tablets and updates on computers for events
- Coaching
  - Looking to separate the Senior and Junior National Team Coaching staff

Motion to Approve 2020 Budget – Mr. DiPasquale; Second – Mr. Hill

- Yes – 6
- No – 0

Motion to Approve 2019 Financial Statements – Mr. DiPasquale;  
Second – Mr. Ralph

- Yes – 6
- No – 0

US Center for SafeSport Update

- Contributions raised from 2018 – we had an additional usage fee of \$7,965
- Expecting 2020 fee to be around \$10,000 (increase fees based on revenue and the need for a larger commitment from the NGB council)



- New SafeSport Code and Minor Athlete Abuse Prevention Policies are out in draft forms
  - USANKF provided feedback and we expect a response in March with compliance required by May
  - USANKF adapts their policies from the codes, policies and procedures that are provided from the US Center for SafeSport and USOPC
- Audits will now be taking place at Signature Events
  - US Open will have a presence from the Development team to assist in making sure USANKF is on the track to 100% compliance
  - Nationals will be the official audit
- Sanctioned Events could be spot audited
  - Working to update the web content so it is easier to navigate and find specific information relating to SafeSport
  - Will need to publish the SafeSport Compliance Audit Results when finalized
  - Will need to publish banned members first but are working through any legal issues with this (NGB issue across the board)
- Continue to work with a third party to handle our SafeSport investigations and some compliance items

#### NGB Compliance Certification

- These are completed and USANKF passed in all areas
- New process is being introduced in 2020 to certify the NGBs

#### Athlete Initiatives

- Formalize the Athlete Agreement process for the National Teams
- Create anonymous surveys to get a pulse on the athletes view of support systems
- Hold an athlete town hall at Nationals
  - Completed in 2019 but will hold again with more promotion
- For 2020 we will be adding a program to support athletes transitioning from competition



- In 2020 we will investigate ways to bring performance support to the Junior Team
- 2020 will add Sport Psychology to athlete who were in the top 100 and participated in the Premier League, but are now eliminate from potential Olympic Qualification

#### Coaches Program Initiatives

- Restructured coaching leadership to create a new environment
- Continue to expand a formal coaches education program and support them with USOPC resources
- Launch Mobile Coach to all member coaches
- Continue to grow the coach's education program to work towards obtaining USOPCs complies with National Standards program recognition
- Provide support to coaches to attend the USOC Coaching Programs
- Emphasize the need for diversity within the Coaches Pipeline
- Identify pipeline candidates for the Junior National Team
  - Make a clear process for a person to become a National Coach
  - This is dependent on a lot of the educational pieces which is almost completed

#### Tactical & Strategic Initiatives Update

- Marketing Update
  - USA Karate Magazine
  - Quarterly Email Updates
  - Working with Adrenalin for marketing materials
  - Utilizing partnerships with Century/Punok for potential partnership opportunities
  - Work with TrueNorth as a partner
  - Continue to use social media platforms

#### High Performance Plan Update

- High Performance Plan is the same



- High Performance Support modified from 2019:
  - \$75,000 International Competition
  - \$43,000 Sport Science and Sport Medicine
  - \$8,000 Elite Athlete Health Profiles
- Direct Athlete Support will be the same for 2020
  - DAS Support Stipends
  - Elite Athlete Health Insurance
  - Access to Medical Network
  - Operation Gold Event – Olympics

### Tokyo 2020

- Allocation of NGB Tickets has been set
- Have additional housing near the venue
- Working on a Host City agreement for a pre Games training event away from the Athlete Village
- Current Plan:
  - July 22 – Athletes arrive for Welcome Experience
  - July 24 – Opening Ceremonies
  - July 25 – August 1 – move athletes to remote training (Host City)
  - August 1 – Return to Olympic Village
  - August 6 – 8 – Competition
  - August 9 – Closing Ceremony
- Two athletes (Tom and Sakura) were invited to participate in the NBC Photo Shoot
- Sakura and Tom will both participate in the Media Summit in LA next month
- Team Trial Update – 2 areas we focused to improve from prior trials
  - Video Review
    - Went from 2 cameras to 4 cameras to address complaints from coaches and athletes that the coverage was not enough
    - Used video review in all matches, not just finals



- System always has a delay – the delay was longer with two extra cameras (10-15 second lag) all operators were advised of this adjustment
- There have always been potential issues; frames get dropped, operator errors, blocked camera – System operated the same as it did in previous championships with the exception of the additional recording delay.
- The rules allow for a “No See” and the coach keeps the card if there is an issue that prevents them from making a decision
- Conflict of Interest
  - We do the best we can to resolve conflicts of interests in the referee assignments
  - Mrs. Madani had two children competing so she did not have a role in any assignments
  - Bias exists regardless of the ring assignments, conscious or unconscious bias effects the referees, coaches, and spectators. Everyone is also watching a match from a different angle
- Improvements planned for future events
  - Upgrade the Video Review Computers
  - RC is adding Video Review Training to the Referee Seminar
  - Looking into the other training models the federation can bring in

Committee Selections – defer to a future meeting

SafeSport for Club Membership – continued the discussion on the impact to the clubs to comply with requirements.

- We need to define “regular contact” in a club

- Member clubs will need to be compliant with SafeSport requirements and we will need to find a way to monitor and enforce.
- National Office will continue to work out procedures

#### Athletes Transitioning Countries

- Continuation of the discussion of releasing Joane Orbon to compete for the Philippines
  - Still owes \$6,500 to the USANKF and USOC for money paid after her doping violation during her suspension
  - Procedural there needs to be a request to release an athlete from the country they are transitioning from; this has not been done. If the request is granted the athlete can transfer immediately otherwise they must wait the required time to transfer.
  - Currently she is not a USA Karate member in good standing
  - She tested positive for a banned substance and was suspended.

Vote - If a request is received to release Joane Orbon compete for Philippines should she be released to compete at the Paris qualifier?

- No – 6
- Yes – 0

Mr Ralph left the meeting.

#### Sanctioned Event Update

- Regional Tournaments will become Marketing Only Events and will not have any mandatory SafeSport requirements. However it is highly recommended that they follow the Athlete Safety and Minor Athletes and Officials Abuse Prevention Policies.
- National Qualifiers are going to have to be SafeSport compliance.
  - USANKF might need to eliminate National Qualifiers since the requirements are not feasible for many of the



events as they include many non-members and USANKF would not be able to monitor and enforce.

#### New Business

- Nationals – we need an announcement to be earlier
  - Mr Hampel advised the Board that we will have the next few Nationals out early as the next 3 years are in progress
- Coaches
  - There is a perception among the athletes on the dedication of all the coaches. All the athletes should be treated fairly and with similar focus. Mr. Hampel will work with the coaching staff to address the concern.

Motion to Adjourn – Mr. DiPasquale second Mr. Jarrett.

- Yes – 5
- No – 0

