

**USA Karate  
Board of Directors Meeting  
February 7-8, 2014  
Chicago, IL**

A meeting of the Board of Directors of USA Karate was held on February 7-8, 2014 in Chicago, IL.

**Directors Present**

Mr. John DiPasquale  
Mr. Phil Hampel  
Mr. Roger Jarrett  
Mr. Doug Stein  
Mr. Matthew Ralph  
Mr. Alex Miladi  
Mr. Terrance Hill  
Mr. Brian Mertel  
Ms. Cheryl Murphy

**Also Present Were:**

Ms. Jessica Luna

February 7, 2014

**Call to Order**

Board President, Mr. John DiPasquale, called the meeting to order and Jessica Luna recorded the minutes. A quorum of directors was present and the meeting, having been duly convened, was ready to proceed with business.

**Introduction of new board member**

Welcome to Independent Director - Mathew Ralph

**Recognition of returning board members**

- At-Large Director - Doug Stein
- Athlete Director - Cheryl Murphy
- Referee Director - Alex Miladi

**Recognition of the Athlete Advisory Council**

- Brian Mertel – AAC rep to USOC
- Cheryl Murphy – Alternate AAC Rep to USOC
- Adam Older
- Brian Ramrup

- David Rodriguez
- Tom Scott
- Tyler Wolfe

### **Election of Chairman/President**

Mr. Jarrett nominates Mr. DiPasquale Second Mr. Miladi

Approved; unanimously

Mr. John DiPasquale will remain the President of USANKF Board of Directors for 2 more years.

### **Committees**

- Coaches
  - Tokey Hill – Chair
  - Tom Hood
  - Brian Mertel
  - Akira Fukada
  - Christina Finnegan
- Ethics
  - Caren Lesser – Chair
  - George Aschkar
  - Dr. Milorad Stricevic
- Judicial
  - Caren Lesser – Chair
  - Charlie Jarnigan
  - TBD
- Medical Advisory
  - Dr. Kathy Bailey
  - Dr. John Suen
  - Dr. Clay Morton
  - Mr Nick Stein
  - Steadman Hawkins - TBD
- Nominating and Governance
  - George Aschkar – Chair
  - Fariba Madani
  - Brody Burns
  - Clay Morton
  - Dr. Milorad Stricevic
- Referee
  - Alex Miladi – Chair
  - Cleve Baxter
  - Fariba Madani
  - Katsutaka Tanaka
  - Carlos Quintero
- Technical
  - Jesse Canedo – Chair
  - Caren Lesser – Vice Chair

- Doug Jepperson
- Ed Kuras
- Cyrus Madani
- Bob Allen
- Ramon Veras

Mr. DiPasquale made a motion to accept the committee as is, Second Mr. Hill  
Approved unanimously

### **Executive Session**

Mr. DiPasquale motioned to go to Executive Session second Mr. Hampel  
Approved unanimously

Return from Executive Session

### **IRS Audit**

Mr. Hampel advised the board of the current state of the 2011 IRS audit. Area of focus is on unrelated business income.

### **USOC Election Inquiry**

Mr. Hampel advised the board of a call between Mr Adams and Mr. Johanson from the USOC and Mr Aschkar, Ms Luna and Mr. Hampel. Mr Adams requested the call to review our election procedures based on a complaint sent to the president of the USOC. The USOC had no issues with the process that was followed.

### **Safe Sport**

Mr. Hampel advised the Board of recent changes to safe sport to be compliant with the minimum standards.

### **Media Agreement**

- Overpayment in 2013 based on the number of unique visitors we had.
  - Site launch was delayed to July to come online we were 7,000 visitors short of 50,000
- We are currently in tier 3 for 2014 if we meet the 50K unique visitors in the course of the year they will move us to tier 2 and we will receive \$25,000
- Reimbursed for media liability insurance

### **Diversity and Inclusion**

Mr. Hampel advised the Board on the USOC Diversity Inclusion program and the Board discussed approaches to gather the data on diversity.

Mr. Hampel motioned we adjourn for today and return at 9am tomorrow morning.  
Second Mr. DiPasquale  
Approved unanimously

February 8, 2014

### **Call to Order**

Board President, Mr. John DiPasquale, called the meeting to order and Jessica Luna recorded the minutes. A quorum of directors was present and the meeting, having been duly convened, was ready to proceed with business.

### **Financial Review for 2013**

- Adjusting for 2012 & 2014 expenses incurred in 2012
  - 2012 would end ~\$29K profit (adjusted from stated \$85K)
  - 2013 would end ~ \$1K loss potential for -21K depending on resolution of a late bill from Caesars for \$20K
- Current EOY debt ~\$71K (\$38K Chase, \$13K USOC, \$20K Paris LV)

### **Strategic Plan for 2014**

Mr. Hampel reviewed Strategic initiatives for 2014

### **Budget for 2014**

Mr. Hampel reviewed a high level budget for 2014.

Guiding Principles

- Conservative Revenue Projections
- Aggressive cost controls
- Position for debt reduction

Ms. Cheryl Murphy left the meeting during the break to prepare for competition tomorrow.

### **Sponsor Conversations**

Mr. Hampel advised the board on the current state of our sponsors

Repairing existing relationships

- AWMA
- Tonix
- Ashworth Awards

Working on new relationships

- Adidas

Work is progressing on finalizing an event sponsorship program

### **2015 National Championships**

- Potential Candidate - Madison Wisconsin need to review the proposal
- Cities where interest and discussions had occurred:
  - San Jose, Ca
  - Charleston, WV
  - Detroit, MI

- Greenville, NC
- Fort Lauderdale, FL

### **USA Karate Store**

Mr. Hampel presented 2 alternatives

- Store focusing on embroidered apparel from Darren Myers
- Store managed by Fanatics

Commissions about the same

Fanatics is the same platform used by Team USA.

Mr. Hampel motioned to go with the Fanatics platform

Second Mr. Mertel

Approved unanimously

### **New Business**

Discussed changes to the Dan Certification process to offer 3 options

- Homologated USANKF certificates
- Homologated WKF certificate
- Dan testing for new rank.

Discussed the potential to have a US Team Meet and Great as a fundraiser at the nationals

- Photo ops
- Appetizer
- Soft drink bar

Need to investigate options with the peppermill resort.

Mr. Mertel Move to adjourn

Second- Mr. Miladi

Approved: unanimously

Adjournment-Mr. DiPasquale