



**USA National Karate-do Federation (USANKF)
Board of Directors Meeting Minutes
December 2, 2022, 3:00pm Central time via Zoom**

Board Members in Attendance

Elisa Au
Michael Donadio
Sasha Gerritson
Pat Hickey
Brian Mertel
Matthew Ralph
Brian Ramrup
Tom Scott

Call to Order – Elisa Au called the meeting to order at 3:01pm 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. Mr. Scott voluntarily recused himself from any votes regarding Brody Burns.
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.

Motion to enter Closed Session made by Tom Scott at 3:02pm ET; seconded by Michael Donadio.

Motion approved: Votes in favor = 7; Opposed = 0; Abstained = 0.

Closed Session

- 1. Approval of October 13, 2022 Board Meeting Minutes**
 - a. Motion to Approve made by Tom Scott, seconded by Brian Mertel.
 - b. Motion approved: Votes in favor = 7; Opposed = 0; Abstained = 0
- 2. Approval of USOPC Compliance Items timeline**
 - a. Motion to Approve made by Sasha Gerritson, seconded by Pat Hickey.
 - b. Motion approved: Votes in favor = 7; Opposed = 0; Abstained = 0
- 3. Board Secretary**
 - a. Elisa Au asked if anyone would be interested in the role of Board Secretary, as described in the bylaws. Brian Ramrup said that he would prefer a non-board

staff member to take minutes so that board members can stay engaged in the conversation and suggested Sara Plackett. Elisa will check Sara's availability for the upcoming board meeting.

4. Board and Organization Updates

- a. Elisa Au provided the board with an update on transition activities since the departure of Rahul Bawa. These items included items that needed urgent approval from the organization, operational deadlines, communication to direct reports (USOPC and WKF) and our USA-NKF members.

5. Update from task force - Interim CEO search process

- a. Sasha Gerritson updated the board on the activities of the task force responsible for the Interim CEO search.
- b. Approval of task force's process and timeline
 - i. Motion to Approve made by Pat Hickey, seconded by Tom Scott.
 - ii. Motion approved: Votes in favor = 7; Opposed = 0; Abstained = 0
- c. The board also discussed other staffing needs in addition to the interim CEO

6. 2023 Team Trials Tournament Director

- a. The board had a good discussion about who should run the 2023 Team Trials in Long Branch, NJ.
- b. The board also discussed ways to ensure that the tournament would be run without real or perceived bias towards any particular athletes.
- c. The board asked Elisa Au to ask David Rosenberg if he would be interested in the Tournament Director position.
- d. Matthew Ralph left the meeting at 4:00pm CT.

7. Update from Judicial Committee

- a. Elisa Au presented updates from the Judicial committee regarding process for selecting impartial panels for current and future complaints. The board had a good discussion about potential options.

8. Referee Committee Structure

- a. The board had a healthy discussion regarding the current three-committee structure for referees. The conversation did not conclude with any changes or decisions and will be tabled to the next board meeting.
- b. Brian Mertel left the meeting at 4:30pm.
- c. Michael Donadio left the meeting at 4:30pm CT.
- d. The board had a discussion on the Referee Code of Conduct.
- e. Tom Scott left the meeting at 4:50pm CT.

9. Adjourn Meeting

- a. Motion to adjourn meeting made by Pat Hickey; seconded by Brian Ramrup.
- b. Motion approved: Votes in favor = 3; Opposed = 0; Abstained = 0
- c. Meeting adjourned at 5:00pm Central Time.