



**USA National Karate-do Federation Board of Directors Meeting  
September 4, 2020 6:00 PM MDT – Video Conference**

**Call to Order – 6:05 PM MDT**

**Present:**

Matthew Ralph  
Brian Ramrup  
Brian Mertel  
Tokey Hill  
Sasha Gerritson  
Rahul Bawa  
Doug Jepperson  
John DiPasquale  
Roger Jarrett

**Also Present:**

Phil Hampel  
Elizabeth Sottile

**Declaration of Conflicts of Interests**

Mr. Hampel reviewed the Conflict of Interest Declaration and no board members had conflicts with today's agenda.

**President's Remarks – John DiPasquale**

Motion to waive the 5-day notice for this board meeting  
John DiPasquale Second Rahul Bawa  
Approved 9 Opposed 0

**Approval of Board Minutes from May 9, 2020**

Motion to approve May 9, 2020 Board Minutes  
John DiPasquale Second Doug Jepperson  
Approved 9 Opposed 0

**Approval of Version 3 of Conflict of Interest Policy**

Motion to approve Version 3 of Conflict of Interest Policy  
John DiPasquale Second Rahul Bawa

Approved 9 Opposed 0

### **Giving Games Update – Sasha Gerritson / Phil Hampel**

- USA Karate participated in the Giving Games Campaign. There was fee of \$2500 to participate. We raised \$4330 in donations.
- Gave USA Karate exposure and connected with other NGBs on this project
- The fundraising company is still looking for some large donors to contribute to the program as well as finding celebrity participants for a fundraiser through Omaze. Any addition funds would be distributed to the NGBs that participated.
- Fundraising company will refund the \$2500 fee if they are not able to generate additional revenue.

### **AAC Update – Brian Mertel**

- Athletes reviewed the athlete representatives for the committees and have recommended changes to the Referee Operational Committee and the Coaches committee.
- The athletes in the committee are having an ongoing discussion regarding the re-running of the Paris Qualifier and the National Team Trial
- Some of the AAC Members do not agree with the National Team Selection requiring a new team for the 2021 events and the Paris Qualifier not being rerun
- The Selection procedure was followed completely, but some athletes still feel that is not fair
- Overview of the situation:
  - o There are two separate selection procedures that exist; a National Team Selection Procedure and the Paris Qualifier Procedure
  - o The National Team Selection procedure states that the team stands for a calendar year, and therefore, a new trial needs to happen to pick the 2021 National Team (for PKF and WKF Championships). The Paris Qualifier Selection is complete, and there was nothing that affected this qualification, and therefore, it is complete
  - o Challenging for the AAC as most have a conflict of interest regarding this topic.
  - o Mr Hampel added that both selection procedures have been followed completely, however, an athlete has the opportunity to file a grievance through the USOPC Athlete Ombudsman if they feel this is unfair.

### **USOPC AAC Update – Brian Ramrup**

- Brian Ramrup informed the board he will forward the USOPC AAC minutes after the meeting

### **CEO Update – Phil Hampel**

Review and approve Q2 Financials

- Rahul Bawa observations
  - o On track to losing money as projected. Bank accounts are about \$600k less than this time last year.
  - o The projected net income for 2020 will be \$800-900k less over last year.
- Mathew Ralph raised that he had not had time to review and was not comfortable approving and after discussion board determined to defer approval to next meeting to give everyone additional time to review.

Motion to approve the Q2 financials next week Sunday (11/13/2020)

John DiPasquale; Second – Doug Jepperson

Approved 9 Opposed 0

### **Quadrennial Budget**

- No questions from the Board regarding this budget
- Mr. Hampel highlighted:
  - o Audit committee received the budget for review on August 31.
  - o USOPC Support will likely go away after 2021, as Karate is no longer an Olympic Sport
  - o From 2016-present, the USOPC has funded much of the High-Performance Funding and Direct Athlete Support. In the next quad, USA Karate will most likely get no funding after 2021
  - o The Digital Media Agreement will expire in 2021 and in 2022 we are able to use the platform for free for another year – future use to be determined
  - o We might need to look into a new website platform for 2023
  - o USANKF is projected to lose \$243k next year
    - Revenue for Signature events is likely to be down due to recovery from Covid-19 pandemic
    - We will likely incur \$100K in expenses related to the Olympics
    - We will lose ~\$60k if we roll over 2020 memberships into 2021
    - We will also have some additional expenses to host the 2021 Jr Pan American Championships
- Motion to approve the 2021-2024 Quadrennial Budget  
Rahul Bawa; Second – John DiPasquale  
Approved 9 Opposed 0

### **AAC Adjustments to Referee and Coach Committees**

- AAC reviewed the athlete representatives to the committees.
- Requested to change the reps for Coaches Committee and Referee Operational Committee due to perceived conflict of interests as they are active as a coach and a referee.
  - o Shannon Nishi to replace Brian Mertel on Coaches Committee

- Brian Ramrup to replace Will Gatch on the Referee Operational Committee
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- Motion to approve the AAC changes  
Brian Ramrup; Second – Matthew Ralph  
Approved 9 Opposed 0

### **Discuss extending 2020 memberships into 2021**

- ~\$60k loss in revenue by rolling over memberships
- This support helped keep the NGB afloat during financial issues
- Will discuss this at the next board meeting

### **Bylaw Changes**

- Discussion will be deferred to next meeting to give board member additional time to review
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### **Logo Change**

- Options have been narrowed down to the final two choices and feedback was provided by the Board

### **USANKF Emails**

- All communication will be through USANKF emails and this will be the only way business communication will be conducted moving forward

### **Questions and Clarification on Materials in Board Packet**

- USOPC approved the reallocation request we submitted
- High Performance plan was reviewed by appropriate athletes/coach/staff and submitted to the USOPC
- Amended selection procedures and communication for its release has been submitted to the USOPC for approval
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### **New Business**

- None

Motion to Adjourn meeting and meet September 13, 2020 at 4:00 PM MDT  
John DiPasquale Second – Rahul Bawa  
Approved 9 Opposed 0