



USA Judo Board of Directors Meeting Minutes November 22, 2024, Irving, Texas

Attendees:

David Johnson, Chair
Colton Brown
Joon Chi
Ben Goodrich
Jeff LeForce
Marti Malloy
Ari Miller
Gerry Navarro
Nicole Stout
James Webb (joined meeting at 1pm Central Time)

Joining via Zoom:

Shannon Hondl
Nicole Stout

USA Judo Staff:

Keith Bryant, Executive Director/CEO
Bill Kellick, Communications & Marketing Manager/Board Secretary
Ed Liddie, Director of High Performance

Incoming Board Members:

Jerry Cypert
Jeffrey Brentley
Ari Berliner (via Zoom)

USOPC Rep:

David Patterson, Senior Governance Advisor

Mr. Johnson called the meeting to order at 8:46am Central Time.

Mr. Johnson called for any conflicts of interests. Ms. Malloy acknowledged an ethics committee issue on the agenda. Mr. LeForce also acknowledged two ethics matters on the agenda related to him.

Incoming board members Jeffrey Brentley and Jerry Cypert introduced themselves.

Mr. Johnson provided an overview of the day's meeting agenda. Mr. Johnson reviewed the two demand letters sent by the USOPC to USA Judo and what needs to be addressed. He also gave an

update on USA Judo's meeting with the IJF in Las Vegas during the Veterans World Championships. The USOPC had downgraded USA Judo regarding organizational effectiveness due to board dysfunction and bylaw related issues. The IJF has discussed the possibility of not recognizing USA Judo as the NGB. When evaluating the NGB and providing annual funding, the USOPC evaluates USA Judo on three criteria: athlete performance, governance/compliance and athlete well-being.

The IJF is concerned about USA Judo's performance heading into LA2028 and is offering free use of technology tools, a pathway for achieving more revenue through the use of their tools, localized club management system including a CRM, coaching, belt recognition sales for promotions, etc.

Mr. Patterson gave an update regarding how the USOPC currently views USA Judo, the current problems facing the organization and how we move forward. Ms. Stout asked Mr. Patterson about USOPC taking control of USA Judo and if the organization would have a hearing before that. Mr. Patterson explained the process that follows the demand letter. There is a hearing process outlined in the USOPC bylaws. Ms. Stout followed up with whether the USOPC will honor the outcome of the recent election and who from USA Judo is responsible for conveying the information to the USOPC. Mr. Patterson said USOPC is not in the business of honoring or not honoring the election outcome. He also replied that typically the CEO is responsible for communicating with USOPC, but they also talk to board members and have had communications with many individuals from the USA Judo Community over the course of the last several months. Mr. Brentley asked about other correction plans that have been put into place by USOPC. Mr. Patterson mentioned the example of how the USOPC has recently been working with USA Table Tennis.

Mr. Johnson mentioned the USOPC high performance funding will be cut by approximately \$200,000 in 2025. It costs about \$75K per year for a top internationally ranked athlete to travel and compete at IJF events. Mr. Liddie described how funds are used to train athletes for competition. Mr. Bryant explained the new funding evaluation process used this year by the USOPC for the first time and the overall funding landscape in the U.S. Olympic & Paralympic Movement. Mr. Bryant explained that overall USOPC high performance funding for NGBs is a fixed budget for ALL NGBs in the 10 years leading up to the 2028 Olympic & Paralympic Games to be held in Los Angeles.

Mr. Johnson asked for two volunteers to serve as board treasurer for the rest of the year to fulfill our bylaws. Ms. Stout and Mr. Brown volunteered to serve as board treasurer. Mr. Johnson went over the duties of the board treasurer and called for a vote to elect interim treasurer for the rest of the year. Discussion was held. Mr. Navarro objected to Mr. Brown being treasurer due to receiving compensation for coaching. Ms. Stout and Mr. Brown talked about their qualifications to serve as treasurer.

Mr. Chi, Mr. Navarro and Ms. Stout voted for Ms. Stout (3 votes).

Mr. Brown, Mr. Hondl, Ms. Malloy, Mr. Goodrich, Mr. LeForce and Mr. Johnson voted for Mr. Brown (6 votes).

Mr. Miller abstained.

Mr. Brown elected as board treasurer by a 6-3 vote with one abstention.

Mr. Johnson gave an update on USA Judo's compliance progress showing a slide with completed items and current to-do list.

The meeting went into executive session at 10:30am and broke for lunch 12:15pm.

Meeting reconvened at 12:15pm Central Time and was called to order by Chairman Johnson.

Mr. Johnson made a motion to recognize the sanctions put forth by the Ethics and Grievance Committee in response to the "Bonard/Zulaev" ethics complaint to include a 90-day suspension on matside coaching and 6-month probationary period to be imposed upon Mr. Zulaev. Additional sanctions could include revocation of USA Judo membership if necessary. Motion seconded by Ms. Malloy. Discussion was held. Call for vote. Vote carried 9-0 with one abstention (Ms. Stout).

Mr. Johnson made a motion to sunset the current coaching certification system on December 31, 2024, issue an RFP to evaluate new coaching system, and make a formal request for documentation of current coaching system while honoring all current certifications and negotiating receipt of 2024 collections per past contract terms and committing to putting a new program in place. No other past revenue sharing besides 2024 will be requested. The new point of sale will come through USA Judo (Sport:80) and during the interim period when a new system is being determined, the USA Judo Coaching Committee will rule on new coach certification applications. Motion seconded by Mr. Goodrich. Call for vote. Vote carried 8-0 with two abstentions (Ms. Stout and Mr. Chi).

Mr. Johnson addressed the process in place for improving bylaws through Bylaw Task Force. Motion made by Mr. Johnson to enforce 8-year term limits on committees, including retroactive service on a committee, effective January 1, 2025. Seconded by Mr. Goodrich. Discussion was held. Motion carried unanimously.

Old business continuing motion regarding coaches education and certification was withdrawn by Mr. Johnson.

Mr. Liddie gave High Performance Committee update, regarding qualification for continental tournaments, Grand Slams and Grand Prix. A D-Level athlete is now the standard required to attend continental events. Athletes wanting to compete in Grand Slams and Grand Prix will need to have accumulated 300 points to be eligible for requesting these events. Qualification standards will go into effect in June 2025.

Mr. Henry Hummel gave an update on the Nominating and Governance Committee, including an election update for the Group Member Director position which will be concluded later today. Mr. Chris Round mentioned the committee is looking at processes to make it more efficient and accessible for future elections.

Mr. Hummel also gave an update on the Bylaws Task Force.

Mr. Webb gave an update on the audit committee with regards to publishing 990 form on the USA Judo website and the audit committee's meeting with the independent auditor. Part of that discussion included questioning whether the independent auditor had any concerns with fraudulent activities to which they replied, "no".

Mr. Johnson asked for approval of four prior board meeting minutes. Motion made by Mr. LeForce and seconded by Mr. Miller.

Mr. Brown, Mr. Chi, Mr. Goodrich, Mr. Hondl, Mr. Johnson, Mr. LeForce, Ms. Malloy, Mr. Miller, Mr.

Navarro and Mr. Webb voted to approve minutes.
Ms. Stout voted not to approve minutes. Motion passed 9-1.

Renewal of the US Performance Center contract was discussed. A new 4-year contract through December 31, 2028, would replace the current contract. Discussion was held. Clarification is needed with regard to terms around the termination of the contract involving repayment of grants. Mr. Bryant will ask USPC for clarification before signing. Motion was made by Mr. Johnson for provisional approval of contract renewal once Mr. Bryant negotiates wording. Seconded by Ms. Malloy. Discussion was held.

Mr. Brown, Mr. Chi, Mr. Goodrich, Mr. Hondl, Mr. Johnson, Mr. LeForce, Ms. Malloy, Mr. Miller, and Mr. Webb voted in the affirmative.

Mr. Navarro and Ms. Stout voted in the negative.

Motion passed 9-2 for provisional approval of contract renewal.

Discussion was held on retaining Steve Smith as corporate counsel. \$12,958 has been spent on Steve Smith so far this year. Steve Smith will be retained through the end of the year and new board can determine the hiring of contracted legal counsel as they see fit.

Meeting went into executive session at 2:46pm Central Time.

Public meeting was called back to order at 4:44pm Central Time

Mr. Johnson recognized the withdrawal of ethics complaints by Mr. LeForce and Ms. Malloy who both made clarifications on the reasons for their withdrawals.

Mr. Johnson re-stated a motion discussed in executive session to accept the recommendation of the ethics and grievance complaint regarding a complaint filed by Ms. Stout, Mr. Chi, Mr. Ragan, Mr. Miller and Mr. Navarro against Mr. LeForce that no discipline be imposed. Vote was called, seconded by Mr. Goodrich to stipulate the acceptance of the findings of the Ethics and Grievance Committee report. Discussion was held.

Mr. Johnson, Mr. Brown, Ms. Malloy, Mr. Goodrich and Mr. Hondl voted in the affirmative.

Mr. LeForce, Ms. Stout, Mr. Navarro, Mr. Miller and Mr. Chi abstained. Mr. Webb had left the board meeting to attend the Promotions Committee Meeting.

Vote passed 5-0 with five abstentions.

Board determined to combine three outstanding complaints against Ms. Stout and return to the EGC where a formal hearing will be held to adjudicate all three complaints with an aggregated recommendation presented to the Board by the EGC.

STRATEGIC PLANNING

Mr. Johnson asked for a chair to head strategic planning task force. USA Judo members Chris Round and Joe Marchal, along with incoming board member Mr. Brentley agreed to head the Strategic Planning Task Force. Discussion was held on what athlete and coach development look like and what our priorities should be in terms of Athlete Development, Coaching Development, Instructor Development, Membership & Growth and Revenue Growth. Mr. Goodrich mentioned Paralympic development should be a topic of consideration as well.

Meeting was adjourned at 5:24 pm Central Time.