



MEETING MINUTES
USA National Karate-do Federation Board of Directors Meeting
November 7, 2024, 3:00 pm Central time, via Zoom

Board Members in Attendance

Elisa Au
Mike Donadio
Sasha Gerritson
Pat Hickey
Angel Johnson
Todd Meyers
Tom Scott
Senthil Thiyagarajan

Staff

Michael Cain
Brody Burns

Call to Order – Elisa Au called the meeting to order at 3:01 pm Central Time (CT).

Declaration of Conflicts of Interest

1. Sasha Gerritson declared a conflict with one of the proposed marketing and public relations agencies that provided the Board with a pricing proposal. Ms. Gerritson's brother is a senior partner at this agency.
2. Pat Hickey declared a conflict since he is the Chair of the USA Karate Federation, which could be considered a competing organization to USANKF. Mr. Hickey stated that the USA Karate Federation has no interest in becoming the National Governing Body (NGB) for Karate in the US.
3. Michael Cain declared that he and Todd Meyers have been friends for many years.

Closed Session

4. Board and International updates
 - a. Elisa Au provided the Board with organizational updates, including the results from the recent World Championships, SeriesA Salzburg and the USOPC event for Thomas Bach.
 - b. Michael Cain confirmed that in addition to confirmed 2025 events, 2026 events will be finalized shortly.
 - c. Elisa Au also presented the proposal to host a future WKF event that will be submitted to President Antonio Espinos following the Board meeting.

Tom Scott joined the meeting at 3:08pm.



5. Fundraising update
 - a. Sasha Gerritson suggested we do another end-of-year appeal similar to last year's. She elaborated on the ways we will communicate these efforts to our membership. The goal will be to raise \$50,000.
 - b. Ms. Gerritson also suggested that we offer a discounted Lifetime membership offer to drive additional revenue by the end of the year. The goal would be to have 30 new lifetime memberships.
 - c. Elisa Au suggested that the Board formulate a Board donation policy. There was no objection, and Michael Cain said he would find an example from other NGBs and work with Mike Donadio to develop the policy for USA-NKF.
6. CEO and Organizational updates
 - a. Michael Cain updated the Board on the current Board and AAC elections, which are being run through ElectionBuddy.
 - b. Mr. Cain talked about the takeaways from the All-American cancelation. The Board had previously requested an analysis of what our organization could do differently in the future to ensure a successful new Signature Event.
 - c. The Board discussed the proposed 2025 Budget. The top 3 revenue initiatives are:
 - i. Membership revenue
 - ii. Sponsorship
 - iii. New programs
 - d. Pat Hickey motioned to approve the proposed 2025 Budget, seconded by Todd Meyers.
 - i. Motion approved: Votes in favor = 6; Opposed = 0; Abstained = 3
 - e. Since the budget was approved, the Board agreed that Michael Cain should review the marketing and branding proposals and decide on the next actions.
7. JEDI Committee bylaws section
 - a. The Board discussed the roles and responsibilities of the JEDI Committee.
 - b. Elisa Au offered to draft the new section of the bylaws specific to the JEDI Committee for the Board's review.
8. Elisa Au motioned to move to Executive Session, seconded by Sasha Gerritson.
 - a. Motion approved: Votes in favor = 7; Opposed = 0; Abstained = 0

Executive Session

9. The Board agreed to reserve time in Executive session to discuss staff.
10. Todd Meyers motioned to adjourn, seconded by Angel Johnson.
 - a. Motion approved: Votes in favor = 7; Opposed = 0; Abstained = 0

The meeting was adjourned at approximately 4:45 pm CT.

Previously approved items since the 9/13/24 meeting

Approved 11/6/24

11. Approval of September 13, 2024 Board Meeting Minutes (6 Yes, 0 No, 3 Abstain)
12. Approval of AAC Charter (6 Yes, 0 No, 3 Abstain)
13. Approval of Selection Committee Chair – Tony Mendonca (6 Yes, 0 No, 3 Abstain)