



# BOARD ORIENTATION MANUAL

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November 11, 2024

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## ABOUT US

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Judo Canada is the national sport governing body for the sport of judo in Canada. The organization has the overall authority to provide leadership in promotion and development as well as govern all aspects of Judo in Canada including the selection and preparation of Canadian teams for international competition. Judo Canada is a not-for-profit Registered Canadian Amateur Athletic Association operating under a board of directors elected by provincial and territorial members.

## MISSION

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To promote healthy judo participation across Canada and support judokas in achieving success at World Championships, Olympic and Paralympic Games.

## VALUES

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Judo Canada is committed to the use of the 8 values of Judo - Courtesy, Courage, Honesty, Honor, Modesty, Respect, Self-Control and Friendship, as guiding principles to ensure the organization upholds positive and respectful leadership, transparency, trust, excellence, integrity and a safe environment.

## 2024-2026 BOARD OF DIRECTORS

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### **Chair (2020-2022 – 2024-2026): Donna Hanson**

Donna has dedicated 46 years to Judo, surpassing her involvement in other sports. Her resume highlights extensive experience across various aspects of Judo. As a former RCMP officer, she oversaw programs like Drugs in Sport and collaborated with organizations such as the Western Hockey League and Canadian Centre for Ethics in Sport. Her policing career spanned diverse disciplines, providing her with deep insights into working with Canadians of all ages, socio-economic backgrounds, and cultures.

### **Treasurer (2022-2026): Miguel Rueda**

Miguel has been on the board of Judo Canada since 2022 as a director and sits on the Finance and Audit Committee since 2023. He has been elected as Treasurer in September 2024. A long-time volunteer at Judo Manitoba and has been refereeing at a high level since 2001. Miguel is currently employed as a Director, Ethics & Compliance for Air Canada.

### **General Secretary (2018-2026): Gerald Poirier**

Gerald has been on the board of Judo Canada since 2018 as a director and General Secretary since 2022. He is a life judo instructor, volunteer and retired officer of the Canadian Armed Forces. He is also currently a member of the PJC Kata Committee.

### **Director at Large (2022-2026): Bernard Letendre**

Bernard has been on the board of Judo Canada since 2022 as a director and also chairs the Governance and Ethics Committee since 2023. Over the course of his nearly 30-year corporate career, Bernard held executive and senior executive positions in some of Canada's largest financial institutions. A Certified Organizational Coach and a member of the Quebec Bar since 1993, Bernard is a Partner in organizational consulting firm Humance | Culture & Performance.

### **Director at Large (2024-2028): Jennifer Parker**

Jennifer Parker has been practicing judo since 1990, and her passion for the sport has grown ever since. A silver medallist at the National championships, she later obtained her NCCP community coaching certification and has officiated at National and Continental level competitions. She was a French immersion teacher for over 14 years, earning her bachelor's degree in Elementary Education in 2001 and a master's degree in Elementary Science Education in 2015, both from the University of Alberta.

### **Director at Large (2020-2022 & 2024-2028): Alfredo Muñoz**

Born into a family of Chilean immigrants, Alfredo Muñoz has been a judoka since 1975, with an athletic career that took him to the gates of the Barcelona Olympics in 1992, but which he missed due to a serious injury. After earning a bachelor's degree in physical education from the Université de Montréal, he began his career as a police officer with the SPVM. He returned to his studies, earning a law degree (LL.L.) from the University of Ottawa in 2021, leading to his call to the Ontario Bar. Today, at the helm of the Lex Facto law firm he founded,

### **Director at Large (2024-2028): Sandra MacDonald**

Based on Prince Edward Island and a registered nurse, Sandra MacDonald owns a local commercial vehicle repair company and an oyster farming business. She had the privilege of participating in the construction of Canada's longest Confederation Bridge in the late 1990s. A judo athlete since childhood, she was Provincial and Maritime Champion before reaching seven national podiums.

### **Director at Large (2022-2026): Ruth Lam**

Ruth has been on the board of Judo Canada since 2022 as a director and sits on the Governance and Ethics Committee since 2023. Ruth is a Senior Director at the Canada Revenue Agency. Ruth is the first non black belt director at Judo Canada.



## COMMITTEE STRUCTURE

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### Board committees

- Audit and Finance Committee
- Nominating Committee
- Governance and Ethics Committee
- Risk Management Committee

### Operational committees

- Athletes' Committee
- High Performance Committee
- Awards Committee
- NCCP/LTAD Committee
- Gender and Inclusion Equity Committee
- Grading Committee
- Kata Committee
- PTSO President's Committee
- Referee Committee
- Tournament Committee
- Screening Committee
- Sport Development Committee

## KEY POLICIES

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Additional policies related to the role of directors are available and important to understand.

- Governance Policy
- Director's Guide and Agreement
- Directors – Job Descriptions *in process of review*
- Conflict of Interest Policy
- Risk Management Policy

All our policies are located at: <https://judocanada.org/policies-and-fees/>

## STRATEGIC PLAN

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Our strategic plan is reviewed every 4 years. The 2024-2028 version which is available at the following this link:

<https://judocanada.org/strategic-plan/>

## ANNUAL REPORT

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Judo Canada produces an annual report at every AGM. It includes the Chair, Treasurer, CEO and all the most important committee summaries over the last 12 months. You can find the all those reports with the following link: <https://judocanada.org/agm/>

## NEWSLETTER

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Judo Canada has a newsletter distributed to over 14 000 recipients 6 to 9 times a year. It is an opportunity to share with our followers the latest development and opportunities in Judo in Canada. To register, use the following link:

<https://judocanada.us15.list-manage.com/subscribe?u=e0d8d2ec0b8fb5ab5717313bb&id=4140f098c5&orig-lang=1>

## BOARD MEETINGS

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The board of directors of Judo Canada meets between 4 to 6 times a year. The plan for the 2024-2025 season is to hold 4 to 5 online meetings. It is a flexible schedule that is adapted as per each situation that requires it.

## ANNUAL GENERAL MEETINGS

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Judo Canada will hold meetings of members at a date, time and place as determined by the Board. The Annual Meeting will be held within fifteen (15) months of the last Annual Meeting but no later than six (6) months after the end of the Corporation's preceding financial year.

For full details, refer to the Bylaws: <https://judocanada.org/wp-content/uploads/2023/08/Bylaws-2023.pdf>