



**Board of Directors Meeting  
December 15, 2021 - 4:00pm MST  
Zoom Meeting**

**Present:**

Rahul Bawa  
Sasha Gerritson  
Elisa Au  
Brian Ramrup  
Patrick Hickey  
Tom Scott  
Matthew Ralph

**Also Present:**

Phil Hampel  
Elizabeth Poloni

**Call to order** – Rahul Bawa

**Conflict of Interest**

- None to declare from any board member

**Welcome to New and Returning Board Members:**

- Brian Ramrup – returning board member USOPC AAC Representative
- Tom Scott – Athlete Director
- Elisa Au – Alternate USOPC AAC Representative (non-voting member)
- Pat Hickey – Affiliate Organization Director

**Election of the Board chair**

- Independent Director and ASO Director are still pending
  - o Independent Director has asked to speak with Mr. Hampel and Mr. Bawa prior to accepting. Meeting will be at end of year or early January as the candidate is out of the country.
  - o ASO Director is a tie and the bylaws have no provisions for resolving a tie. We are working with the USOPC on how to resolve this situation.

- There are now 10 members on the board this occurs because Elisa Au is the Alternate USOPC AAC Representative and has no other position on the board. In the past the alternate also was elected as the athlete director. In this scenario Elisa will be an active board member but will not have a vote.
- Mr. Bawa raised the question: Do we vote on board chair now or wait until the remaining seats are determined prior to naming the chair. Mr. Hampel added that the board could vote to extend interim chair until the full board is seated.
  - Board members discussed the options.
  - Sasha Gerritson nominates Rahul Bawa and there were no other nominations
  - Motion to elect Rahul Bawa as chair of the board – Sasha Gerritson, second, Patrick Hickey
    - In favor; 6, opposed - 0

### **New Board On-Boarding**

- We are in the process of improving the onboarding of new board members
- Rahul Bawa made individual calls to each new board members
- Rahul Bawa is working on the Board Policy document from USOPC. This will have background information to review and we expect to have a draft available in the next few months and will be asking for input from the directors.
- Pat Hickey has provided a list of items that would be helpful to understand where things are at. Many of the items are on the website under the financials, governance documents and board of directors' page.
- Rahul Bawa has asked the board members to review the list of documents and add any additional items
- We will have a Microsoft Teams Site for the Board that will hold all the documents
- Boardspan training needs to be done by the end of the year
- In person training with the USOPC will be in 2022
- Rahul Bawa reminded the board that everyone represents USANKF, He asks everyone to leave their ego at the door and please participate. There is a reason everyone was elected, and we need good conversation to move the federation forward, have good discussions and bring up good points, but when we make a decision, everyone needs to support the decision after the meeting is over.

### **Required Board Training**

- We are planning training to be in person in February. Coordinating schedules with the USOPC who will provide the training.

### **USOPC Demand Letter Action Status**

- We track the progress of the actions to satisfy the demand letter from the USOPC

- Action plan is updated periodically and will be sent to the board.
- Near term issues are seating the new board, training of new board on Governance, Conflict of Interest, Code of Conduct, Whistleblower and Diversity, Equity, and Inclusion training.

### **2022 Schedule**

- In person board meeting during the first quarter we might need to meet in person twice during the first quarter
  - o One to do training
  - o One to do the planning meeting (updates, financials)
  - o Strategic Planning Session
- Typically, we had this at O'Hare Airport Hotel in Chicago over a Saturday/Sunday weekend in February
  - o We will work with the board members to find the best dates
  - o Due to location of most members, we would like to keep the meeting in Chicago to minimize travel expense
- We will have a meeting Wednesday 6/29 at the Nationals as required before the Assembly
- Meetings will be scheduled in advance and materials will be send out a week prior to the meeting

### **New Business**

- Pat Hickey brought up that the Nationals and AAU event are overlapping. This is due to the World Games karate competition on the same dates as the original National Championships date. Since the US is the host country, we will qualify a full team. We can't support both events at the same time. We had to move the Nationals back one week. Nationals couldn't be moved later due to Jr PKF being in August, there would not be enough time for the logistics of traveling the juniors.
- Pat Hickey also pointed out the AAU has been emailing to all clubs, target states, and Christmas cards promoting the AAU and their events.
- Communication needs to be improved to promote USA-NKF events and being front of mind for our members.
- Tom Scott congratulated Elisa Au on her appointment to WKF Athlete Commission. First US Athlete to be on the WKF Athlete Commission.
- LA 2028 information meetings are coming to let us know the process for inclusion in the LA Games. We will working with the WKF to develop a plan to move forward with LA28.

Motion to adjourn; Rahul Bawa, second; Tom Scott  
All in favor – 5, Opposed 0