



NOTICE OF CANDIDATES DECLARED FOR ELECTED OFFICE

Dear Dojoshus & Black Belts:

The Judo Ontario Elections Committee has sought to fill the following Board positions in accordance with the by-laws governing their vacancies.

- President
- Treasurer
- Vice-President (Technical)
- Director at Large (3yr)
- Director at Large (2yr)

The deadline to submit Declarations of Candidacy was August 4, 2026. Judo Ontario received declarations to fill the five positions from the following individuals. Bios are included below this notice.

- President - Bernard Boueri, Linda Maselli-Jackman
- Treasurer – David Bailey (Acclaimed)
- Vice-President (Technical) - Kevin Doherty, Vitaliy Polyanskyy, Stephen Lampman
- Director at Large (3yr) - Roman Abramovich, Bernard Boueri, Andrew Cox, Mike Kennedy, Malgorzata Lampman, Erin Opaleychuk
- Director at Large (2yr) – Roman Abramovich, Nick Anderson, Bernard Boueri, John Edwards, Carolina Kawasaki, Mike Kennedy, Natasha Monkman, Erin Opaleychuk, Stephen Lampman, Nicholas Thomas

The Judo Ontario AGM will be held on September 13, 2026, at the Toronto Pan Am Sports Centre. The official AGM Notice, including the meeting agenda and annual report, will be sent out shortly by email and posted on the Judo Ontario website.

Yours in Judo,

John Ormston
Chief Elections Officer, Judo Ontario



POSITION: PRESIDENT

BERNARD BOUERI - PRESIDENT

Dear Members of the board,

I am writing to express my interest in applying to the positions marked in the accompanying Declaration of Candidacy Form, I would like to help the growth and excellence of judo in Ontario. I would like to help Ontario to develop high level athletes capable of competing on the national as well as the international level. I would relish the opportunity to work with the member of the board as well as club coaches and listen to their concerns as well as their advice to achieve a high standard of Judo in Ontario.

I have been part of judo for over 50 years, competed at the state, national and international level, was on a judo scholarship at the University of Florida where I also competed at the collegiate level in the Southeastern Conference. I have been an assistant instructor at the Ajax Budokan for over 24 years. I have a level 2 NCCP qualification and hold a rank of Yondan.

I organized several training sessions at INS coordinating these trainings with Marie Helen Chisolm, in 2025 I organized a one-week camp for 5 athletes from Ontario to train at INS, and this year I organized two training session at INS in March and July. In addition, I coordinated a training camp in France that I attended with 1 athlete the past 2 years. I also hold a doctorate in mechanical engineering and have been working for Ontario Power Generation for the past 20 years. I would welcome the opportunity to help in the development of Judo in Ontario.

LINDA MASELLI-JACKMAN - PRESIDENT

MISSION/VISION

Prior to retirement, my career was rooted in building strong organizations and high-performing teams. With over 30 years of leadership experience spanning public education at the TCDSB and service with the Department of National Defence, I specialized in strategic planning, policy, and governance. I have actively brought this expertise to Judo Ontario as Chair of the School Programs and Governance Committees, and as your former VP of Regions/EDI and Chair of the Sport Promotion Committee. I ask for your vote for President to continue driving professional growth, operational structure, and inclusivity in the sport of Judo across our province.

EDUCATION

November 2009 Master of Arts in Catholic Leadership (Theology), University of St. Michael's College (U of T)
June 1993 Bachelor of Education, York University, In-Service
June 1990 Bachelor of Education, Queen's University, Pre-Service - Intermediate/Senior English; FSL
June 1987 Bachelor of Arts, University of Toronto, Combined Specialist-English and French; Minor-Religious Studies

PROFESSIONAL EXPERIENCE

EDUCATION:

September 2020-2023 HR Retiree Temp Staff, TCDSB, Supervisory Officer for Special Services and other TCDSB system projects
August 2018 – 2020 Superintendent of Education, Special Services, TCDSB
Feb 2006 - Jun 2018 School and System Administrator, Jean Vanier C.S.S. (Principal), TCDSB Special Services (Program Coordinator), St. Joseph's Morrow Park (Principal), Archbishop Romero C.S.S. (Vice Principal), Monsignor Fraser College



(Vice Principal), St. Joseph's College School (Vice Principal)
September 2000- Department Head, Special Education, St. Basil-the-Great College School, Bishop Marrocco/
January 2006 Thomas Merton C.S.S.
September 1990- Teacher, St. Patrick C.S.S., Marian Academy, C.S.S., Mary Ward C.S.S.
June 2000 Head Teacher, Monsignor Fraser College (Scarborough Campus)
Subjects Taught: English, Special Education, Religion, Co-operative Education.
February 1988- Occasional/LTO Teacher, Metropolitan Separate School Board
June 1990 Grades taught: Junior/Intermediate/Senior

MILITARY:

April 1993-2004 Department of National Defence (DND) Positions: (Reverse Chronological Order)
Recruiting Officer, 700 (Borden) Communications Squadron; 2 I/C C Sqn/OC B (Recruit Trg) Tp, 709 (Toronto)
Communications Regiment (attached-posting); Platoon Officer, 70 Communications Group Basic Recruit Training, Area
Training Centre Meaford;
Administrative/Supply Officer, 283 (Toronto) & 246 (Progressive) Squadrons, Royal Regiment; Supply Technician, 709
(Toronto) Communications Regiment; Administrative Clerk, HMCS York (Toronto).

JUDO

June 2026 Yudansha Rank: Sandan
January 2026 Referee: Ontario Regional
January 2026 Kata Judge Certifications: Nage-no-Kata (National B)
March 2025 Kata Judge Certifications: Katame-no-Kata, Kodokan Goshin Jutsu (National)
January 2025 Kata Judge Certifications: Ju-no-Kata, Kime-no-Kata (National)
September 2025-Present Judo Ontario, Governance Committee: Chair
September 2024 Judo Ontario, Presidential Recognition Award
June 2023 Yudansha Rank: Nidan
September 2022 Judo Ontario, Outstanding Board/Committee Contribution Award
September 2022-Present Judo Ontario, School Programs (Judo at School Initiation Program) - Chair
September 2022-24 Judo Ontario, Vice President: Regions/Equity, Diversity, and Inclusion
January-September 2022 Judo Ontario, Sport Promotion Committee: Chair
June 2022 NCCP II: Dojo Instructor Certification
September 2021-Present Peel Judo Club – Dojoshu/Head Sensei
April 2008-April 2018 Peel Judo Championships – Tournament Director
2004 – Present Peel Judo Club - Sensei
2004 Yudansha Rank: Shodan
1986 NCCP I – Dojo Assistant Certification

OTHER ACHIEVEMENTS (HIGHLIGHTS)

2018 Catholic Principals' Association of Ontario (CPCO) Principal of the Year
2004 City of Vaughan Volunteer Recognition Award
2003 Toronto Catholic District School Board (TCDSB): Appreciation for Outstanding Service
2002 Admitted to the Order of St. John, as Serving Sister, by her Majesty Queen Elizabeth II
1997 NITDP Phase 2 and St. John Ambulance Instructor-Trainer
1994 Commissioned Officer in the Canadian Armed Forces, Department of National Defence
1994 MSSB Certificate of Leadership in Race Relations



POSITION: TREASURER

DAVID BAILEY - TREASURER

David Bailey is a Chartered Professional Accountant with more than 35 years of executive financial leadership and strategic advisory experience. Throughout his career, he has led organizations across the construction, real estate development, hospitality, manufacturing, and professional services sectors, providing financial leadership, governance, and strategic guidance.

In addition to his executive career, David has served on several Board positions, including Treasurer of the Etobicoke Philharmonic Society, Founder and Treasurer of the Huntsville Festival of the Arts, and President of the Board of Directors of Toronto Standard Condominium Corporation No. 1633. In these roles, he has strengthened financial stewardship, accountability, and long-term sustainability.

A lifelong judoka since the age of 11 and a Shodan, David is eager to combine his financial expertise and Board experience to support Judo Ontario's continued growth and long-term success.

CREDENTIALS

- Canadian Institute of Chartered Accountants | Forensic & Investigative Accountant 2000
- CPA Canada | Chartered Accountant 1989
- University of Waterloo | Bachelor of Arts – Major in Economics 1984

EXECUTIVE LEADERSHIP EXPERIENCE

- Independent | Financial Consultant 2013 – Present
- Urbacon Group | Vice President Finance & Corporate Controller 2006 – 2013
- Independent | Financial & Business Management Consultant 1999 – 2006
- Deerhurst Resort | Vice President Finance, Operation & Property Management 1991 – 1999
- Apotex Fine Chemicals | Director Financial Planning 1994 – 1996
- Tridel Inc. | Accounting Manager 1990 – 1991
- Dixon, Gordon & Company Chartered Accountants | Engagements Manager 1984 – 1990

BOARD & COMMUNITY LEADERSHIP

- Toronto Standard Condominium Corporation No. 1633 | President & Board Member 2016 – Present
- Huntsville Festival of the Arts | Founder & Treasurer 1992 – 1999
- Etobicoke Philharmonic Society | Treasurer 1986 – 1990

FINANCIAL EXPERTISE

- Financial Governance | Strategic Financial Planning | Budgeting | Treasury & Cash Management | Financial Reporting | Audit Oversight | Risk Management | Regulatory Compliance

JUDO

Shodan and judoka since the age of 11, committed to contributing his financial expertise and governance experience to support the continued growth and long-term sustainability of Judo Ontario.



POSITION: VICE-PRESIDENT (TECHNICAL)

KEVIN DOHERTY - VICE-PRESIDENT (TECHNICAL)

Dear Members of the Board and Judo Ontario Members,

I am writing to express my formal interest in applying for the position of Vice President Technical. With a strong background in judo technical leadership, coaching, and governance, I am eager to provide strategic direction and board-level oversight to support the growth, safety, and excellence of our sport. As I am currently in the role, I have provided numerous strategic plans and support in my portfolio which helps with the development in Ontario.

Being part of judo my whole life, I have been an active leader in the judo community. Through my grassroots of development to being a two-time Olympian, I have been able to learn and apply various technical initiatives that will meet the needs of every Judo Ontario member. Being able to apply these experiences, my goal is to align technical initiatives with Judo Ontario's board approved multiyear strategic plan. I am devoted in monitoring various program performances under my portfolio, identifying developing operational risk and developing a clear and evidence-based recommendations to the board regarding investments and policy updates that are needed.

I hold a rank of Hachidan and hold an active NCCP 3 Coaching Certificate. My background in judo spans the full spectrum of our technical system:

- Athlete Development & LTD: Deep understanding of Long-Term Development (LTD) pathways, ensuring athletes transition seamlessly from grassroots discovery to elite competition.
- Coaching & Officiating: Hands-on experience developing coaches and working alongside referees to ensure consistent standards and fair play across all sanctioned events.
- Grading & Education: Active involvement in standardized grading systems and technical education programs through Judo Canada that uphold the integrity of our ranks.

As the Board's lead for technical committees and working groups, I view effective communication as critical. I am dedicated to bridging the gap between athletes, coaches, officials, club leaders, and the Board. I aim to foster a collective culture that prioritizes Safe Sport, athlete-centered principles, equity, inclusion, and technical excellence at every level of the organization.

I would welcome the opportunity to bring my technical expertise, administrative discipline, and passion for judo to the Board as Vice President Technical. Thank you for your time and consideration.

Sincerely,

Kevin Doherty

List of Accomplishments

- Hachidan
- 1981 World Bronze Medalist
- 2-time Olympian (1984/1988)
- Judo Canada Hall of Fame member



- Judo Ontario Hall of Fame member
- 8 years Judo Canada Technical
- Technical Vice President – Judo Ontario (Present)
- NCCP Level 3 Certified
- Multi time Canadian National Champion
- Former Canadian National Team Member

Relevant Skills

- Leadership & Governance: Skilled in leading committees, contributing to policy development, and supporting innovation and operational change.
- High Performance: Experience running judo practices, from planning and sanctioning to execution and evaluation.
- Policy & Compliance: Knowledgeable in health and safety standards and the creation of accessible and inclusive programs.
- Reporting & Accountability: Experienced in preparing documentation, minutes, and financial summaries for internal review and external reporting.
- Collaboration & Stakeholder Relations: Proven success working with municipal staff, provincial staff, community groups, elected officials, and not-for-profit agencies

VITALIY POLYANSKY - VICE-PRESIDENT (TECHNICAL)

Professional Profile

My name is Vitaliy Polyanskyy, and I am seeking election as Vice President, Technical for Judo Ontario. I am an Olympian, an international-level coach, and the Founder and Head Coach of Taifu Judo Club. My vision is to strengthen technical excellence, athlete development, coach education, and transparent performance pathways across Ontario by combining proven international best practices with more than 25 years of experience in high-performance judo.

Athletic Qualifications

- Olympian – Athens 2004 Olympic Games, representing Ukraine
- Multiple Grand Slam, Grand Prix, and European Cup medalist
- European Championships medalist (Junior U20, U23 and Senior)
- Multiple-time Canadian National Champion
- 4th Dan Judo
- IJF Academy Certified Coach
- University Degree

Coaching & Leadership Experience

After immigrating to Canada from Ukraine in 2010, I founded Taifu Judo Club, where I continue to serve as Founder, Head Coach, and Sensei. Over the past 16 years, Taifu Judo Club has become one of Canada's leading high-performance judo programs.

Vision for Judo Ontario



My goal is to build a stronger technical system that supports athletes, coaches, officials, and clubs at every level by introducing international best practices, strengthening athlete pathways, expanding coach education, increasing collaboration among clubs, and implementing transparent, athlete-centered technical decision-making.

Ontario Ranking System

One of my priorities is implementing a transparent Ontario Ranking System with objective performance-based rankings and selection criteria that provide equal opportunities for athletes throughout the province.

Leadership Philosophy

Success in judo is built on discipline, integrity, hard work, technical excellence, and continuous learning. I believe Ontario has the greatest potential in Canada, and together we can make Ontario the benchmark for excellence in Canadian judo.

Thank you for your consideration and support.

STEPHEN LAMPMAN - VICE-PRESIDENT (TECHNICAL)

Professional Summary

Experienced judo coach, competitor, and kata official with over 35 years of involvement in the sport. 5th Degree Black Belt (Godan), NCCP Dojo Instructor Certified, and National Kata Judge certified in all seven official kata. Contributes to athlete development through coaching, kata officiating, competition, and mentoring grading candidates. Recently retired from a successful construction career and able to dedicate significant time to supporting judo development in Ontario.

Technical Leadership & Experience

- Instructor, Kawasaki Rendokan Judo Academy.
- Coach and mentor athletes of all ages and skill levels.
- Successfully prepared multiple Yudansha candidates for black belt gradings.
- Coached his daughter to two Canadian Junior National Championship titles.
- National Kata Judge certified in all seven official kata.
- Judge, Canadian National Kata Championships (2025-2026).
- Officiated at numerous provincial and interprovincial kata events.
- Active contributor to kata education, officiating, and technical development in Ontario.

Competition Experience

- Extensive shiai and kata competition experience.
- Silver Medalist, Canadian National Championships Masters Division (2013).
- Silver Medalist, IJF World Kata Series Tournament, Laval, Senior Katame-no-Kata.
- Competed successfully at provincial, national, and international levels.

Professional Experience

- More than 30 years in the construction industry, progressing from skilled tradesperson to Foreman and construction Coordinator on major industrial projects.
- Experience leading teams, coordinating projects, solving problems, and working collaboratively with diverse stakeholders.

Qualifications

- 5th Degree Black Belt (Godan)
- NCCP Dojo Instructor Certified



- National Kata Judge (7 Kata)

Awards

- Contribution to Sports Award 2002 – Judo – Welland Judo Club

Core Competencies

Technical Leadership • Athlete Development • Coaching • Officiating • Grading Preparation • Technical Education • Team Leadership • Mentorship

POSITION: DIRECTOR AT LARGE (3YR)

ROMAN ABRAMOVICH - DIRECTOR AT LARGE (3YR)

Dear Members of the Board and Judo Ontario Members,

I am writing to express my interest in serving as a Director at Large for Judo Ontario for the upcoming two-year term. Judo has been an important part of my life for many years, and through my work as a coach and club owner I have developed a strong understanding of the needs of athletes, families, coaches, and clubs across our province.

As the Owner and Head Coach of Olympic Judo Centre, I manage the daily operation of a growing club while personally guiding athletes from their first stages of development to national and international competition. Our program has produced Canadian National Champions, Pan American medalists, and World Championship participants. Last year our athletes represented Ontario and Canada internationally, and this year two athletes from our club will again represent Judo Ontario at the World Championships.

This experience has taught me that successful athlete development requires much more than technical instruction. It depends on long-term planning, clear communication, cooperation with parents and coaches, responsible decision-making, and creating an environment where athletes can progress safely and confidently.

I believe a strong Board member must be willing to listen, understand different viewpoints, and explain clearly why certain decisions may better serve the organization. I am comfortable sharing my opinion, but I also value respectful discussion and practical solutions.

My goal would be to contribute ideas that improve opportunities for athletes while also supporting the clubs and coaches who develop them every day. If elected, I would be pleased to share my experience in athlete development, club management, and high-performance coaching with the Judo Ontario team. I would approach the role with honesty, commitment, and a genuine desire to help Judo Ontario continue to grow.

Thank you for your time and consideration. I would be honoured to serve as Director at Large and contribute to the future success of Judo Ontario.

List of Accomplishments

- Black Belt in Judo
- NCCP Level 2 Certified Coach
- Multiple-time Israeli National Champion
- 7th Place at a World Cup
- European Championships Participant
- Owner and Head Coach - Olympic Judo Centre



- Coach of Canadian National Champions
- Coach of Pan American medalists
- Developed athletes from beginner to international level
- World Championship athletes in consecutive years
- Two athletes representing Judo Ontario at Worlds this year

Relevant Skills

- Leadership & Governance: Experience managing a successful club, making operational decisions, and contributing practical ideas that support organizational growth.
- Athlete Development: Proven ability to develop young beginners into national champions and international-level competitors.
- Communication & Collaboration: Able to listen carefully, explain ideas clearly, and work respectfully with athletes, parents, coaches, officials, and administrators.
- Club Operations: Hands-on experience with programming, staffing, parent communication, events, budgeting, and the day-to-day challenges faced by Ontario clubs.
- High Performance: Direct experience preparing athletes for National Championships, Pan American events, and World Championships

BERNARD BOUERI - DIRECTOR AT LARGE (3YR)

Dear Members of the board,

I am writing to express my interest in applying to the positions marked in the accompanying Declaration of Candidacy Form, I would like to help the growth and excellence of judo in Ontario. I would like to help Ontario to develop high level athletes capable of competing on the national as well as the international level. I would relish the opportunity to work with the member of the board as well as club coaches and listen to their concerns as well as their advice to achieve a high standard of Judo in Ontario.

I have been part of judo for over 50 years, competed at the state, national and international level, was on a judo scholarship at the University of Florida where I also competed at the collegiate level in the Southeastern Conference. I have been an assistant instructor at the Ajax Budokan for over 24 years. I have a level 2 NCCP qualification and hold a rank of Yondan.

I organized several training sessions at INS coordinating these trainings with Marie Helen Chisolm, in 2025 I organized a one-week camp for 5 athletes from Ontario to train at INS, and this year I organized two training session at INS in March and July. In addition, I coordinated a training camp in France that I attended with 1 athlete the past 2 years. I also hold a doctorate in mechanical engineering and have been working for Ontario Power Generation for the past 20 years.

I would welcome the opportunity to help in the development of Judo in Ontario.



ANDREW COX - DIRECTOR AT LARGE (3YR)

PROFILE

Experienced lawyer, board member, and lifelong judoka with expertise in governance, strategic planning, stakeholder engagement, policy development, and financial oversight.

SELECTED JUDO EXPERIENCE & ACCOMPLISHMENTS

- Shodan (1st Dan Black Belt), 2008
- Member, Ontario Judo Team (2007 and 2008)
- Silver Medalist, 2025 Judo Canada Open National Championships – Veterans -90kg (M3/M4)
- Member of Huntsville Judo Club, Bosei Judo Academy, and Midtown Judo Kiyomizukan
- More than two decades of participation in Ontario judo

SELECTED PROFESSIONAL EXPERIENCE

- Complex Prosecutions Bureau | Crown Counsel | Feb. 2025 – Present
- Conduct all aspects of the most high-profile and complex prosecutions across the Province of Ontario, including lengthy jury trials as a member of a specialized team
- Develop educational materials related to major prosecutions
- Provide prosecutorial and legal advice to Assistant Crown Attorneys and police officers
- Toronto Central Crown Attorney's Office | Assistant Crown Attorney | Jul. 2018 – Feb. 2025
- Represented the Crown in bail hearings, applications, trials (judge alone and jury), and sentencing hearings
- Case managed high-public-interest and complex prosecutions
- Received an Exceptional Performance designation awarded to approximately 5% of junior Assistant Crown Attorneys twice per year

GOVERNANCE EXPERIENCE

- Kensington Bellwoods Community Legal Services
- Treasurer (Dec. 2014 – Jun. 2016): Prepared and presented annual financial reports, chaired monthly finance committee meetings, and supported financial oversight.
- Board Director (Oct. 2011 – Jun. 2016): Collaborated on policy, strategic planning, governance, organizational oversight, and annual general meetings.

EDUCATION & AWARDS

- Osgoode Hall Law School, York University | Juris Doctor (2015)
- An average over second- and third-year studies; Albert Weisbrot Q.C. Prize (2015); Annie Langstaff MacDonald Prize (2015); McCarthy Tétrault National Award (2014); Feldstein Family Law Group Award (2014).
- York University | Honours Bachelor of Arts, Summa Cum Laude (2012)
- Dean's Honour Roll; Vanier Vingt-Deux Master's Honour Roll (12th highest graduating average of a Vanier College Student); York University Continuing Student Scholarship (2011); Arthur Francis Williams Award in Canadian Studies (2010); Certificate in Practical Ethics.



MIKE KENNEDY - DIRECTOR AT LARGE (3YR)

Born in 1957 in Montreal, Quebec, Mike Kennedy is a management consultant specializing in issues relating to strategy, marketing, communications, and human resources development. He is an Ex-Cadet of the Royal Military College of Canada and holds a Bachelor of Commerce degree (awarded with Great Distinction) from McGill University (1981) and an MBA degree from the Richard Ivey School of Business (1985). Mike is also a Certified Management Consultant, having been granted that designation in 2001 by the Institute of Certified Management Consultants of Ontario. Mike is bilingual in English and conversational French.

Throughout his career, Mike has had extensive experience dealing with strategic marketing and communications issues. He spent the first several years of his business career in marketing roles with General Motors of Canada and subsequently with Volkswagen Canada. Later, from 1986 to 1989, as Director of Communications for the National Centre for Management Research and Development, he developed and implemented a comprehensive communications strategy for a new national research organization funded by the Government of Canada. This assignment was followed by two years as Director of Placement for the MBA program at McGill University.

In private practice as a management consultant since 1991, Mike has worked extensively with clients in the private, public, and para-public sectors. Over the last 30 years, Mike has undertaken assignments focusing on strategic communications and business development issues for private sector clients in various industries; for government clients at the federal, provincial, and municipal levels; and for numerous post-secondary educational institutions and not-for-profit organizations across Canada.

Mike is also the founder of the Leaders in Management Education (Prix d'excellence en enseignement de la gestion) awards, a national program of awards designed to recognize outstanding achievement in the field of business education and research. Over the eight years that the program was run, awards were conferred to 32 distinguished management academics representing all of the leading business schools across Canada. Mike is a prolific writer who has published over 200 articles and book reviews. His work has been featured in leading business newspapers and magazines including the Globe and Mail, the National Post, the Financial Post, Canadian Government Executive, and Montreal Business Magazine. Mike has also been a frequent media commentator on issues relating to management education in Canada.

In addition to his professional activities, Mike has over 25 years of martial arts experience and is certified as a Self Defence Instructor through Judo Canada. He is a licensed light aircraft pilot and has completed two courses at the Canadian Outward Bound Wilderness School. He is also a recipient of the Colonel Commandant's Coin (#358) in recognition of service to The Royal Regiment of Canadian Artillery.

Profile

Over 40 years of progressively responsible experience in management consulting, line management, and academic administration. Excellent analytical, conceptual thinking, problem solving, and communications skills. Extensive experience working with senior management in a wide variety of organizations. Demonstrated ability to readily adapt to new situations and deal with uncertainty, complexity, and change. A well-known figure in the field of higher education who is the founder of a national award for excellence in business education.

Professional Experience

Kennedy Management Services Inc. Founder and President, 1991 to present - Toronto, Ontario and Montreal, Quebec

Founder and President of a successful independent consulting firm. Key areas of practice include marketing, strategic communications, human resources development and training, event management, business development, and



fundraising. Successful track record of completing assignments for client organizations in the private sector, government, and para-public and educational sectors. Have consistently provided high-quality client service and delivered results that met or exceeded client expectations.

Previous Employment:

Desautels Faculty of Management, McGill University Montreal, Quebec Director of MBA Placement, 1989 – 1990.

Developed and implemented career counseling and job placement programs for 400 full and part-time MBA students. Achieved a 40% increase in number of firms recruiting at McGill during a recessionary economic environment.

Ivey School of Business, University of Western Ontario London, Ontario Assistant Director, Communications, 1986-1989
Developed and implemented a comprehensive strategic communications program for a new national management research centre funded by the Government of Canada and private sector benefactors.

Volkswagen Canada Inc. Merchandising Supervisor, 1985-1986 Toronto, Ontario

Developed and implemented merchandising and promotional strategies for Volkswagen, Audi, and Porsche carlines. Member of a team that achieved record Canadian sales for the Audi brand in 1985.

General Motors of Canada Ltd. Merchandising Specialist, 1981-1983 Oshawa, Ontario

Member of a team responsible for developing marketing and advertising strategies for Chevrolet, Oldsmobile, and Cadillac carlines. Developed innovative driver education strategy to promote major GM brands to entry-level car buyers.

Other Professional Activities

Certified Management Consultant, 2001 Institute of Certified Management Consultants of Ontario

Founder of the Leaders in Management Education awards, a national program designed to recognize excellence in business education.

Author of over 200 published articles and book reviews. Work has been featured in the Globe and Mail, National Post, Financial Post, Montreal Business Magazine, and numerous other periodicals.

Winner of Gold Medal in 1996 Financial Post Annual Reports competition.

Education

Master of Business Administration, Class of 1985 Richard Ivey School of Business, University of Western Ontario, London, Ontario

Bachelor of Commerce (awarded with Great Distinction), Class of 1981 McGill University, Montreal, Quebec

Royal Military College of Canada, Kingston, Ontario Completed one year of general studies and military training, 1976-77.

Academic Achievements



Awarded Dr. Richard Gelfand Prize for the graduating student with the best standing in Marketing, McGill University, 1981.

Recipient of numerous academic awards and scholarships at McGill and Western.

Volunteer Board Experience Executive Committee Member, Don Valley East Federal Progressive Conservative Association (9 years).

Past President, Ivey Business School Alumni Club of Montreal (4 years).

Past President, RMC Club of Canada, Montreal Branch (3 years).

Personal Background

Born November 22, 1957 in Montreal, Quebec.

Married to Jane Herron in 1986, one son born in 1994.

Awarded private pilot license in 1982.

Fluent in English and French (conversational).

Recreational interests include martial arts (candidate for black belt in Judo, ranked in Tae Kwon Do and Karate), canoeing, cross-country skiing, and hiking.

Certified as Self-Defence Instructor through Judo Canada.

Recipient of the Colonel Commandant's Coin (#358) for services rendered to The Royal Regiment of Canadian Artillery

MALGORZATA LAMPMAN - DIRECTOR AT LARGE (3YR)

Professional Summary

Judo leader and public service professional with 30 years of involvement in judo. 4th Degree Black Belt (Yondan), NCCP Dojo Instructor Certified, and Chair of the Judo Ontario Kata Committee since 2022. IJF Certified Kata Judge in all seven official kata and the only woman in Ontario and one of only two in Canada with this distinction. Currently employed as a Provincial Officer with the Ontario Ministry of the Environment, Conservation and Parks (MECP), with experience in public service, project coordination, problem-solving, and collaboration with diverse stakeholders.

Leadership & Governance Experience

Chair, Judo Ontario Kata Committee (2022-Present)

- Lead provincial kata development initiatives, education programs, clinics, and tournaments.
- Collaborate with staff, volunteers, coaches, athletes, and officials to advance committee and Board objectives.
- Provide recommendations and regular reports to Judo Ontario leadership.



Kata Judge Leadership

- Chief Kata Judge at numerous provincial tournaments.
- Mentor provincial and national kata judges.
- Provide technical interpretations and updates on kata competition rules and develop training programs for kata judges.

Officiating Experience

- IJF Certified Kata Judge in all seven official kata.
- Judge, Canadian National Kata Championships (2022-2026).
- Judge, Pan American Kata Championships (2025, 2026).
- Judge, IJF World Kata Championships (2025, 2026).
- Mat Supervisor at National Kata Circuit events.

Professional Experience & Education

- Provincial Officer, Ontario Ministry of the Environment, Conservation and Parks (MECP)
- Master of Science (M.Sc.), Chemistry

Awards

- Judo Ontario Outstanding Board/Committee Contribution Award (2022-2023)
- Judo Ontario Kata Judge Contribution Award (2024-2025)

Core Competencies

Committee Leadership • Governance • Stakeholder Engagement • Program Development • Event Management • Volunteer Development • Communication • Problem Solving

Commitment

Committed to supporting Judo Ontario through effective governance, collaboration, and leadership while advancing opportunities for athletes, coaches, officials, and clubs across the province.



ERIN OPALEYCHUK - DIRECTOR AT LARGE (3YR)

PROFILE

Senior IT infrastructure and network security professional with over 20 years of industry experience, including 20+ years as a practicing judoka and Shodan. Combines governance-minded technical leadership, small business ownership, and hands-on volunteer contributions to Ontario judo clubs. Brings a disciplined, accountable approach to organizational oversight, risk management, and committee work.

JUDO BACKGROUND

- Shodan — 20+ years of active involvement in the sport
- NCCP Level 2 certified
- Active member and volunteer contributor, Upper Canada Judo Club (UCJC), Oshawa — including development of class descriptions, promotional materials, and instructor profiles in support of club growth and member engagement

PROFESSIONAL EXPERIENCE

- Over 20 years of progressive experience in IT infrastructure and network security, spanning enterprise systems administration, network security, and security operations roles
- Founder and operator of an independent IT infrastructure and network security consultancy, with full accountability for business operations — client relationships, service delivery, budgeting, vendor partnerships, and technical strategy
- Extensive hands-on experience securing and administering enterprise network, server, and cloud environments, including security tooling, endpoint protection, and infrastructure risk management within a corporate setting
- Track record of running a small business end-to-end, giving direct experience with budgeting, governance, and accountable decision-making that translates to Board and committee work
- Regular exposure to compliance and governance requirements within enterprise security and infrastructure environments, including policy development, risk assessment, and audit readiness

WHY I'M RUNNING

After 20+ years on the mat and a career built on keeping complex systems secure and running smoothly, I want to give back to the sport that has given me so much. I'm looking to bring that same discipline, accountability, and steady problem-solving to the Board, in service of Judo Ontario's clubs, coaches, and athletes.

POSITION: DIRECTOR AT LARGE (2YR)

ROMAN ABRAMOVICH - DIRECTOR AT LARGE (2YR)

Dear Members of the Board and Judo Ontario Members,

I am writing to express my interest in serving as a Director at Large for Judo Ontario for the upcoming two-year term. Judo has been an important part of my life for many years, and through my work as a coach and club owner I have



developed a strong understanding of the needs of athletes, families, coaches, and clubs across our province.

As the Owner and Head Coach of Olympic Judo Centre, I manage the daily operation of a growing club while personally guiding athletes from their first stages of development to national and international competition. Our program has produced Canadian National Champions, Pan American medalists, and World Championship participants. Last year our athletes represented Ontario and Canada internationally, and this year two athletes from our club will again represent Judo Ontario at the World Championships.

This experience has taught me that successful athlete development requires much more than technical instruction. It depends on long-term planning, clear communication, cooperation with parents and coaches, responsible decision-making, and creating an environment where athletes can progress safely and confidently.

I believe a strong Board member must be willing to listen, understand different viewpoints, and explain clearly why certain decisions may better serve the organization. I am comfortable sharing my opinion, but I also value respectful discussion and practical solutions.

My goal would be to contribute ideas that improve opportunities for athletes while also supporting the clubs and coaches who develop them every day. If elected, I would be pleased to share my experience in athlete development, club management, and high-performance coaching with the Judo Ontario team. I would approach the role with honesty, commitment, and a genuine desire to help Judo Ontario continue to grow.

Thank you for your time and consideration. I would be honoured to serve as Director at Large and contribute to the future success of Judo Ontario.

List of Accomplishments

- Black Belt in Judo
- NCCP Level 2 Certified Coach
- Multiple-time Israeli National Champion
- 7th Place at a World Cup
- European Championships Participant
- Owner and Head Coach - Olympic Judo Centre
- Coach of Canadian National Champions
- Coach of Pan American medalists
- Developed athletes from beginner to international level
- World Championship athletes in consecutive years
- Two athletes representing Judo Ontario at Worlds this year

Relevant Skills

- Leadership & Governance: Experience managing a successful club, making operational decisions, and contributing practical ideas that support organizational growth.
- Athlete Development: Proven ability to develop young beginners into national champions and international-level competitors.
- Communication & Collaboration: Able to listen carefully, explain ideas clearly, and work respectfully with athletes, parents, coaches, officials, and administrators.
- Club Operations: Hands-on experience with programming, staffing, parent communication, events, budgeting, and



the day-to-day challenges faced by Ontario clubs.

- High Performance: Direct experience preparing athletes for National Championships, Pan American events, and World Championships

NICK ANDERSON - DIRECTOR AT LARGE (2YR)

PROFILE

Founder and Head Sensei of Barrie Judo Club with over 40 years of judo experience and an NCCP Level 2 coaching certification. Built the club's coaching, tournament, membership, and retention systems from the ground up, combining decades of hands-on club leadership with a practical, technology-driven approach to program development. Seeking a Director at Large position with Judo Ontario to bring grassroots club-operations experience and hands-on program innovation to provincial governance.

CLUB LEADERSHIP EXPERIENCE

Founder & Head Sensei | Barrie Judo Club, Barrie, ON 2024 – Present

- Founded and continue to lead Barrie Judo Club, overseeing all aspects of programming, coaching, member development, and club governance.
- Hold NCCP Level 2 coaching certification and apply over four decades of personal judo experience to athlete development and instructor mentorship.
- Designed Judo based apps to strengthen new-member retention and long-term engagement.
- Built a 12-month membership growth plan with tasks structured around volunteer availability, balancing strategic goals with the realities of a volunteer-run club.
- Organized instructional clinics with elite-level guest athletes (e.g., a clinic featuring Canadian international competitor Matteo Fantozzi) to raise the technical level of the club and the local judo community.
- Conducted an analysis of neighbouring clubs to inform the club's programming, marketing, and growth strategy.
- Directed sponsorship outreach and proposals (e.g., tiered sponsorship packages for local businesses) to fund equipment, apparel, and club development.

GOVERNANCE & PROVINCIAL INVOLVEMENT

- Proactively engaged Judo Ontario leadership (President, Executive Director, and Sport Director) to express interest in provincial volunteer leadership.
- Researched Judo Ontario's board structure, governance documents, and election process to prepare for board-level service.
- Reviewed Judo Ontario's public-facing communications and identified opportunities to improve member-facing recruitment and user experience.

TECHNOLOGY & PROGRAM INNOVATION

- Independently designed and built a suite of custom digital tools for club operations, including a tournament match logging and coaching-analytics app, an IJF-compliant tournament management system, a belt-promotion voting tool for instructors, and a club companion app for members and prospective members.
- Developed education tools for members, including technique and rules-reference apps and knowledge quizzes covering Kodokan technique, Canadian judo history, and Japanese language, to support athlete and instructor development.
- Applies a data-driven, metrics-oriented approach to club decision-making, including budget planning, sponsorship packages, and retention/growth tracking.



CERTIFICATIONS & DESIGNATIONS

- NCCP Level 2 Coaching Certification (Judo)

EDUCATION

- Business Diploma, CDI College

BERNARD BOUERI - DIRECTOR AT LARGE (2YR)

Dear Members of the board,

I am writing to express my interest in applying to the positions marked in the accompanying Declaration of Candidacy Form, I would like to help the growth and excellence of judo in Ontario. I would like to help Ontario to develop high level athletes capable of competing on the national as well as the international level. I would relish the opportunity to work with the member of the board as well as club coaches and listen to their concerns as well as their advice to achieve a high standard of Judo in Ontario.

I have been part of judo for over 50 years, competed at the state, national and international level, was on a judo scholarship at the University of Florida where I also competed at the collegiate level in the Southeastern Conference. I have been an assistant instructor at the Ajax Budokan for over 24 years. I have a level 2 NCCP qualification and hold a rank of Yondan.

I organized several training sessions at INS coordinating these trainings with Marie Helen Chisolm, in 2025 I organized a one-week camp for 5 athletes from Ontario to train at INS, and this year I organized two training session at INS in March and July. In addition, I coordinated a training camp in France that I attended with 1 athlete the past 2 years. I also hold a doctorate in mechanical engineering and have been working for Ontario Power Generation for the past 20 years.

I would welcome the opportunity to help in the development of Judo in Ontario.

JOHN EDWARDS - DIRECTOR AT LARGE (2YR)

Employment Background:

I am a member in good standing with the College of Immigration & Citizenship Consultants (CICC). I hold a BSc from the University of Guelph and worked in the environmental sciences field for approximately 10 years. I taught English in South America and Asia prior to entering the immigration consulting profession. In addition to being a licensed immigration consultant, I am a licensed paralegal, notary public and a member in good standing with the Law Society of Ontario. I have represented clients in both temporary resident classes and permanent residence applications. I have also successfully represented clients before the Immigration and Refugee Board Tribunal, at the Immigration Division, the Refugee Protection Division, and the Immigration Appeal Division.

Currently, I focus on assisting clients with Humanitarian and Compassionate applications, immigration appeals, and with in-Canada and overseas applicants dealing with inadmissibility issues. I enjoy teaching and have taught immigration consultancy students and paralegal diploma courses at several colleges. In addition to my legal services practice I



currently also teach part-time online courses at Ashton College located in Vancouver BC and I assist the immigration consultant regulator (CICC) with mentoring and professional development of new immigration consultants.

Education

- University of Guelph Bachelor of Science – June 2000
- York College of Industry and Technology – Immigration Consultant Diploma – June 2006
- Herzing College – Paralegal Program Diploma – 2011
- Osgoode Law School- Certificate in Mental Health Law – 2023
- Osgoode Law School – Certificate in Provincial Offences -2020
- Herzing College – Kompass Professional Development – Mediation Certificate –2019

Employment History

- Edwards Legal Services – Paralegal/Immigration Consultant Owner – 2011 to Present
- Canadian Visas - Associate Counsel – 2012 to Present
- Canam Immigration – Associate Counsel 2025 to Present
- Ashton College – Part-Time Immigration and Refugee Board Specialization Instructor 2024 - Present
- Viacan Immigration – Immigration Consultant/Owner – 2006 to 2011

Skills

- Spanish Language – Advanced/Fluent
- French Language – Basic/Intermediate
- Russian Language –Basic/Intermediate

Personal Interests

- 2023 – Present - Rampant's Pride Jujitsu Club – Canadian Japanese Cultural Centre, Hamilton Ontario – yellow belt
- 2024 to Present – Kawasaki Rendokan Judo – Canadian Japanese Cultural Centre, Hamilton ON – Green Belt
- Active Recreational Swimmer and play master's recreational water polo

Additional Personal Information

I am the father of three boys aged 14, 13 and 11 who are active participants of judo at the Kawasaki Rendokan which operates at the Canadian Japanese Cultural Centre in Hamilton Ontario. I have been bringing my children to judo since March 2022. My two oldest boys have competed at won medals at many kata competitions in Ontario and Quebec as well as the Canadian Open Judo Championships in Calgary in 2025 and 2026, competing in Nagano Kata (three sets). They won gold in 2025 and bronze in 2026. They currently hold half blue/green belts. My youngest son also participates in judo and trains in kata at has started competing now that he is old enough to enter some of the competitions. I began practicing kata in 2024 and competed in Katame-no-kata at several competitions in 2025 and 2026. We typically attend three to four judo practices a week and may reduce that to two or three times in the summer.

CAROLINA KAWASAKI - DIRECTOR AT LARGE (2YR)

OBJECTIVE/BIO

Carolina Kawasaki has a Nidan and NCCP Certified Judo Coach who has been involved in judo since 2011. A former national-level competitor, she earned silver medals at the Canada Winter Games and the Canadian National Championships.



Since 2018, Carolina has coached at Kawasaki Rendokan Judo Academy, working with athletes of all ages while promoting the values of discipline, respect, and perseverance. She is passionate about athlete development and committed to supporting the continued growth of judo in Ontario through leadership, collaboration, and service to the judo community.

EDUCATION

- NCCP COACH course | Judo Ontario - APRIL 2024
- OFFICE ADMINISTRATION | Mohawk College - JANUARY 2026 – PRESENT
- Hair Design | Marca College - JULY 6, 2021 – MAY 3, 2022
- Learned to cut, apply bleach, dyes, style hair, perm
- Barbercide Certified-2021
- GBB Hair Extension Certified- March 2022

EXPERIENCE

- Judo instructor| Kawasaki Rendokan judo academy - 2018 – PRESENT
- Hairstylist apprentice | sports clips - 2025 – PRESENT
- Hairstylist apprentice| Great clips - 2022 – 2024

SKILLS

· Leadership · Team · Collaboration · organization · problem solving · coaching and athlete development · event support · Safe Sport Awareness

MIKE KENNEDY - DIRECTOR AT LARGE (2YR)

Born in 1957 in Montreal, Quebec, Mike Kennedy is a management consultant specializing in issues relating to strategy, marketing, communications, and human resources development. He is an Ex-Cadet of the Royal Military College of Canada and holds a Bachelor of Commerce degree (awarded with Great Distinction) from McGill University (1981) and an MBA degree from the Richard Ivey School of Business (1985). Mike is also a Certified Management Consultant, having been granted that designation in 2001 by the Institute of Certified Management Consultants of Ontario. Mike is bilingual in English and conversational French.

Throughout his career, Mike has had extensive experience dealing with strategic marketing and communications issues. He spent the first several years of his business career in marketing roles with General Motors of Canada and subsequently with Volkswagen Canada. Later, from 1986 to 1989, as Director of Communications for the National Centre for Management Research and Development, he developed and implemented a comprehensive communications strategy for a new national research organization funded by the Government of Canada. This assignment was followed by two years as Director of Placement for the MBA program at McGill University.

In private practice as a management consultant since 1991, Mike has worked extensively with clients in the private, public, and para-public sectors. Over the last 30 years, Mike has undertaken assignments focusing on strategic communications and business development issues for private sector clients in various industries; for government clients at the federal, provincial, and municipal levels; and for numerous post-secondary educational institutions and not-for-profit organizations across Canada.



Mike is also the founder of the Leaders in Management Education (Prix d'excellence en enseignement de la gestion) awards, a national program of awards designed to recognize outstanding achievement in the field of business education and research. Over the eight years that the program was run, awards were conferred to 32 distinguished management academics representing all of the leading business schools across Canada. Mike is a prolific writer who has published over 200 articles and book reviews. His work has been featured in leading business newspapers and magazines including the Globe and Mail, the National Post, the Financial Post, Canadian Government Executive, and Montreal Business Magazine. Mike has also been a frequent media commentator on issues relating to management education in Canada.

In addition to his professional activities, Mike has over 25 years of martial arts experience and is certified as a Self Defence Instructor through Judo Canada. He is a licensed light aircraft pilot and has completed two courses at the Canadian Outward Bound Wilderness School. He is also a recipient of the Colonel Commandant's Coin (#358) in recognition of service to The Royal Regiment of Canadian Artillery.

Profile

Over 40 years of progressively responsible experience in management consulting, line management, and academic administration. Excellent analytical, conceptual thinking, problem solving, and communications skills. Extensive experience working with senior management in a wide variety of organizations. Demonstrated ability to readily adapt to new situations and deal with uncertainty, complexity, and change. A well-known figure in the field of higher education who is the founder of a national award for excellence in business education.

Professional Experience

Kennedy Management Services Inc. Founder and President, 1991 to present - Toronto, Ontario and Montreal, Quebec

Founder and President of a successful independent consulting firm. Key areas of practice include marketing, strategic communications, human resources development and training, event management, business development, and fundraising. Successful track record of completing assignments for client organizations in the private sector, government, and para-public and educational sectors. Have consistently provided high-quality client service and delivered results that met or exceeded client expectations.

Previous Employment:

Desautels Faculty of Management, McGill University Montreal, Quebec Director of MBA Placement, 1989 – 1990.

Developed and implemented career counseling and job placement programs for 400 full and part-time MBA students.

Achieved a 40% increase in number of firms recruiting at McGill during a recessionary economic environment.

Ivey School of Business, University of Western Ontario London, Ontario Assistant Director, Communications, 1986-1989

Developed and implemented a comprehensive strategic communications program for a new national management research centre funded by the Government of Canada and private sector benefactors.

Volkswagen Canada Inc. Merchandising Supervisor, 1985-1986 Toronto, Ontario

Developed and implemented merchandising and promotional strategies for Volkswagen, Audi, and Porsche carlines.

Member of a team that achieved record Canadian sales for the Audi brand in 1985.

General Motors of Canada Ltd. Merchandising Specialist, 1981-1983 Oshawa, Ontario

Member of a team responsible for developing marketing and advertising strategies for Chevrolet, Oldsmobile, and

Cadillac carlines. Developed innovative driver education strategy to promote major GM brands to entry-level car buyers.

Other Professional Activities

Certified Management Consultant, 2001 Institute of Certified Management Consultants of Ontario

Founder of the Leaders in Management Education awards, a national program designed to recognize excellence in business education.



Author of over 200 published articles and book reviews. Work has been featured in the Globe and Mail, National Post, Financial Post, Montreal Business Magazine, and numerous other periodicals.
Winner of Gold Medal in 1996 Financial Post Annual Reports competition.

Education

Master of Business Administration, Class of 1985 Richard Ivey School of Business, University of Western Ontario, London, Ontario
Bachelor of Commerce (awarded with Great Distinction), Class of 1981 McGill University, Montreal, Quebec
Royal Military College of Canada, Kingston, Ontario Completed one year of general studies and military training, 1976-77.

Academic Achievements

Awarded Dr. Richard Gelfand Prize for the graduating student with the best standing in Marketing, McGill University, 1981.
Recipient of numerous academic awards and scholarships at McGill and Western.
Volunteer Board Experience Executive Committee Member, Don Valley East Federal Progressive Conservative Association (9 years).
Past President, Ivey Business School Alumni Club of Montreal (4 years).
Past President, RMC Club of Canada, Montreal Branch (3 years).

Personal Background

Born November 22, 1957 in Montreal, Quebec.
Married to Jane Herron in 1986, one son born in 1994.
Awarded private pilot license in 1982.
Fluent in English and French (conversational).
Recreational interests include martial arts (candidate for black belt in Judo, ranked in Tae Kwon Do and Karate), canoeing, cross-country skiing, and hiking.
Certified as Self-Defence Instructor through Judo Canada.
Recipient of the Colonel Commandant's Coin (#358) for services rendered to The Royal Regiment of Canadian Artillery

STEPHEN LAMPMAN - DIRECTOR AT LARGE (2YR)

Professional Summary

Experienced judo coach, competitor, and kata official with over 35 years of involvement in the sport. 5th Degree Black Belt (Godan), NCCP Dojo Instructor Certified, and National Kata Judge certified in all seven official kata. Contributes to athlete development through coaching, kata officiating, competition, and mentoring grading candidates. Recently retired from a successful construction career and was able to dedicate significant time to supporting judo development in Ontario.

Technical Leadership & Experience

- Instructor, Kawasaki Rendokan Judo Academy.
- Coach and mentor athletes of all ages and skill levels.
- Successfully prepared multiple Yudansha candidates for black belt gradings.
- Coached his daughter to two Canadian Junior National Championship titles.
- National Kata Judge certified in all seven official kata.



- Judge, Canadian National Kata Championships (2025-2026).
- Officiated at numerous provincial and interprovincial kata events.
- Active contributor to kata education, officiating, and technical development in Ontario.

Competition Experience

- Extensive shiai and kata competition experience.
- Silver Medalist, Canadian National Championships Masters Division (2013).
- Silver Medalist, IJF World Kata Series Tournament, Laval, Senior Katame-no-Kata.
- Competed successfully at provincial, national, and international levels.

Professional Experience

- More than 30 years in the construction industry, progressing from skilled tradesperson to Foreman and construction Coordinator on major industrial projects.
- Experience leading teams, coordinating projects, solving problems, and working collaboratively with diverse stakeholders.

Qualifications

- 5th Degree Black Belt (Godan)
- NCCP Dojo Instructor Certified
- National Kata Judge (7 Kata)

Awards

- Contribution to Sports Award 2002 – Judo – Welland Judo Club

Core Competencies

Technical Leadership • Athlete Development • Coaching • Officiating • Grading Preparation • Technical Education • Team Leadership • Mentorship

NATASHA MONKMAN - DIRECTOR AT LARGE (2YR)

Natasha (Tash) Monkman is a proud third generation judoka. Her grandfather was Sensei Bill Gribben, who originally founded Kiichi-Sai Judo Club in Whitby, Ontario in 1966. Tash was practically raised on the tatami, starting judo at Kiichi-Sai at a very young age and competing in shiai by age 6. Tash regularly competed throughout the 1980s and 1990s, including representing Team Ontario at two Canadian Junior Nationals and also medalling at two back-to-back USJA tournaments. At 17 years old, Tash earned her Shodan in June 1998.

Tash attended Mount Allison University and then attended Osgoode Hall Law School, graduating in 2006 and being called to the Ontario Bar in 2007. Tash is a pensions, benefits and compensation lawyer with Hicks Morley Hamilton Stewart Storie LLP, Canada's largest management-side labour and employment law firm, where she is the chair of the firm's Pensions, Benefits and Compensation Practice Group. In that role, she regularly advises employers on governance, plan administration, investment and compliance matters relating to their employee benefit plans and pension plans as well as compensation matters.

Effective June 2026, for a two-year term, Tash is also the Chair of the Board of Directors for the Canadian Pension & Benefits Institute (CPBI), which is a not-for-profit corporation dedicated to education in the pension, benefits and



investment industries. Tash has been involved in the governance of CPBI since 2011.

After stepping away for the better part of two decades during which she established her legal practice and had two amazing children (Euan and Jenny), Tash returned to the tatami in 2024, shortly after enrolling her son at a local dojo in Whitby. Within weeks, Tash was back on the mats and soon began teaching, coaching and even training to compete again. Tash also became a member of the Judo Ontario Equity, Diversity and Inclusion committee in 2026. Most recently, in March 2026, Tash and her kids became members at Hayabusakan Judo, under Sensei Justin Chan where they are very excited to continue training.

ERIN OPALEYCHUK - DIRECTOR AT LARGE (2YR)

PROFILE

Senior IT infrastructure and network security professional with over 20 years of industry experience, including 20+ years as a practicing judoka and Shodan. Combines governance-minded technical leadership, small business ownership, and hands-on volunteer contributions to Ontario judo clubs. Brings a disciplined, accountable approach to organizational oversight, risk management, and committee work.

JUDO BACKGROUND

- Shodan — 20+ years of active involvement in the sport
- NCCP Level 2 certified
- Active member and volunteer contributor, Upper Canada Judo Club (UCJC), Oshawa — including development of class descriptions, promotional materials, and instructor profiles in support of club growth and member engagement

PROFESSIONAL EXPERIENCE

- Over 20 years of progressive experience in IT infrastructure and network security, spanning enterprise systems administration, network security, and security operations roles
- Founder and operator of an independent IT infrastructure and network security consultancy, with full accountability for business operations — client relationships, service delivery, budgeting, vendor partnerships, and technical strategy
- Extensive hands-on experience securing and administering enterprise network, server, and cloud environments, including security tooling, endpoint protection, and infrastructure risk management within a corporate setting
- Track record of running a small business end-to-end, giving direct experience with budgeting, governance, and accountable decision-making that translates to Board and committee work
- Regular exposure to compliance and governance requirements within enterprise security and infrastructure environments, including policy development, risk assessment, and audit readiness

WHY I'M RUNNING

After 20+ years on the mat and a career built on keeping complex systems secure and running smoothly, I want to give back to the sport that has given me so much. I'm looking to bring that same discipline, accountability, and steady problem-solving to the Board, in service of Judo Ontario's clubs, coaches, and athletes.

NICHOLAS THOMAS - DIRECTOR AT LARGE (2YR)

Dear Members of the Nominations Committee,

My name is Nicholas Thomas, and I am writing to express my interest in the Director at Large position with Judo Ontario. I want to contribute to this organization as a Brown Belt Judoka who has attended tournaments and clinics



and understands the current landscape and culture of judo in Ontario. I am passionate about helping grow the sport and supporting the long-term success of Judo Ontario.

I hold an Honours BA in Kinesiology, specializing in Sport Management from Western University, along with a Postgraduate Certificate in Sports, Entertainment & Art Law from the University of Pittsburgh. Through my education and work experience, I have developed a strong understanding of sport governance, leadership, and the important role Provincial and National Sport Organizations play in supporting athletes and growing sport.

As a Fitness Advisor with GoodLife Fitness, I build relationships with prospective members by understanding their health and fitness goals and helping them find the right solutions. I track performance goals, support community outreach initiatives and generate new business through referrals. This role has strengthened my communication, customer service, and relationship-building skills while showing me the importance of creating a positive experience for every member.

Additionally, in a previous role as an Assistant General Manager at The Black Belt Institute, I supported daily operations, coordinated in-club tournaments, managed member communications, assisted with marketing initiatives, and helped keep organizational systems accurate and up to date. Working in a martial arts environment gave me valuable leadership, communication, and organizational experience while allowing me to work closely with coaches, athletes, and staff.

My education in Sports, Entertainment & Art Law has also given me a better understanding of governance, policy development, risk management, and the responsibilities of Boards of Directors. I understand the important role a Board plays in providing leadership, making informed decisions, and helping an organization achieve its long-term goals. I would welcome the opportunity to use this knowledge to help grow judo in Ontario and support my fellow Judoka.

I bring strong organizational skills, attention to detail, and a collaborative approach to leadership. I would welcome the opportunity to contribute to Board committees, support strategic initiatives, and work alongside the Board to help Judo Ontario continue to support its clubs, coaches, officials, volunteers, and athletes.

Thank you for your time and consideration. I would be honoured to contribute to Judo Ontario's continued success as a director at Large.

Kind regards,
Nicholas Thomas