



**MEETING MINUTES**  
**USA National Karate-do Federation Board of Directors Meeting**  
**January 23, 2025, 3:00 pm Central time via Zoom**

**Board Members in Attendance**

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

**Staff**

Michael Cain  
Brody Burns

**Call to Order** – Elisa Au called the meeting to order at 3:03 pm Central Time (CT).

1. Ms. Au welcomed new Board member, Safin Kasturi. Safin is the new Team USA AC Alternate Rep.

**Declaration of Conflicts of Interest**

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.

**Closed Session**

1. November 6, 2024 Minutes – motioned to approve by Senthil Thiyagarajan, seconded by Mike Donadio
  - a. Motion approved: Votes in favor = 8; Opposed = 0; Abstained = 0

*Tom Scott joined the meeting at 3:05pm*

2. Board Chair for 2025-26 – motion to approve Elisa Au made by Sasha Gerritson, seconded by Senthil Thiyagarajan.
  - a. Motion approved: Votes in favor = 7; Opposed = 0; Abstained = 1

*Angel Johnson joined the meeting at 3:07pm*

3. Board and International updates
  - a. Elisa Au provided the Board with organizational updates, including the results from the recent World Cup in Pamplona, Spain.

- b. Other updates included the rebranding project, Q1 National Training Camp, Community Leader roundtable in Miami, and new AAC members.
  - c. Ms. Au asked Michael Cain if there was any update on the Code of Conduct training required by the USOPC. Mr. Cain said that the Ethics Committee has been trying to connect with David Patterson from the USOPC for guidance in completing this requirement.
- 4. 2025 Board meeting schedule
  - a. The Board agreed on the proposed schedule of Board meetings for 2025.
- 5. CEO and Organizational updates
  - a. Michael Cain said that he will send a summary to the Board on or around the 15<sup>th</sup> of every month.
  - b. Mr. Cain stated that we are financially stable, with approximately \$300,000 in reserves and 2,655 members.
  - c. Insurance had been secured with the help of Pat Hickey.
  - d. Sanctioning events have restarted in 2025.
  - e. The Referee staff program is now active as of 2025. Brody Burns shared the organizational chart.
  - f. Mr. Burns talked about the recent Q1 National Team Training Camp.
  - g. The Senior National Team Trials will occur next week in Denver, Colorado. Sportdata joysticks and software will be used.
  - h. Mr. Cain asked the Board to opine on the date for the 2027 USA Open. After Board feedback, Mr. Cain will change the 2026 date to April 3-5.
  - i. Mr. Burns mentioned that the Selection Committee is revising the Junior Team Selection Process. He also mentioned that we are in the process of communicating USA Karate's stance and course of action for the new U12 category at the PKF Championships.
  - j. Ms. Au asked Mr. Cain to provide the Board with all current contracts in the next month.
  - k. The CEO report mentioned that staff is re-engaging with inactive Lifetime members. Elisa Au asked what the intention of this strategy is and what specific efforts are being made. Mr. Cain said there are 233 inactive members and wants to re-engage with them.
- 6. Fundraising update
  - a. Sasha Gerritson stated that she is working on a sponsorship package.
  - b. The lifetime membership deal was the focus of the end of 2025.
- 7. Board Donation Policy
  - a. Elisa Au asked if Michael Cain had the language for this policy. He that he will have the policy written for Board review in one week.
- 8. Ethics Committee Candidates
  - a. Elisa Au stated that both candidates, Dr. Darren Brenner and Sharadha Kodem, each have a COI in that they belong to the same dojos as Sasha Gerritson and Senthil Thiyagarajan, respectively. They are not members of the national team, nor do they have immediate family members who are members of the national team.
  - b. Motion to approve by Pat Hickey, seconded by Angel Johnson.
  - c. Motion approved: Votes in favor = 8; Opposed = 0; Abstained = 1 (SG for DB and ST for SK)
- 9. Masters' Caucus members
  - a. The following were nominated by MC Chair Roger Jarrett: Brody Burns, Senthil Thiyagarajan and Gene Tibon.
  - b. Pat Hickey stated that he is a member of the MC but does not consider that a COI.



- c. Brody Burns asked if being a member of the MC and a staff member is a conflict. Mr. Hickey said that it was not.
  - d. Motion to approve by Pat Hickey, seconded by Mike Donadio.
  - e. Motion approved: Votes in favor = 8; Opposed = 0; Abstained = 1
10. JEDI Committee bylaws and policies
- a. The Board discussed language to the roles and responsibilities of the JEDI committee.
  - b. The Board agreed to finalize policy language in the coming days, and to table bylaw changes to the next Board meeting.
11. Leadership structure
- a. Elisa Au asked Board members to submit further ideas on this topic. Further discussion will be tabled until the next Board meeting.
12. Elisa Au motioned to move into Executive Session, seconded by Senthil Thiyagarajan.
- a. Motion approved: Votes in favor = 9; Opposed = 0; Abstained = 0

### **Executive Session**

- 13. The Board discussed current organization complaints.
- 14. The Board agreed to reserve time in Executive session to discuss staff.

*The meeting was adjourned at approximately 5:15 pm CT.*