



USA Judo Board of Directors Meeting Minutes
March 22, 2025, via Teleconference – 4:00 p.m. EDT

Attendees: Jerry Cypert
Ari Berliner
Nicole Stout
Gerry Navarro
Joon Chi
Ari Miller – joined at 4:21 p.m. EDT
Joe Ragan

Absent: Jeff Brentley

USA Judo Staff: Corinne Shigemoto, CEO
Ed Liddie, Director of High Performance, joined at 5:32 p.m. EDT

1. At 4:00 pm EDT, a quorum was established
2. Mr. Ragan called for any conflict-of-interest disclosures. After reviewing the agenda, none were noted.
3. A motion to approve the March 7, 2025, meeting minutes was made by Ms. Stout, seconded by Mr. Navarro. Approval of minutes passed unanimously.
4. CEO Updates – Ms. Shigemoto
 - USOPC Demands
 - USA Judo is continuing to provide requested documents to USOPC, which include: 1) the actual Demand Letter and 2) a compliance investigation. USOPC has advised that the investigation may take months for a resolution.
 - Senior Nationals Update

- An in-person meeting will take place in Birmingham, Alabama, on Friday, May 23, from 9:00 a.m. to 5:00 p.m.
- Staff Updates
 - Austin Leath has resigned. His last day is April 9.
 - Melissa Jones, Director of Finance, will start on March 31.

Motion by Mr. Berliner to move into Executive Session, seconded by Mr. Cypert. The motion passed unanimously. Executive Session entered at 4:15 p.m.

At 4:25 p.m., Ms. Stout made a motion to exit Executive Session, seconded by Mr. Berliner. The motion passed unanimously.

- US Performance Center
 - Ms. Shigemoto confirmed that Israel Hernandez will start on April 7 as the Head Coach of the National Resident Team.
 - Ms. Shigemoto will be traveling to the USPC for meetings with stakeholders on April 4.
 - Youth Nationals Update
 - Ms. Shigemoto is working with an insurance broker, CVB, and venue to resolve an insurance issue.
5. Motion by Mr. Cypert to approve the appointment of Mr. Navarro as Interim President for the purpose of securing voting representation for USA Judo at the PJC Congress scheduled for April 17, seconded by Mr. Berliner. The motion passed unanimously.
 6. Clarification was provided regarding the motion passed on November 23, 2024, concerning Mr. Zulaev's sanction. It was determined that the "6-month probationary period" requires Mr. Zulaev to conduct himself in a responsible and respectful manner at all judo-related activities. This includes a prohibition from coaching both mat-side and from the spectator area during events.
 7. Ms. Stout made a motion to reaffirm USA Judo Bylaw Section 6.26 regarding no compensation for Board Members, consistent with the amendments made on April 22, 2022. Committee and task force members are permitted to receive compensation in accordance with Bylaw Section 8.12, specifically as it relates to referees and volunteers. Seconded by Mr. Cypert. Poll vote: Mr. Cypert – yes, Mr. Navarro – yes, Mr. Berliner – yes, Ms. Stout- yes, Mr. Chi – yes, Mr. Miller – yes, Mr. Ragan – yes. The motion passed.
 8. Ms. Stout made a motion to not recognize the October 23, 2024, motion that approved the NGC's October 4, 2024, report regarding compensation (honoraria and stipends) for coaches, referees, speakers, athletes, outside presenters, coaches, and team staff. The motion also calls for referring to the current Bylaws, Section 8.12, for guidance on compensation. Seconded by Mr. Navarro. The motion passed unanimously.

9. Review/approval of Athlete Performance Committee – The discussion was tabled.
10. Board Members requested that Mr. Liddie, High Performance Director, meet with the HP Committee and review the overall structure of the Senior Selection Procedures and Athlete Funding Criteria and provide findings. The BOD also requested to be invited to the Committee's next meeting.
11. Board Members requested that additional independent director candidates be made available for selection to committees and task forces. Ms. Shigemoto is working with the NGC to establish a "pool" of potential candidates.
12. Athlete representatives to committees/task forces were tabled until the NGC has approved per the Bylaws.
13. Mr. Berliner presented the AAC Reformation and Bylaw Change Proposal for consideration. It was requested that the document be sent to counsel, Laura Peeters, and the NGC for review and comments. The findings will be reported back to Board Members, with a possible email vote to approve or disapprove scheduled for Wednesday, March 26.
14. Next meeting scheduled for Sunday, April 6, at 6 pm EDT
15. Motion to adjourn by Ms. Stout, seconded by Mr. Miller. Meeting adjourned at 6:35 p.m. EDT.