



MEETING MINUTES
USA National Karate-do Federation Board of Directors Meeting
January 24, 2024, 5pm Central time, via Zoom

Board Members in Attendance

Elisa Au
Sasha Gerritson
Pat Hickey
Senthil Thiyagarajan
Brian Hilliard
Angel Johnson

Staff

Michael Cain

Call to Order – Elisa Au called the meeting to order at 5:03 pm Central Time (CT).

Declaration of Conflicts of Interest

- 1) Senthil Thiyagarajan declared that he lives in the same state and is a member of the same state organization as Brody Burns.
- 2) Brian Hilliard declared that he is an employee of Brody Burns, was a former student of John Limcaco and part of the same karate organization as Shannon Nishi.

Closed Session

- 1) Open Committee Positions
 - a) The Board had a healthy discussion about specific people who could potentially fill the open positions on various committees.
 - b) Discussion of the following current open positions:
 - i) Selection Committee (1)
 - ii) Judicial Committee (3)
 - iii) Medical Committee (1)
 - c) Elisa Au motioned to approve Shannon Nishi for Selection Committee, Jordan Fox for Judicial Committee Chair, Caren Lesser for Selection Committee and Allison Mack for Medical Committee.
 - i) The motion was seconded by Sasha Gerritson.
 - ii) Motion approved: Votes in favor = 5; Opposed = 0; Abstained = 0
 - d) The Board discussed various potential candidates for the following open positions:
 - i) Technical Committee (4)
 - ii) Coaches Committee (4)
 - (1) Board members added that candidates should cover expertise in kata and kumite and that gender balance should be a consideration. The Board also discussed if the future members of this committee should be coaches who specifically focus on competition or athlete development as a whole.
- 2) Updates from CEO on current complaints against the Federation
 - a) There were no new updates, but the Board agreed that staff should be prepared to address potential recurring incidents that have happened in past Signature Events.
- 3) Elisa Au motioned to move into Executive Session.
 - a) The motion was seconded by Sasha Gerritson.
 - b) Motion approved: Votes in favor = 5; Opposed = 0; Abstained = 0

Updated 3/17/24



c) Michael Cain left the meeting at approximately 6:15pm CT.

Executive Session

- 1) The Board agreed to reserve time in Executive session to discuss staff.
- 2) Elisa Au motioned to adjourn, seconded by Patrick Hickey.
 - a) Motion approved: Votes in favor = 5; Opposed = 0; Abstained = 0

The meeting was adjourned at approximately 6:30pm CT.



Member, United States
Olympic & Paralympic Committee