



Board of Directors Meeting Minutes
November 20, 2015
Irving, Texas

Attendees:

USA Judo Board of Directors:

Lance Nading, President	Leo White
Christal Ransom	Mark Hill
Joe Marchal	Noboru Saito
Devin Cohen	Gerry Navarro

USA Judo Staff:

Jose H. Rodriguez
Ed Liddie, Director of Athlete High Performance
Corinne Shigemoto, COO

1. Roll Call
President Nading conducted roll call, declared a quorum established and called the meeting to order at 9:08am cst.
2. Motion by Lance Nading
To accept the Board Minutes of April 30, 2015, June 24, 2015, July 22, 2015, and September 2, 2015. Seconded by Noboru Saito, all in favor, no opposed, motion passes.
3. Audit Committee Report-Noboru Saito
Review of financial reports was conducted. The proposed 2016 budget was explained and discussed.
4. Motion by Lance Nading
To accept and approve the 2016 Budget. Seconded by Mark Hill, all in favor, no opposed, motion passes.
5. Motion by Noboru Saito
To approve payment of \$11,935.00 to Law Office of Thomas James from savings account for Section X. Seconded by Devin Cohen, all in favor, no opposed, motion passes.
6. Motion by Noboru Saito
To approve payment of over 60 days payables from savings account. Seconded by Devin Cohen, all in favor, no opposed, motion passes.
7. Motion by Lance Nading
To approve the formation of a USA Judo Foundation, 501c-3 Corporation & Bylaws
Seconded by Noboru Saito, all in favor, no opposed, motion passes.

8. Motion by Lance Nading
To amend Bylaw, Section 4.1 g & h.

From:

g. Be governed by a Board of Directors whose members are selected without regard to race, color, religion, national origin, or sex, with reasonable representation on the Board of both males and females;

h. Provide an equal opportunity to amateur athletes, coaches, trainers, managers, administrators, and officials to participate in judo competitions without discrimination on the basis of race, color, religion, age, sex or national origin;

To:

g. Be governed by a Board of Directors whose members are selected without regard to race, color, religion, national origin, sex, sexual orientation or gender identity or expression, with reasonable representation on the Board of both males and females;

h. Provide an equal opportunity to amateur athletes, coaches, trainers, managers, administrators, and officials to participate in judo competitions without discrimination on the basis of race, color, religion, age, sex, national origin, sexual orientation or gender identity or expression.

Seconded by Devin Cohen, all in favor, no opposed, motion passes.

9. Motion by Lance Nading
To move into executive session at 9:31 am. Seconded by Leo White, all in favor, no opposed, motion passes.
10. Motion by Lance Nading
To move out of executive session at 11:09 am. Seconded by Christal Ransom, all in favor, no opposed, motion passes.
11. COO/Membership Report - Corinne Shigemoto:
Membership income continues to grow and we should see a surge in 2016 with the upcoming Rio Games.

Event bids for 2017 have been received from Salt Lake City, Utah, Reno, Nevada, Eau Claire, Wisconsin, Round Rock, Texas and Spokane, Washington. We do have a contract for 2016 for all events in Irving, Texas. We typically receive very good bids from smaller cities; however that comes with its own challenges.

Presidents Cup entry numbers are in line with 2014 numbers and we should finish out meeting both income and expense budgets.

New projects include a mobile app that we are working with the USOC on that we hope to launch spring of 2016. One are we are working on with this app is the ability to include national event fight sheets and brackets. Adding to our membership database a background screen, SafeSport and USA Judo coach certification tabs that will show our members when their certifications lapse. We just launched on line sanction process so that members can submit electronically rather than mailing in.

12. High Performance Report - Ed Liddie

Athlete contracts will be reviewed beginning of 2016. Suggested that contracts be tightened up and created with the assistance of counsel.

Athletes continue to travel, be successful and win prize money at these events. USOC also supplies direct support to medal winners. These funds are given directly to the athletes, not through USA Judo.

Athlete's health insurance is offered to the top 14 slots for able body and 5 for para athletes.

Unfortunately, several athletes have been injured over the past year.

Recommendation to move to executive session.

13. Motion by Lance Nading

To move into executive session. Seconded by Leo White, all in favor, no opposed, motion passes.

14. Motion by Lance Nading

To move out of executive session. Seconded by Joe Marchal, all in favor, no opposed, motion passes.

Continuation of High Performance report by Ed Liddie:

Junior Program is in the process of being reviewed and restructure of committee will address junior training development for 2016 and beyond.

13. CEO Report-Jose H. Rodriguez

Organization as a whole continues to grow both in numbers of clubs and numbers of individual membership. We do need a full time marketing/promotion person. USA Judo lacks in this area and we need someone that can dedicate full time to this endeavor. We do need someone who can join USA Judo with feet running on the ground.

One program we are working on is the IJF Academy (coach certification process). We will be the only nation currently that will offer 4 courses in 2016 in different regions of the US. Pat Burris is in the process of taking the course. This is an intensive course first taken over the internet and followed by a weeklong session in the classroom and on the mat. Level 1 will be offered in 2016 and Level 1 and 2 in 2017. Everyone must start at Level 1. This program will ultimately become USA Judo's coach certification program.

Recommendation to move to Executive Session

14. Motion by Lance Nading

To move into executive session, seconded by Christal Ransom, all in favor, no opposed, motion passes.

15. Motion by Lance Nading

To move out of executive session, seconded by Leo White, all in favor, no opposed, motion passes.

16. Motion by Lance Nading

To recess for lunch at 12:25pm. Seconded by Leo White, all in favor, no opposed, motion passes.

17. Motion by Lance Nading

To move back in session at 2:17pm. Seconded by Mark Hill, all in favor, no opposed, motion passes.

18. Referee Commission Report – Robert Fukuda

Thanked the Board and USA Judo for their support of all referees and their endeavors. Feels for the most part that the referees, coaches and athletes are working in unison.

More support from USA Judo in regard to their budget which allows the referees to travel, improve and progress.

USA Judo referees have enjoyed success in passing international exams over the past two years. Mr. Fukuda thanked CEO Rodriguez for his support within the IJF/PJC.

Olympic Games referee selection is very competitive. USA Judo hopes to have one referee represent USA in the 2016 Games.

Dr. Gary Berliner is on the Board of IBSA, Referee Commission. We have one referee who we hope to have represent the USA at the Paralympic Games.

With the change in the structure in PJC and as the Chair of the PJC Referee Commission, it is our intention to move the referee program forward as quickly as possible. We plan on more education and opportunities than in the past.

CEO Rodriguez commented that Robert Fukuda is well liked and respected in the Americas. CEO Rodriguez asked that Mr. Fukuda explain how the evaluations are conducted in the Americas.

Mr. Fukuda explained that there are several areas that are looked at and when they are doing well, they are recommended for higher level competition. Challenge and limitation is that travel is self-funded and can be expensive.

Recommendation to move to executive session.

19. Motion by Lance Nading

To move into executive session, seconded by Leo White, all in favor, no opposed, motion passes.

20. Motion by Lance Nading

To move out of executive session. Seconded by Leo White, all approved, no opposed, motion passes.

21. Presidents Report-Lance Nading

President Nading thanked all Board members for their time and energy this year.

Three members of the Board, President Nading, Noboru Saito and Mark Hill visited the national office the beginning of November. Their main goal was to meet with Mr. Tom James about the USA Judo Foundation. While there, they met with each staff member and were impressed with their passion and dedication to USA Judo. They also had a breakfast meeting with Mr. Rick Adams, USOC and discussed general business.

Reiterated that he is quite pleased with the delivery of services by USA Judo.

Discussed that five board members positions will be up for election in 1 year and it was important to work closely with the Nominating Committee.

Thanked the Board for assisting with the transfer of AJF funds to USA Judo. Asked that they all look for methods of viable fundraising. CEO Rodriguez to send the Board a sponsorship/fundraising proposal for their use as well as Games proposal.

Per Tom James, although the USOC Hearing Panel intended to issue a decision by now, due to an emergency with one of the panel members, that has been delayed. The Hearing Panel apologizes for this delay.

22. Motion by Lance Nading

To accept the Presidents Report, seconded by Mark Hill, all in favor, no opposed, motion passes.

23. Old Business

No old business to discuss

24. New Business

Motion by Devin Cohen

Permit individual members of USA Judo to list up to two club affiliations, one primary and one secondary at no additional cost. Seconded by Christal Ransom, seven approvals, one opposed, motion passes.

Motion by Lance Nading

To affirm the current Ethics Committee as it stands with Tom Masterson, Nina Cutro Kelley, Anthony Zimkowski, Karen Mackey, Pete Contardo, Chair to December 31, 2015. To provide input back to the Committee on the conflicts of their current operating procedures. Seconded by Devin Cohen, all in favor, no opposed, motion passes.

Recommended by Mark Hill that at a minimum, one committee give a report to the Board members at the bi-annual board meetings.

25. Motion by Lance Nading

To recess until Saturday November 21 at 11:00am cst. Seconded by Gerry Navarro, all approved, no opposed, motion passes.

26. Motion by Lance Nading

To reconvene the meeting on Saturday November 21 at 8:44am mst. Seconded by Joe Marchal, all approved, no opposed, motion passes.

27. Nominating Committee Report – Calvin Terada, Chair and Jeff LeForce, Committee Member

President Nading first expressed his gratitude and thanks to the Nominating Committee for their excellent work and expediency in addressing the nomination and election of Board members during the last process.

Mr. Terada explained that he was the Board representative to the Nominating Committee and for 2016; Mr. Jeff LeForce was selected as the 2016 Chair.

A report was sent to President Nading on recommendations for the Committee as well as an update on the committee over the past months.

General committee procedures and processes explained and discussed.

28. Motion by Lance Nading

To appoint Calvin Terada as the Board nominee to the Nominating Committee. Seconded by Christal Ransom, all approved, no opposed, motion passes.

29. Motion by Lance Nading

To move into executive session, seconded by Devin Cohen, all in favor, no opposed, motion passes.

30. Motion by Lance Nading

To move out of executive session, seconded by Leo White, all in favor, no opposed, motion p

31. Motion by Lance Nading

To adjourn, seconded by Devin Cohen, all in favor, no opposed, motion passes. Meeting adjourned at 10:35 am mst.