



MEETING MINUTES
USA National Karate-do Federation Board of Directors Meeting
March 10, 2023, via Zoom

Board Members in Attendance

Elisa Au
Michael Donadio
Sasha Gerritson
Pat Hickey
Brian Hilliard
Angel Johnson
Brian Ramrup
Tom Scott
Senthil Thiyagarajan

Also Present

Michael Cain, CEO

Board Members Absent

Matthew Ralph

Call to Order – Elisa Au called the meeting to order at 3:02pm Central Time (CT).

Declaration of Conflicts of Interest

1. Tom Scott declared a conflict due to his relationship with Brody Burns since Mr. Scott is Brody Burns' student.
2. Brian Hilliard declared a conflict due to his relationship with Brody Burns since Mr. Burns is his karate coach.

Motion to enter Closed Session made by Sasha Gerritson at 3:04pm, seconded by Michael Donadio.
Motion approved: Votes in favor = 6; Opposed = 0; Abstained = 0

Closed Session

1. CEO and New Board Member Introductions

- a. CEO Michael Cain
- b. Senthil Thiyagarajan – At-Large Director
- c. Dr. Angel Johnson – Independent Director
- d. Brian Hilliard – Athlete Director
- e. Other board members present introduced themselves.

2. Board & Organization Updates

- a. CEO onboarded
- b. 3 new board members (2 elections)
- c. Committee chair meetings
 - i. Referee (3), Judicial, Ethical, Technical
 - ii. All Chairs invited March 24
- d. N&G supported election and nominations
- e. Referee Committee Evaluation Task Force in progress
- f. Athlete Representation - ready for approval in all committees

- g. PlayLA
 - h. Team Trials Complete
 - i. 5 Training Camps YTD
 - i. International - North American
 - ii. 2 National
 - iii. 2 Regional
 - j. Premier League Silver - Gakuji Tozaki
 - k. Youth League Silver, Bronze - Maddy Kennaway & Janco Dorta
 - l. Regional Referee Education and Certification Program set to relaunch
 - m. USA Open / NA Cup Planning - volunteers needed
- 3. Update on USOPC Compliance Items**
- a. Anti-retaliation training to be provided by USOPC
 - b. Conflict of Interest procedure and policies
 - c. Athlete Representation
 - d. Referee Committee Evaluation
- 4. Committees for Review**
- a. Athlete Representation list provided by AAC
 - b. Referee Operation Committee – Ramon Hiraldo
 - c. Medical Committee – Dr. Stephanie Bailey in place of Dr. Franklin Sease
 - d. Para Karate Committee – Jeff Kohn, Jamie Green, John Klatt
 - e. Motion to Approve all names above plus all names provided by the AAC for committee representation made by Sasha Gerritson, seconded by Brian Ramrup.
 - f. Motion approved: Votes in favor = 8, Opposed = 0, Abstained = 0
- 5. Independent representatives**
- a. There are needs for Independent representation in the following:
 - i. Board Director (position 3 of 3 currently held by Matthew Ralph)
 - ii. Nominating & Governance committee
 - iii. Ethics committee (2 people)
 - b. Sasha Gerritson volunteered to look through Boardspan for potential candidates.
 - c. The board agreed to post a LinkedIn job listing for the Board Director position.
- 6. 2023 Budget**
- a. Motion to Approve the 2023 budget made by Tom Scott, seconded by Pat Hickey.
 - b. Motion approved: Votes in favor = 5, Opposed = 0, Abstained = 3
- 7. CEO 90-day focus**
- a. Budget
 - b. Internal Operations Clean-up
 - c. USOPC / SafeSport Administrative Compliance
 - d. External Partnerships
 - e. Event Process Rebuild
 - f. Short and long term organizational staffing

Motion to adjourn meeting made by Pat Hickey, seconded by Mike Donadio.

Motion approved: Votes in favor = 8; Opposed = 0; Abstained = 0

Meeting adjourned at 4:56pm Central time (CT).