



BOARD OF DIRECTORS MEETING
April 26, 27 & 28, 2011
Peabody Hotel & Orlando Convention Center
Orlando, FL

TO: Board of Directors
Group A Members
Group B Members
Group C Members
Committee Chairpersons
Delegates
Other Interested Parties

From: Ms. Sherrie Wilson, Secretary

I. CALL TO ORDER

MEETING CALLED TO ORDER BY TEMPORARY GAIL STOLZENBURG AT 8:25 PM.

II. ROLL CALL

Board Member Gail Stolzenburg
Board Member Leo White
Board Member Jason Rivera
Board Member Noboru Saito
Board Member Reno Reser
Board Member Noboru Saito
Board Member Ken Bellmard

Other Attendees:

Jose Rodriguez, CEO
Eddie Liddie, Director of High Performance
Sherrie Wilson, Director of Marketing, Secretary of the Board
Corrine Shigemoto, Director of Membership & National Events
Bert Mackey, USA Judo Member

III. APPROVAL OF AGENDA

KEN BELLMARD DECLARES THAT A QUORUM HAS BEEN ESTABLISHED. MOTION BY GAIL STOLZENBURG TO APPROVE THE AGENDA AS PRESENTED. SECONDED BY KEN BELLMARD. ALL APPROVE. MOTION PASSES.

IV. ADOPTION OF MINUTES

MOTION BY KEN BELLMARD TO APPROVE THE MINUTES OF THE AUGUST, JULY AND DECEMBER 2010 MEETINGS. SECONDED BY RENO RESER AND JASON RIVERA, ALL APPROVE. MOTION PASSES.

CEO, Jose Rodriguez requested that the records reflect that Jim Webb could not be present due to work obligations.

V. MEMBERSHIP REPORT

Jose Rodriguez, CEO of USA Judo and Corrine Shigemoto, Director of Membership and Events reported on the status of the membership. Membership letters have remained steady, USA Judo is striving to get past the 10k number reported Jose Rodriguez. Members are now sent notices several times prior to their registration lapsing. Notices are sent electronically and via email. Corrine Shigemoto continues to work through registering states. USA Judo had many states register but some had to be returned for additional information. The top states continue to be the same, Texas, Florida, California, Colorado and New York with member registration.

VI. MARKETING REPORT

Sherrie Wilson, Director of Marketing, provided the marketing report. USA Judo currently has 14 sponsors. Recent reports generated by the USOC indicate that most NGB's of equal size have between 6-8 sponsors so USA Judo is way ahead of the norm in this area. Recently signed sponsors include Defense Soap who will take the place of Athletic Body Care and Raw Health International. Current sponsorships are generating approximately \$70k additionally per year to USA Judo along with several hundred thousand dollars of donated services especially in the area of medical care and products for our athletes. Many of the top athletes have been personally adopted through our Adopt An Athlete program by doctors who are part of the Maximized Living team. The total value of all sponsor contracts generated in the past 18 months total over \$363k for USA Judo.

The Circle of 100 program is also doing very well and has 75 members. The goal is to obtain 100 members by the end of the year.

USA Judo also had success in its first year participating in the Combined Federal Campaign. Funds are still coming in on a regular basis. Over \$2k has been donated to date and contributions continue to arrive. USA Judo has already submitted for approval to be part of next years campaign..

USA Judo will also participate in the Night of Champions event to be held at the Denver Athletic Club on May 20th in conjunction with USA Wrestling. Buck Wessell and Dr McGuire will be honored at this event.

It was reported that a monthly marketing newsletter called Judo Cents is also generated and goes out to all of the members to educate them on the various programs that are available to them and the discounts that can be provided to the members through our sponsors.

Lance Nading commented on how successful the Marketing and Membership newsletters are and what a great idea they are for reaching our membership and letting them know what USA Judo is doing. A discussion of electronic outreach ensued. With the potential of electronic media USA Judo has the opportunity to outreach to many more. The magazine can be delivered much quicker and the information is more relevant.

VII. HIGH PERFORMANCEREPORT

Eddie Liddie, Director of High Performance provided the report. Jose Rodriguez noted that the group is operating as a team stronger and better each time they travel. Liddie explained that the High Performance group is operating very well on the management side as well. Liddie reported that USA Judo and the USJF are now working together to send joint teams to the Europe. The idea is to make fighting in Europe second nature for our youth. The Pan American Union will be used as secondary tournaments. More trips will be available that will be self funded to the Pan Am Union, however, USA Judo will partially fund if the trip is available. USA Judo is looking to send teams possibly to Poland to fight and do training camps. This should serve to bring our kids along faster because they will be exposed to higher levels of competition. The High Performance staff is working hard to get this together and its going well and moving forward. The first activity report was sent to each of the Board Members. It defined that athletes in terms of; who was paid for, who it was offered to, who accepted it and who declined it. This is included in the minutes as an attachment. It also covers elite athlete health insurance which means any injury to judo.

Monthly stipends are given to athletes as well. While we count the funding it comes directly from USA Judo funds earmarked by the USOC and they actually cut the checks directly to the athletes account. We don't hold on to this money, we simply submit the request and the USOC pays. The second stipends are also performance based and if athletes qualify monthly, the USOC cuts the check. Both of the stipend programs are defined on the website. Currently, Kayla Harrison makes \$700 per month, Travis Stevens and Nick Delpopolo make \$600, Marti Malloy and Michael Eldred make \$500. In essence Kayla has \$2,700 per month and she gets bonuses based on if she places in set tournaments. Kayla has this money to use for herself as we pay for all of Kayla's travel. This money is to assist Kayla with her living expenses because we demand a lot of our athletes with the requirements for training. If the athlete fails to do the requirements then they do not get their monthly pay. Eddie maintains the eligibility tracking and reports.

The athletes are allowed to select three vitamins from our vitamin sponsor, they may go to the website and select what they like for use as well. They must sign that they will accept this and take it on their own so that USA Judo is not liable. Swain stated that we should view this weekend at the Europa show with the idea that we can get sponsors as there will be a lot of companies attending with money.

The VI Athletes went to worlds and brought home three medals including; Jordan Mouton 3rd, Katie Davis 3rd and Miles Porter 3rd. The coach was Scott Moore and Heidi Moore was a chaperone. They did a terrific job as we expected only one medal and possibly a 5th. We ended up with three. This was viewed well by the USOC.

Michael Eldred and Angelica Delgado are going to Bacou. Most of our top ranked athletes are going to Moscow followed by 10 of our athletes going to the Brazilian Grand Slam. The team will skip the Brazil world cup in order to allow our top athletes get ready for the USA Cup, then to the Venezuela World cup and the El Salvador World Cup. The top 10-12 athletes will attend that event.

A team was sent to Russia for an all male junior tournament. USA Judo fully funded their housing and gave \$500 towards airfare. The U23 group is going to British Open, Cuba and training camps. All of them are receiving funding at some level.

Mike Swain suggested a video letter and said we can educate our members on what we are doing and on all of the items that are being funded. He recommended that this could be used as a tool for sponsors as well. Lance Nading recommended that we begin to do this on a regular basis.

Jose Rodriguez again stated that it was a pleasure to watch our team in Mexico. He reiterated how they have come together as a team. Now at the draw when we take our staff, if we draw a tough country, we feel confident we can take them and we will go after them with a strategy regardless of the final outcome. Our athletes believe they can win and so does our staff.

Starting with May, USA Judo has athletes traveling almost every weekend this goes through June, July and August. These athletes are on the move and competing regularly around the world between May 4th and August 11th. The teams are traveling and USA Judo as well as the athletes are spending a tremendous amount of money to get to where we need to be.

Leo requested that as we move forward that we get history on all athletes for the broadcast and that we mention where they will go in the future and how USA Judo provides support for them.

VIII. PRESIDENT'S REPORT

Lance Nading addressed the A Member relationship with USJF and USJA. Since the mediation with USJA, there has been reconciliation of some very key points. The largest distinction is that USJA, USA Judo and the USJF agree that there is a limited amount of judo athletes in the country and there are limitations geographically because there is typically a strong presence in a city or a region.

All the leaders agreed on this and felt the need is to develop judo on all levels. All organizations have come up with a strategy to put dollars into a group that will then move forward together as three independent organizations to promote judo in this country. There will be distinction as the USOC has requirements as they relate to USA Judo.

It's equally important to grow the sport overall and all of the groups are in agreement. Neil Simon, President of the USJF, is a professional strategic planner and he has agreed to give USA Judo a significant discount on his services. The role for Neil tomorrow in the meeting from 8-10 is to facilitate this plan for USA Judo, he will not be wearing the USJF hat for this role.

An additional key point is that we have agreed in principal that everything is USA Judo in terms of international participation, however, there are two other organizations that are large Class A members. The position is while there are different governing structures for the three organizations, we are all under USA Judo when it comes to the international participation. The other Presidents stand with USA Judo on this.

The criteria to be a Class A member is much less stringent and demanding. To be a member of what we are referring to as the Tri-Ad, the organization must be one of the three largest organizations. We are currently working through these items. Lance Nading will be meeting over teleconference with Neil Simon of the USJF and Gary Golds of the USJA. The plan is to have something more by the end of the meetings. The key is to find enough common ground to grow the sport as well as to obtain international success.

Rodriguez commented that there are about 5-6 states that continue to grow the sport and those states should be rewarded. He stated that USA Judo had developed a plan for this that will be described.

IX. FINANCE REPORT

The financial report was distributed by Gail Stolzenburg provided information regarding cash flow. USA Judo is now able to create a cash flow for an entire year. Most information is obtained by the middle of the month.

The review was started with budget vs actual. USA Judo is very much within the realm of the projection and is collecting regularly from the USOC. USA Judo is also having Pat collect independently for coaches education. For scholastics, assumptions were slightly short on the income projection by \$4k. There has been some issues with cash flow but the organization is still performing. USA Judo was ahead by \$75,000 in February but behind in March, however, still ended up ahead. Regarding accounts payable, the organization is still working to get caught up on funds. Mr. Saito has helped to approach the accounts payable and reduce this by \$5k as several individuals have donated what was owed to them back to USA Judo. This was accomplished with some breaks on membership.

The cash flow is complete for an entire year. The actual income is projected month by month and there is also the actual use of cash. High Performance and Paralympic are broke out but that is really budget. Twice per month Rodriguez, Liddie and Walters meet to determine who is traveling and to figure expenses. The last three months of the year are always something that must be address as we determine how to handle expenses. Gail stated that reduction of debt will be part of the strategic plan.

Jose Rodriguez will review the current debt once the Board has the opportunity to review the current financials.

Included in the meeting tomorrow will be the group that has shown interest for the past two years on the strategic plan. Members are Saito, Gail, Lance, Webb and Rivera. Neil will be facilitating. The USOC provided a best practices analysis that will be reviewed. Nading expressed gratitude to the Board Members that are paying all of their own expenses to the events rather than relying on the organization. Special gratitude was given to Mr. Saito for his extensive work raising money and assisting. The goal for the weekend was stated as taking time to develop relationships with potential sponsors that are attending Europa. The Board made a plan to meet every day while here and be here with the idea of working. The Board should work as the visionaries and be provide a cohesive message and create a plan.

X. WORLD CUP REPORT

Jose Rodriguez and Noboru Saito presented a DVD on the IJF rules for 2010. Over the top cross grip is now illegal. The rules are regularly changing and its extremely important that the USA keeps up with the changes and continues to educate the athletes and the referees. China has entered 18 athletes for World Cup, Russia and Korea have also entered teams. The tournament will most likely be one of the largest ever hosted by the United States.

Lance Nading requested recess at 10:20 PM with a plan to reconvene the following day.

XI. STATE REBATES

President Lance Nading reconvened the meeting on April 27, 2011 at the Peabody Hotel at 1:00 PM. The State rebates were discussed and the possible restructuring of the current procedure to pay states rebates on memberships. It was proposed that state organizations could put together a plan for their state to grow judo and then possibly apply for a grant.

The Board discussed some potential options. The new plan would propose that \$5 rebates go to registered clubs with the exception that any state that has reached 500 members gets a \$2 rebate with the remaining \$3 going back to the club. There are about 22% of our members right now that do not put down a club. Right now we have about 7 states that will meet the 500 member qualification. The Board felt this would be a good way to move forward.

A discussion ensued regarding the value of the state organizations. The structure for the USJF and the Yudanshikis was discussed.

Bert Mackey, USA Judo member, attended the meeting as a guest. We have a significant problem on the west coast and from Hawaii with continuation of events being held in Florida. The athletes are really challenged when the events do not go to the west coast. It's not a level playing field for those that live in Colorado or on the west coast. Mackey requested that we schedule the Junior Olympics in Spokane and they run a turn key operation and do a 50/50 split. He then requested that the event be held one week after the USJF Jr Nationals. It was requested that the proposal was given to Corrine Shigemoto and then Jose Rodriguez would review it and go from there as this was an operational issue rather than a Board of Directors issue.

XII. AUDIT COMMITTEE REPORT

The Audit Committee report was provided by Gail Stolzenburg. The committee recommended a request to the American Judo fund for \$130k to cover the relieving of the \$70k debt to American judo fund ,the amount over and above the \$30k needed to cover the line of credit at Colorado Springs.

MOTION BY GAIL STOLZENBURG TO REQUEST FROM USA JUDO AMERICAN JUDO FUND TO BE MADE UP OF FORGIVING OF THE DEBT OF \$70K AND COVER THE AMOUNT OF \$30K TO COVER THE LINE OF CREDIT IN COLORADO SPRINGS. SECONDED BY NOBORU SAITO.

The board discussed the motion. It was determined that whatever income we make in Denver be allocated to pay down the \$108k. Also, that an additional \$20k in the budget be allocated to pay towards this debt. The line of credit and the credit card were outlined on the report. The credit card is paid monthly, the credit card is paid monthly. The financials were discussed and it was explained by Jose Rodriguez how various line items were over the amount budgeted. The two most expensive items were: legal issue as well as the board of directors. It was explained that this is where a lot of payables were accrued. The legal has been the largest issue as USA JUDO has had multiple hits in the legal area.

LANCE NADING CALLED FOR THE QUESTION. ALL WERE IN FAVOR, MOTION PASSED

XIII. NEW BUSINESS

Search for the Executive Director should begin prior to the end of the year. We only have 3-4 months left to move forward on this item. The decision was made to form a commission. Reno Reser, Jason Rivera, Gail Stolzenburg all expressed an interest to serve on this committee. Jose Rodriguez will assist with this process.

The Non-Black Belt certificate formerly included in the entry package was brought up by Noboru Saito. He recommended that the non-black belt certificate be added back to the entry package. Jose Rodriguez commented that this was removed for liability issues. The issue was discussed and reviewed from an operational perspective.

Ken Bellmard mentioned that we should work towards getting an attorney on board so that we have them up to speed if something happened rather than defaulting back to Tom James for representation. It would be very difficult to just find someone that has the Olympic experience if we don't take the time to get them educated and trained on Olympic issues. This was agreed to as a good idea. Ken Bellmard agreed to take the lead on identifying the individual.

The office is now set up so that the media is covered by Ryan John, who is paid for by the USOC as well as Ernest Pund who writes everything that is currently read by our members. Vaughn Anderson also works on this primarily with posting on the website.

Motion to recess at 2:24 PM by Lance Nading.

XIV. BUDGET REVIEW

Events income will remain about the same. The grand total is projected to be \$1.4m for the year in revenue. USA Judo is right on budget for expense of national office. The CEO took a pay cut to off set the budget.

Expense on events is what is anticipated, we are slightly over on the expense side. The Board total is within \$2,500 of what was projected. The accounts payable is reduced another \$4,500 from MR. Saito working to reduce debts owed to our members that have been forgiven by giving them as a donation to USA Judo. Auto renewal was discussed and reviewing pay pal as an option. Monthly we pay AI around \$4k for our event and membership registration. USA Judo would like to change this. There was an agreement that this should be reviewed.

June 17th here in Orlando will be the NCAA. Jose Rodriguez will speak regarding the importance of the Olympics along with the executive directors of USA Swimming, USA Wrestling and USA Gymnastics.

XV. ADJOURNMENT

Lance Nading adjourned the meeting at 3:53 PM. Ken Bellmard motioned to adjourn the meeting at 3:53 PM and Leo White seconded the motion.