



January 25, 2022 USA Judo Board Call Minutes

Attendees:

USA Judo Board of Directors:
Mark Hill, President
Ari Berliner
Dave Johnson
Joe Marchal
Marti Malloy
Gerry Navarro, joined at 8:42 am
Joe Ragan
Christal Ransom
Barbara Shimizu, joined at 8:59 am
Nicole Stout
Jim Webb, joined at 8:19 am

USA Judo Staff:

Keith Bryant, Executive Director/CEO
Melissa Jones, Director of Finance, Compliance & Office Operations
Ed Liddie, Director of High Performance
Corinne Shigemoto, Director of Events and Membership

- Roll Call

President Hill conducted roll call. Quorum was established and the meeting was called to order at 8:03 am MT.

Mr. Hill provided an update to the board on the resignation of Serge Bouyssou from the board of directors. Mr. Bouyssou resigned his position as Coach Director pending appeal and final decision from the U.S. Center for SafeSport (USCFSS) for allegedly failing to report an incident at his club. Mr. Bouyssou vehemently denies this charge.

Q: What is our obligation on a SafeSport finding and does it matter if the finding is being appealed?

A: We are required to follow any sanctions that the USCFSS has issued regardless of the pending appeal status. In addition, we have a reciprocal agreement with US Judo Association and US Judo Federation that they will follow any sanctions issued by the USCFSS.

- Board Chair Updates

- Welcome to the new Athlete Directors, Ari Berliner and Nicole Stout. We had a good interactive and extensive onboarding with Mr. Berliner and Ms. Stout on January 25th. Congratulations on your new positions on the board.
- We will be sending out the link to complete the annual conflict of interest disclosure soon. Please complete ASAP.
- Proposed 2022 Board Schedule – In the past we have not schedule board meetings this far ahead, but we want everyone to be able to get the dates on their calendar. We try to keep the telephonic meetings to an hour, but there are times that it may take a little longer depending on the matters that need to be discussed.

- With the resignation of Mr. Bouyssou, we will need to select an interim Coach Board Member. The proper course of action is to accept applications and hold an election. We will get moving on soliciting and accepting nominations right away.
- SOP Update for 2022 Point Events – Mr. Bryant discussed the status of the SOP for point events. Mr. Bouyssou, Ms. Shimizu and Mr. Navarro have spent a lot of time working with the national office on this to help with athlete development by providing more opportunities to compete. We have confirmed that bantam categories will be eligible to move up a weight or age class. The policy has been put into place. With regard to the event points advisory panel, the national office is proposing to shift the representation from the original panel including Mr. Bouyssou, Ms. Shimizu and Mr. Navarro to a predominantly staff-lead composition due to its operational function. In discussing this request with Mr. Hill prior to this meeting, he recommended the appointment of a board liaison to this review panel. We recommend Mr. Ragan as chair of the Audit Committee who has agreed pending the board’s approval. This will allow us to get the SOP released and to more efficiently be able to go through the annual review of point events. Mr. Hill urged the review panel to find ways to “say yes”.

Motion by Mr. Ragan, seconded by Mr. Marchal, subject to any serious objections of the rephrasing of the wording of the SOP, to approve the 2022 SOP. Motion passed.

- Secretary Updates (Ms. Jones)

- Finalize November 2021 Meeting Minutes – We need to come to a consensus on how we will receive feedback from members on the proposed bylaw changes. Slack and Asana have been mentioned as possible solutions. There is a cost to use those platforms. It also requires inviting or providing a link to members to use these platforms. Are you looking to receive questions from members that the board will provide answers to or are you looking to receive feedback and thoughts on the proposed changes?

Mr. Hill – At the November meeting we discussed holding one to two town halls and a way for members to provide feedback online.

Mr. Johnson discussed the importance of providing an interactive platform/software to receive feedback so that younger members of USA Judo will participate.

The board discussed the different options to receive bylaws feedback.

Motion by Mr. Hill, seconded by Mr. Webb, that the proposed bylaw changes will be posted on the USA Judo Facebook Page with a link on the USA Judo Website homepage. An e-blast to all current members will be sent and reminders on USA Judo’s Facebook page and website will be made about the changes and to promote the town hall(s) to discuss. Comments will be enabled on the Facebook posts. Motion passed.

The national office will provide information to the board on using Slack for board communication.

- Boardspan & CEO Evaluation Updates – The Foundations of Board Governance training has been completed by all but one board member. The CEO evaluation has been completed by seven board members. Email reminders will be sent to those who have not completed the CEO evaluation. The evaluation will be closed for responses in one week.
- Finance Update (Ms. Jones)
Through the end of November we have a positive net income of \$295K. We were budgeted for a loss so being so far on the positive side is great news. Revenue is coming in \$265K higher than budget, of which \$103K is due to PPP loan forgiveness, and total expenses are under budget by \$117K. It’s important to keep

in mind that we will defer some membership revenue collected this year for memberships that extend into 2022. As of November, that amount would be a reduction in revenue of about \$35K.

I am working on closing out the year end financials now and will be scheduling a meeting with the audit committee to review them. Members of the audit committee, please respond to the availability poll for this meeting when you can so that we can get this meeting on the calendar.

Ms. Stout: Why did we budget for a loss?

Mr. Bryant: We didn't know where we would be as we were coming back from the pandemic. If you look at the bottom line the majority of the amount that we are ahead of budget is due to the PPP loan forgiveness.

Mr. Hill: We wanted to be conservative and approved the budget with a loss. We have savings account that we can pull from if necessary and decided on an amount that we would have felt comfortable using.

- COI Training & Forms

The staff at the USOPC that leads the conflict of interest training is at the Winter Olympics so we will schedule the training when they return.

- Latest Bylaw Review & Discussion (Mr. Bryant)

We have received feedback from the USOPC on the proposed bylaw changes. There are some minor edits that need to be made. The most substantive was regarding the group membership piece. Specifically, the Group membership types. We are trying to schedule a call with them to get more details. Once we get that clarity, we will send the updates to the board, put together a summary of the changes and then post for feedback.

- Committee Selections

Mr. Bryant: We should start the committee discussion knowing that the committee members are selected by the board and the athletes on each committee are selected by the athletes. This is always a tough process each year. You can see on the materials provided the list of the incumbents and if those people responded that they want to continue to serve. We have talked a lot over the last year about the effectiveness of our committees. If they are not effective, we need to determine what isn't working. Is it the makeup, the leader of the committee, the communications, are they meeting and providing updates? The committees are here to help us grow the support. If they aren't effective, we need to make some changes. Every committee is required to have 33% athlete representation. We also want to look at the diversity on these committees to include diversity of opinions, ethnicity, geographic representation and gender to the degree that we can knowing that we are a 75% male dominate sport.

Ms. Stout: When are we deciding who will sit on the AAC?

Mr. Bryant: The four Athlete Directors can serve as the AAC until second quarter of this year. We met and discussed some options on filling the AAC. We will have a special election to fill the positions once we determine the composition of the AAC.

Audit Committee: Mr. Hill will come off and Mr. Johnson & Ms. Stout will be added

Coaches Education Committee: This is part of a bigger discussion that we started at the November meeting. We put together a task force about how we want to revamp coaches' education.

Mr. Hill: As we discuss these committees and the applicants we should move to executive session. Mr. Liddie and Ms. Shigemoto be included in the executive session.

Motion by Mr. Hill, seconded by Ms. Malloy, to move to executive session to discuss committee assignments. Motion passed.

The board approved the appointments of the Ethics & Grievance, Kata, Nominating, Rank & Certification and Referee Committees. **(Appendix A)**

- Meeting recessed at 10:00 am MT until next week to continue the committee appointments. We will send out a poll on availability and get the meeting scheduled.

Board of Directors Meeting Minutes (continued)

February 3, 2022

Attendees:

USA Judo Board of Directors:

Mark Hill, President

Ari Berliner

Dave Johnson

Marti Malloy

Joe Marchal

Gerry Navarro

Joe Ragan

Barbara Shimizu

Nicole Stout

Jim Webb

Absent:

Christal Ransom

USA Judo Staff:

Keith Bryant, Executive Director/CEO

Melissa Jones, Director of Finance, Compliance & Office Operations

Ed Liddie, Director of High Performance

Roll Call

President Hill conducted roll call. Quorum was established and the meeting was called to order at 1:00 PM MT.

Motion by Mr. Webb, seconded by Mr. Ragan, to move to executive session. Motion passed.

The board approved the appointments of the High Performance, Junior Athlete Performance, Coaches Education, Medical, Rank & Certification and Veterans Committees. **(Appendix A)**

The board received updates on the AAC composition and election, the Coaching Director special election, SafeSport process, status of the proposed bylaws and the hall of fame ceremony.

Meeting adjourned at 2:08 pm MT.

Appendix A

2022 Committee Appointments

Audit Committee

Chair	Joe	Ragan
	Barbara	Houston-Shimizu
	David	Johnson
	Dr. Jim	Webb
Athlete Rep	Christal	Ransom
Athlete Rep	Nicole	Stout

Coaches Education Committee

Chair	Pat	Burris
	Manmohan	Chima
	Richard	Hahn
	Marc	Vink
Athlete Rep	Alaa	El Idrissi
Athlete Rep	Alyssa	Zawack

Ethics & Grievance Committee

Chair	Larry	Canada
	Robert	Donaldson
	Robert	Harvey
	Karen	Mackey
10-year Kata Athlete Rep	Frances	Glaze
10-year+ athlete rep	Grace	Jividen- Truesdale
10-Year Athlete Rep	Kedge	Zawack

High Performance Committee

Chair	Ed	Liddie
	Pat	Burris
	Kevin	Earls
	Jim	Hrbek
	Joe	Marchal
	Jason	Morris
	Jhonny	Prado
	Marc	Vink
	Kevin	Butler
Athlete Rep	Angelica	Delgado
Athlete Rep (Para)	Ben	Goodrich
Athlete Rep	Christal	Ransom
Athlete Rep	Marti	Malloy

Junior Athlete Performance Sub-Committee

Chair	Gerry	Navarro
	Adam	Blackburn
	Ed	Liddie
	Chris	McDonald
	Aaron	Cohen
	Danny	Rodriguez
Athlete Rep	Ruben	Martin, Jr.
Athlete Rep	Colton	Brown
Athlete Rep	Ari	Berliner
Athlete Rep (Veterans)	Charles	Wall

Kata Committee

Chair/Athlete Rep	Diane	Jackson
Vice-Chair/Athlete Rep	Eiko	Shepherd
Athlete Rep/Secretary	Lisa	Capriotti
	Frances	Glaze
	Carla	Martin
	Claudia	Smith
	Kuniko	Takeuchi
	Karen	Whilden
Athlete Rep	Leah	Fisher
Athlete Rep	Heiko	Rommelmann
Ex-Officio	Barbara	Houston-Shimizu

Medical Committee

Chair/10+ Athlete	Dr. Christina	Yannetsos
	Dr. Anthony	Catanese
	Andrew	Cheung
	Dr. Greg	Chow
	Dr. Wiemi	Douoguih
	Lorne	MacDonald
	Dr. Vicki	Mahan
10+ Athlete	Dr. Jeff	Fujimoto
Athlete Rep	Nicole	Stout
Athlete Rep	Chantal	Wright

Nominating Committee

Chair	Tim	Jordan
Athlete Rep	Nina	Cutro-Kelly
Group B Rep	Jerry	Cypert
Board Appointed Rep	Richie	Endow
Independent Rep	Grace	Rommelfanger
Athlete Rep	TBD	

Rank & Certification Committee

Chair	Pat	Burris
	Bert	Becerra
	Devin	Cohen
	Vickie	Daniels
	Ronald	Hansen
	Lynn	Roethke
	Randy	Russell
	Dr. Jim	Webb
	Leo	White
Athlete Rep	Adam	Blackburn
Athlete Rep	Colton	Brown
Athlete Rep	Katie	Sell

Referee Committee

Co-Chair Domestic Referee Relations	Russ	Scherer
Co-Chair International Referee Relations	Gary	Takemoto
	Dr. Gary	Berliner
	Hector	Estevez
	Bill	Gugino
	David	Smith
Coach Rep	Doug	Tono
Athlete Rep	Michael	Eldred
Athlete Rep	Katie	Sell

Veterans Committee

Chair	Brad	Daniels
	Joe	Ragan
	Shandra	Stevenson
	Doug	Tono
Athlete Rep	Nick	Delpopolo
Athlete Rep	Ed	Rodriguez