



**MEETING MINUTES**  
**USA National Karate-do Federation (USANKF)**  
**Board of Directors Meeting**  
**September 9, 2022, 3:00pm Eastern time via Zoom**

**Board Members in Attendance**

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

**USANKF Staff Present**

None

**Others Present**

Stephen Hess, USANKF External Counsel  
(from 3:10pm – 3:49pm Eastern Time)

**Call to Order** – Rahul Bawa called the meeting to order at 3:03pm Eastern Time (ET).

**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.
- 3) Brian Mertel declared a conflict since John DiPasquale and Phil Hampel were named in the USOPC Investigation Report & Findings.
- 4) Elisa Au declared a conflict since she was coached by Brody Burns while she was on the US National Team and at a WKF Premier League event.
- 5) Brian Ramrup declared a conflict since he is a friend of Tom Scott (due to Tom's declared conflict).

Motion to enter Closed Session made by Rahul Bawa at 3:10pm ET; seconded by Tom Scott.  
Motion approved: Votes in favor = 8; Opposed = 0; Abstained = 0.

**Closed Session**

- 1) Stephen Hess, USANKF External Counsel, joined the meeting at 3:10pm ET.

Mr. Hess provided the Board with his experience working with various United States National Governing Bodies for sports. Mr. Hess also provided the Board with an overview of the governance changes at the USOPC in recent years. Mr. Hess indicated that the USOPC Investigation Report & Findings received on September 2, 2022, is a mandate to the USANKF. The USANKF does not have an opportunity to negotiate with the USOPC regarding their investigation or findings.

After further discussions and answering various questions from the Board, Mr. Hess left the meeting at 3:49pm ET.

- 2) The Board had a healthy discussion about the USOPC Investigation Report & Findings letter received on September 2, 2022.
- 3) Motion for the following made by Matthew Ralph and seconded by Sasha Gerritson:
  - a) Indefinite suspension of Fariba Madani from her roles of member and Chair of the Referee Operations Committee effective immediately;
  - b) After a minimum of 6 months, Ms. Madani can apply for reinstatement to the Referee Operations Committee if she has completed required training (to be determined by USANKF).
  - c) Motion approved: Votes in favor = 8; Opposed = 0; Abstained = 0.
- 4) Motion for the President to ask Brody Burns to resign from the Tournament Director position due to Conflicts of Interest with the Team Coach position.
  - a) Motion made by Patrick Hickey and seconded by Matthew Ralph.
  - b) Motion approved: Votes in favor = 7; Opposed = 0; Abstained = 1 (recused).
- 5) Brian Mertel left the meeting at 5:30pm ET.
- 6) Motion made to name Rahul Bawa as Interim-CEO so he can perform the tasks required of the CEO such as removing Phil Hampel as a signer from the USANKF bank accounts.
  - a) Motion made by Patrick Hickey and seconded by Matthew Ralph.
  - b) Mr. Bawa voluntarily recused himself from the vote.
  - c) Motion approved: Votes in favor = 4; Opposed = 0; Abstained = 3 (including recusal).

Motion to leave Closed Session by Pat Hickey; seconded by Sasha Gerritson at 5:45pm ET.  
Motion approved: Votes in favor = 7; Opposed = 0; Abstained = 0.

### **Adjourn Meeting**

Motion to adjourn meeting made by Pat Hickey and seconded by Sasha Gerritson at 5:46pm ET.  
Motion approved: Votes in favor = 7; Opposed = 0; Abstained = 0

**Meeting adjourned at 5:46pm Eastern time.**