



**USA National Karate-do Federation Board of Directors Meeting
May 9, 2020 3:00 PM MDT – Video Conference**

Call to Order – 3:00 PM MDT

Present:

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

Also Present

Phil Hampel
Elizabeth Sottile

- Approval of Meeting Minutes Feb 22 and March 14, 2020
 - Motion to approve – John DiPasquale; Second – Rahul Bawa
 - Yes – 9, Dissenting – 0

- Q1 Financials
 - Phil Hampel
 - Sent over Quarterly balance sheet and detailed sheet with all of the transaction from Jan 1 – May 8, 2020
 - Overview on the next year based on the current events.
 - Motion to approve first Quarter Financials – Mr. DiPasquale; Second – Doug Jepperson

- Yes – 9, Dissenting – 0
 - Discussed impact of Covid-19 on the budget
 - Some of the Olympic expenses would move to 2021
 - Income is down – low membership renewal, no revenue from events or sanctions.
 - Expenses are down with no travel or team activities
 - Some of the expenses incurred will be saved in 2021
 - Due to the reserve fund, we will not be financially struggling and be ok until we are able to make income again
 - Reviewed an adjusted budget based on the eliminated events and reduced membership revenue along with lower expenses.
 - Forecast to have an approximate \$400K loss in 2020
- Committee Selections
 - Audit Committee – Doug Jepperson, Mathew Ralph, Brian Mertel
 - Motion – Mr. DiPasquale, Second – Rahul Bawa
 - Yes – 9, Dissenting – 0
 - Ethics Committee – Chris Hodgkin, John LaTona, Adam Older
 - Motion – John DiPasquale, Second – Brian Mertel
 - Yes – 9, Dissenting – 0
 - Judicial Committee – Roger Moore, Ira Rogal, Stephanie Arrache, Jonathon Eickner, Brian Mertel
 - Motion – John DiPasquale, Second – Sasha Gerritson
 - Yes – 9, Dissenting – 0
 - Technical Committee – Katsutaka Tanaka, Ed Kuras, Doug Jepperson, Ramon Veras, Mina Yamazaki
 - Motion – John DiPasquale, Second – Matthew Ralph
 - Yes – 9, Dissenting – 0
 - Coaches Committee – Akira Fukuda, Christina Muccini-Finegan, Brody Burns, Jeff Kohn, Brian Mertel
 - Motion – John DiPasquale, Second – Rahul Bawa
 - Yes – 9, Dissenting – 0
 - Medical Committee – Kathy Bailey, Clay Morton, Franklin Sease, Gil Gilliland, Megan Cicchetti
 - Motion – John DiPasquale, Second – Rahul Bawa
 - Yes – 9, Dissenting – 0
 - Referee Committee – Restructured to 3 separate committees: Organizing, Education and Certification.
 - Organizing – Fariba Madani, Cleve Baxter, Kathy Bailey, Mary Crawford, William Gatch

- Voted in February
 - Education – Alex Miladi, Caren Lesser, Mary Crawford, Diane Martin, Jessica Kwong
 - Motion – John DiPasquale Second – Matthew Ralph
 - Yes – 9, Dissenting – 0
 - Certification – Gary Tsutsui, Chuck Sweigart, Fariba Madani, Cleve Baxter, Elisa Au
 - Motion – John DiPasquale, Second – Doug Jepperson
 - Yes – 9, Dissenting – 0
 - Notes on the committee changes
 - Brian Ramrup asked if it was a conflict of interest having Brian Mertel on two committees. There is no conflict based on multiple committees or being a current national coach representing athletes on the coach committee. Mr. Hampel had discussed having an athlete that was also a member of that group on a committee with the USOPC Ombudsman office and there was no perceived conflict.
- Signature Event Update
 - USA Open has been cancelled
 - Soft hold on December 16-20 in case a replacement event can be held
 - We were able to get our deposit deferred to next year and contracts broken.
 - The only money that was lost was the medals which we plan to repurpose in 2021 with replacing the ribbons.
 - Nationals – will be canceled
 - Spokane is on lockdown and all festivals and events were cancelled in June and July. They are working with us to help cancel the event without a financial impact.
 - We will host the Nationals in Spokane for 2022 and we will maintain the same agreements and move to the brand-new Sportplex
 - 2021 Nationals will be in Chicago
 - The rate negotiated is one of the best deals with a grant, so that we can have a large Nationals again. This contract is a better deal, but similar to 2019.

- International Event Update
 - With the Tokyo Games moved to 2021 the WKF will have the Rabat Open and European Championships returned due to missed opportunities in 2021 and will be included in Olympic Points.
 - Olympic Qualifier Tournament is moved to 2021 and tentatively in Paris
 - World Championship update – have not heard anything yet about any cancelations at this time - It might be pushed until early 2021
 - Junior Pan American Championships will most likely be cancelled. After discussion we do not think we should be sending a team if they do host the event due to safety reasons. Canada has pulled out already.
 - Each Board Member expressed their support about this
 - We are still planning to host the 2021 Junior Pan American Championships and need conformation from the PKF if the 2020 hosts will have the events in 2021

- Sanctioned Event Update
 - Sanctioned events will have to change to be SafeSport compliant, like the signature events are currently run. At a minimum:
 - All participants over 18 need to be SafeSport Compliant
 - Banned members cannot be present
 - Coaches and Officials need to be SafeSport Compliant
 - Events must meet the standard of the Minor Athletes and Official Abuse Prevention Procedures
 - We are exploring a change in the definition of non-qualifier events to be a marketing relationship and not a sanction. With most events cancelled now we will be reviewing options to modify the process for 2021 Sanctioned events. This will likely have an impact on the number of sanctioned events.

- SafeSport for Club Membership
 - Guidelines previously reviewed will be required for a club to become a member club.
 - Background checks and SafeSport Training for anyone in a position of control over an athlete, club owner, staff and boards or executive committees.
 - Clubs would need to be compliant with the Minor Athletes and Official Abuse Prevention Procedures

- Systems Update

- Email issues will be resolved as soon as we migrate to Microsoft 365
- Planning to implement Sport80 as a new membership platform. Working with Sport80 in agreements and pricing. Sport80 is in use by several other NGBs. We are discussing the possibility of a grant to help cover those costs (TBD based on financial status of USOPC). This will help meet the criteria we missed in the 2019 audit.
- We are continuing to integrate with Altruic CFO Solutions and Payroll has moved over to Gusto

- New Business

- We are exploring bringing training to the membership to keep engagement.
- Creating a panel for the Club Memberships for coaches and owners to share their successes on zoom classes to our dojo owners
 - Will be followed up with webinars to encourage engagement

Motion to adjourn –

- John DiPasquale, Second – Rahul Bawa
- Yes – 9, Dissenting – 0