



Board of Directors Meeting Minutes
November 17, 2017
Irving, Texas

Attendees:

USA Judo Board of Directors:

Mark Hill, President

Serge Bouyssou

Devin Cohen

Doug Kawasaki

Nick Kossor-via phone

Joe Marchal

Gerry Navarro

Christal Ransom

Noboru Saito

Jim Webb

USA Judo Staff:

Keith Bryant, Executive Director

Ed Liddie, Director of Athlete High Performance

Guest:

Dave Johnson

1. Roll Call

President Mark Hill conducted roll call. Quorum established and meeting called to order at 6:14pm CT.

2. American Alliance Agreement Update-Mark Hill

A dinner meeting was held on Wednesday November 15 with USA Judo representatives, Mark Hill and Keith Bryant, USJF representatives Kevin Asano, Robert Fukuda and Neil Simon and USJA representatives John Paccione and Gary Goltz to review and discuss the draft agreement. One area that was discussed in detail was the request from USJA and USJF for full points (athlete roster) for the JA/JF Summer Nationals. The Board advised that this was not a concession USA Judo was willing to provide.

Mark Hill and Keith Bryant then appeared before the USJF Board of Directors on Thursday, November 16, to answer questions about the agreement. Unfortunately, the USJF Board was not ready to sign the agreement and claimed they would need to wait until their May 2018 board meeting. Kevin Asano has informed us he will be looking to host an emergency board meeting in early 2018 to decide as whether or not USJF leadership decides to sign. USA Judo will continue to move forward as necessary.

It was determined by the American Judo Alliance that two task forces will be created and members assigned. One is a Coach Certification Task Force and the other is an American Judo Development Model Task Force. Each will have six members. Job descriptions and tasks need to be created and it was asked of the board to submit their recommendations for both.

3. Motion by Mark Hill to move forward with the creation of the two task forces even in the absence of a signed American Judo Alliance Agreement. Seconded by Jim Webb, all approved, no opposed, motion passes.

4. Motion by Devin Cohen to place on the website for 30 days for member comments the following proposed by law change: To replace the current USA Judo Ethics Committee, Section 9.13 and USA Judo

Judicial Committee, Section 9.16, with a combined committee titled USA Judo Ethics and Grievance Committee. Seconded by Nick Kossor, all approved, no opposed, motion passes.

5. Motion by Gerry Navarro to approve the current proposed Bylaw 6.5 change posted on the USA Judo Website, assuming there are no further comments from the members, change to be effective November 25, 2017. Seconded by Jim Webb, all in favor, no opposed, motion passes.
6. SafeSport and Coach Certification/Referee Commission Update-Mark Hill
During the USOC Olympic Assembly held in Colorado Springs, SafeSport continues to be a high priority. We must work closely with the Referee Committee and Coach Education Committee to ensure that all referees and coaches have the appropriate current certification.
7. Motion by Devin Cohen to task the national office to present a plan to bring all coach certification record keeping/administration in house and as well as a plan to keep Patrick Burris involved. Seconded by Noboru Saito, all in favor, motion passes.
8. Motion to move in to Executive Session by Mark Hill. Seconded by Jim Webb, all in favor, no opposed, motion passes.
9. Motion to move out of executive session by Mark Hill. Seconded by Christal Ransom, all in favor, no opposed, motion passes.
10. 2018 Budget/Finances/Sponsorship Contract Review-Keith Bryant
 - 2018 proposed budget was presented and reviewed
 - The 1st, 2nd and 3rd quarter P&L has been posted to the USA Judo website. It was suggested that this format be more user friendly
 - Memberships are starting to trend upwards with new programs being implemented.
 - Event participation also continues to increase. Presidents Cup registrations are up with the inclusion of veteran's categories that were not included in 2017 due to the World Championships being held on the same weekend
 - Adding novice categories to our events is also increasing participation/revenue
 - Met with Hatashita to discuss record keeping and the need to receive reports from them in a more timely manner.
 - Operations was able to "loan" the high-performance area \$91,000.00 to fund athlete programs.
 - The current club/state rebate program needs to be reviewed with a possible change in the current model being presented to the board at the next meeting.
11. Executive Director Report-Keith Bryant
Our financial situation continues to improve with trust and transparency. Donations show that as well as the general vibe from the membership.

Continue to work on the Judo in Schools Program. Tatami and judo gi's have arrived in South Florida and are starting to be distributed. The program is also gaining momentum outside of South Florida.

The strategic planning process has started with a small workshop on Friday with approximately 20 members participating. We also received 162 online responses to the survey from our members. A training session will be held with the Board of Directors on Saturday November 18 while we are here in Irving. This is an ongoing process and expect to have a report to the Board and membership shortly.

Attended the IJF Congress in Budapest earlier this year with Mark Hill that was held in conjunction with the Senior World Championships.

We have hired a PR consultant to help free up Cara Fasciani's time so that she can focus more on fundraising and sponsorship. The USOC has awarded us a grant beginning January 2018 to help offset this cost.

We have also hired, on a consulting basis, Ms. Christine Godleski. She works part time out of the national office and has taken over the finance department. She was previously the COO for the WNBA and is a huge asset to us.

Because USOC high performance funding has historically been on a quarterly basis, we budgeted quarterly within high performance. With Christine's assistance, we will begin to budget monthly so that we can better follow our budget and monitor.

Over the past 15 months that I have been with USA Judo, I have made 21 trips to visit events and clubs. To name a few; Continental Crown, NYAC, US Jr. Open, NCJA event in College Station, Texas, Mayo Quanchi bbq. Met with Bob Perez while in College Station to brainstorm on how to improve collegiate judo and how USA Judo can support their program.

Negative social media posts are starting to slow down and we will continue to push "positive" judo.

As mentioned earlier, event participation is increasing. We partnered with USA Weightlifting in Reno, Nevada during our scholastic event, which was huge success. Our gate revenue was one of the highest we have ever collected.

We have transferred most of the funds held in savings accounts to the US Olympic Endowment Fund, where we will receive a higher interest rate than from a standard savings account.

The IJF will implement the mandatory IJF Coach Certification requirement for any coach at IJF events after Tokyo 2020. This means that any coach wanting to sit in the coaches' chair, must be a current IJF Certified Coach (through the IJF Academy) to receive coaching credentials.

International politics will always be a challenge that we will have to deal with from time to time. But my focus right now is on building the national infrastructure of USA Judo.

Toni Geiger, former USA Judo athlete and BJJ world champion has a program called ChampFusion in New Jersey. She is currently working on putting judo in three schools in the area. We have put CNN International in contact with Toni and hope to see her program featured soon.

12. High Performance Report-Ed Liddie

- The pipeline for 2020 is a work in progress. With the loss of top athletes and coaches after the Rio Games, it is a rebuilding cycle for us.
- A copy of the 2016 IJF Senior Event Calendar was distributed so the Board could see the number of events offered per year and that our athletes travel to participate.
- A list of athletes' event participations and results was also distributed.
- The junior pan am team did very well this year and we are very proud of them.
- We have a junior athlete (John Jayne) that is ranked in the top 3 of the world with his 5th place at the world championships.

- This year's world championship team had 11 new athletes. We have never had a turn over like that. Ryan Vargas did very well, going 3-1. His newaza was posted on line by a BJJ person and from that post, it received +100K hits.

13. Old Business

- Committee Charters were discussed
- Israel Delegation-Mark Hill stated that he felt the letter USA Judo sent to the IJF made a difference in Mr. Vizer's decision/statement, both in the UAE and in Morocco.
- Board Action Log-will be amended to include tasks from this meeting

14. New business

- Schedule for Saturday was reviewed as well as timing of USA Judo Assembly

15. Motion to recess by Mark Hill. Seconded by Gerry Navarro, all approved, no opposed, motion passes.

16. Motion to reconvene meeting by Mark Hill on Saturday November 18, 2017 at 8:00am CT. Seconded by Noboru Saito, all approved, no opposed, motion passes.

17. Motion by Noboru Saito, to approve the preliminary 2018 budget subject to what adjustments may be necessary because of implementation and crystallization of strategic planning. Seconded by Devin Cohen, all in favor, no opposed, motion passes.

18. Israeli Delegation Update-Mark Hill

Two letters will be sent to the IJF. One to congratulate to the IJF on their decision in Morocco and the second will be a follow up to our formal complaint regarding the treatment of the Israeli team in the UAE.

19. Motion to adjourn by Mark Hill. Seconded by Devin Cohen, all in favor, no opposed, motion passes. Meeting adjourned at 3:34pm CT.