



**USA Karate  
Board of Directors Meeting  
January 17, 2016  
Colorado Springs, Colorado**

A meeting of the Board of Directors of USA Karate was held on January 17, 2016 at the 2016 US National Team Trials & Camp in Colorado Springs, Colorado

**Directors Present**

Mr. John DiPasquale  
Mr. Mathew Ralph  
Mr. Doug Stein  
Mr. Alex Miladi  
Mr. Terrance Hill  
Mr. Brian Mertel  
Ms. Cheryl Murphy  
Mr. Roger Jarrett  
Mr. Doug Jepperson

**Also Present Were:**

Ms. Jessica Luna  
Mr. Phil Hampel

**Call to Order**

Board President, Mr. John DiPasquale, called the meeting to order at 10:20am 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.

**Chairman of Board/President update**

Mr. DiPasquale provided an overview to the board on the progress that has been made since January of 2010

- Fully funded the 1<sup>st</sup> seeds of Sr National Team to PKF and WKF championships
- Provided \$30,000 in funding to support the Jr National Team
- Funded 3 camps so far
- Brought in leading International Coaches to work with our staff and athletes
- Outstanding international Representation:
  - Most WKF AA and Second most total WKF referees in the world

- Cleve Baxter - PKF Referee Committee Member
- Fariba Madani – WKF Referee Committee Member
- Tokey Hill – Chairman PKF Technical Committee
- John DiPasquale – 1<sup>st</sup> Vice President PKF Executive Committee
- John DiPasquale – Member WKF Executive Committee
- Developed a National Volunteer Corps
- Providing Support for the Referees that travel with TeamUSA
- Athlete Accomplishments
  - Currently Tom Scott is ranked 1<sup>st</sup> in WKF Premier League
  - 3 medals 1 gold Tom Scott and 2 bronze Brian Irr and Brandis Miyazaki in the 2015 Pan American Games
  - Jr team ranked 2<sup>nd</sup> overall in medals at the PKF championships
  - Women’s kumite team took a PKF Gold Medal and the first ever WKF Bronze Medal
  - Brain Ramrup earned a WKF Bronze medal
  - 2011 overall medal count winner Sr PKF Championship
  - Numerous PKF medals at the Senior and Junior levels
- Some goals of the future
  - Continue to build financial stability
  - Continue to develop office staff
  - Support the efforts to get karate into the Olympics
  - Expand support for athlete development

## **CEO Update**

Mr. Hampel provided the board updates on highlights not covered by the president, staffing and election results.

- 2015 Highlights
  - Successful signature events and NA Cup
  - Showcased the Junior Team at National Championship Finals
  - 4 days of live streaming of the nationals thanks to a grant from the USOC. Reached over 4300 unique viewers
  - Qualified 7 athletes for the Pan American Games and brought home 3 medals
  - Published the bulletin and event pages for the JIC, Open and Nationals in English and Spanish
  - We crossed \$1MM in revenue up \$167,400 from 2014
  - Increased membership revenue in 2014 by \$13,500
  - We have reached a point where the federation is no longer carrying debt, one year ahead of plan
  - Picked up media coverage with articles in several publications
  - The Olympic dream is alive as Karate is on the list of 5 sports to be included in the Tokyo edition of the Olympic Games in 2020. The final vote is summer of 2016

### **USA National Karate-do Federation**

*Member United States Olympic Committee*

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- We launched a new mobile app for USA Karate
- Staffing updates
  - Laura Roberts has left USA Karate to join USA Figure Skating
  - Jeffrey ten Bokkel has completed his internship and is returning to the Netherlands
  - Zach Neil will join us as part time employee while he continues classes at UCCS. Zach was our intern last summer.
- Elections update
  - 4 positions were up for election and decided last year
    - ASO Director – John DiPasquale was unopposed
    - At-Large Director – Doug Jepperson was unopposed
    - Coach Director – Tokey Hill who ran against Dustin Baldis
    - Affiliate Members selected Roger Jarrett
  - In 2016 USOC Athlete Rep will be up for election

**Due to Mr Miladi's travel constraints we will differ the remainder of the CEO update to conduct the Chairman of the Board / President Election so that all directors are present for the election.**

### **Chairman of the Board / President Election**

Mr Doug Jepperson nominated Mr John DiPasquale Second by Brian Mertel

Mr. Doug Stein nominated Mr. Roger Jarrett. Mr. Roger Jarret declined the nomination.

The vote was unanimous 8-1 to elect Mr DiPasquale as Chairman of the Board/President

For:

Mr. DiPasquale  
 Mr. Hill  
 Mr. Jarrett  
 Mr. Jepperson  
 Mr. Mertel  
 Ms. Murphy  
 Mr. Ralph  
 Mr. Stein

Against:

Mr. Miladi

The final vote count was 8-1 and Mr. DiPasquale will serve another term as the Chairman of the Board and Federation President.

### **CEO Update – resumed**

Mr. Hampel presented an overview of the 2015 financials. He then stated that the federation had paid off all of their outstanding debt, which was discussed in last February's board meeting. The federation has also created a reserve fund for any unexpected expenses in the future. This fund is separate from the other budgeted items and will not be used toward funding for budgeted programs.

- Financial Highlights
  - 2015 books are not closed yet targeting end of March
  - Paid off outstanding debt
  - We were able to restore the international referee fund that we had deferred
  - We established a cash reserve to fund capital enhancements
  - We improved the AR/AP process. Will need to focus on utilizing the accrual accounting features in quickbooks
  - Increased revenue from \$933,000 to \$1,100,000
  - Reduced expenses from \$864,900 to \$852,500
  - Created 3 reserve funds with the 2015 profit
    - Cash Reserve to stabilize Cash Flow cycle based on when revenue is received
    - Capital Reserve Fund to replace equipment and upgrade operational systems
    - Event Reserve – to protect against potential revenue losses at the US open due to difficulties with foreign travel and the K1 events being near our date.
  
- 2016 Draft Budget
  - Budget Highlights
    - Adjusted staff salaries to be competitive in the Colorado Springs/USOC market
    - Added additional funding for WKF officials at the US Open to encourage participation
    - Added \$10 to the event per diem check for domestic officials to offset the NCSI background fees
    - Added \$30,000 to athlete funding to support development
    - National Team Support planned for 2016 is \$200,000
      - Warmups for Jr and Sr Team - \$10,000
      - Jr PKF support - \$20,000
      - NA Cup - \$15,000
      - Sr PKF - \$45,000
      - Sr WKF - \$70,000
      - Camps and Development - \$40,000
  - Mr Jepperson pointed out that as a percentage of revenue we are well above many NGBs in our team Support
  - Mr Ralph identified an error in the calculations around budgeted payroll taxes that will be looked into

- Mr Miladi requested he receive the same referee support funding \$2,000 which he previously received. This fund is for our representatives on the PKF and WKF Referee Council. Mr Miladi was previously included as the RC chair since he was traveling representing USA Karate at the local level.
  - Will take under consideration but at present it will not be added to the budget.

## **USA Open and JIC Update**

Mr. Hampel notified the board the registration for the 2016 US Open & JIC was up in November thus giving athletes a longer period to register for the events. Given the current security issues around travel there is concern we may be impacted by travel restrictions. We are also in between 2 WKF K1 events, which may also effect our international participation.

## **Committee Appointments:**

Mr. DiPasquale reminded the board that a number of existing committee members had reached their term limits and that some of the committees would be changing. The Ethics Committee had several resignations and needed to be reestablished. The board members have been considering this since the fall and had been providing input to candidates prior to this meeting. The board discussed each of the committees and the final results follow:

All appointments approved unanimously

### Audit Committee

Doug Stein - Chair  
Scotty Ralph  
Cheryl Murphy

### Ethics Committee

Sasha Gerritson – Chair  
Clay Morton  
John LaTona

### Judicial Committee

Roger Moore – Chair  
Ira Rogal  
Michelle PrudHomme  
Jonathon Eickner  
Sheela Venero

### Technical Committee

Katsutaka Tanaka – Chair  
Ed Kuras  
Doug Jepperson  
Ramon Veras  
George Kotaka

Referee Committee  
Cleve Baxter – Chair  
Fariba Madani  
Cedric Barksdale  
Chris Hodgins  
Will Gatch

Coaches Committee  
Akira Fukuda – Chair  
Christina Muccinni  
Tommy Hood  
Brian Mertel  
Jeff Kohn

Medical Committee  
Dr. Kathy Bailey – Chair  
Dr. Blaine Kingsbury  
Dr. Clay Morton  
Dr. Franklin Sease  
Gil Gilliland

### **Referee Report - Alex Miladi**

Mr. Miladi made the board aware of program he was personally creating. The target is towards grass roots referees. This program does not certify an official to work at the federation's signature events. He offered the directors access to his site Karate Referee Association. There was no discussion of the program or official support from the board of directors.

### **Mr. Miladi left the meeting to catch his flight at 2:30 pm**

Mr. DiPasquale shared the referee report provided by Mrs. Madani for the Referee Committee.

- Approximately 90 officials participated in 2015 US Open
- Approximately 80 officials participated in the 2015 National Championship
- Referee courses were held across the country to certify local referees and build interest in the program

- At the WKF World Championships in Jakarta 90% of our referees testing upgraded their licenses.
- Worldwide the USA is maintaining their number one status by the number of WKF AA officials. The USA also carries high credibility and a strong reputation of being extremely fair and competent officials at the world level.

### **Athletic Advisory Committee Recap, Brian Mertel**

Mr. Mertel discussed his concerns with the Junior International cup no longer having an 18-20 division. Thus resulting in 18-20 year olds only being able to fight one time over the entire duration of the weekend.

Ms. Cheryl Murphy expressed her concerns with reserved funding not being spent on the senior team athletes. Mr. Hampel then explained the purpose of reserved funding as a back up for the federation and that we would not be increasing the allocated senior team budget.

The board openly discussed this matter and asked the staff to reinstate an 18-20 year old division at the Junior International Cup in 2016.

### **Executive Session 5:30pm Discussed legal matters and board dynamics**

6:50 pm Motion to Adjourn Mr. John DiPasquale

Second: Mr. Brian Mertel

Approved: Unanimously

Adjournment-Mr. DiPasquale