



Board of Directors  
Salt Lake City, Utah  
April 30, 2017

Attendees;

USA Judo Board Members:

Mark Hill	Joe Marchal
Serge Bouyssou	Gerry Navarro
Devin Cohen	Christal Ransom
Doug Kawasaki	Noboru Saito
Nick Kossor-via phone	James Webb

USA Judo Staff:

Keith Bryant, CEO  
Corinne Shigemoto, COO  
Ed Liddie, Director Athlete High Performance

Guests: Jacob Dempsey, Representing Alaska Judo- joined at 9am  
Lynn Thursby

1. Roll call taken and quorum established at 8:00am MDT.
2. Motion by Jim Webb to accept the Minutes of March 13, 2017. Seconded by Noboru Saito, all in favor, no opposed, motion passes.

3. International Relations Update by Mark Hill

Mark Hill, Keith Bryant and Ed Liddie went to Panama to attend the PJC Congress and Pan Am Championships on April 27 & 28. Discussions were had with several of the PJC Leadership as well as with Mr. Marius Vizer, President of IJF, who would like to meet with USA Judo leadership at the end of the year to discuss growing judo in the USA.

It was explained that the office and bank account in the United States does not go against the bylaws of the PJC. The IJF directly supports the PJC financially. The PJC is a Uruguayan entity and it was at Mr. Vizer's insistence that an account be formed in the United States for more transparency.

The PJC is divided into three sub-groups; South American, Central and North America and the Caribbean. USA Judo is in the Central and North American sub-group.

It was announced that Robert Fukuda was designated as the Chief Referee for the Central & North American sub-group.

4. IJF Junior World Championships Update-Keith Bryant

The IJF has officially postponed the event in North Korea and for 2017 it will be held in Croatia. More details to be provided by the IJF when available

5. Financial Update-Keith Bryant

Income-First and second quarters are historically strong with 3<sup>rd</sup> quarter being weak. To date, in comparison between 2016 and 2017, we do have a gain, even taking into consideration the grant from the Foundation in 2016.

Cash flow documents are very detailed showing actuals, variances, etc. which will better help us to function as an organization.

Fundraising - we have 100% participation by the Board, which we have not had in past years and we have met the USOC Matching Grant of \$20,000.00. Donations are up as a whole as is our on-line revenue as compared to 2016.

The Board was presented with revisions to the 2017 Budget since their original approval last November.

Accountant/CFO proposal, with job description, to be submitted at the next Board Meeting for review and consideration. Also, outline of duties of COO to be submitted for review.

6. Motion by Noboru Saito to post quarterly financials to the website as recommended by the Audit Committee. Seconded by Jim Webb, all approved, no opposed, motion passes.
7. Motion by Jim Webb to approve the 2017 Budget as amended. Seconded by Gerry Navarro, all in favor, no opposed, motion passes.
8. Motion by Mark Hill to nominate Mr. Noboru Saito as President of the USA Judo Foundation. Seconded by Jim Webb.
9. Motion by Jim Webb to close the nominations for President of the USA Judo Foundation. Seconded by Devin Cohen. All in favor, no opposed, motion passes.
10. Call to question on Motion #8, all in favor, no opposed, motion passes.
11. American Judo Alliance Update-Mark Hill  
Several calls between USJF and USJA have taken place over the past few months. USA Judo has drafted a document to outline and consolidate previous stand-alone agreements into this one document. USJF and USJA are awaiting this document for review and response back to USA Judo.
12. Motion by Devin Cohen to authorize Mark Hill and Keith Bryant to submit the draft American Judo Alliance document to USJF and USJA for further refinement with the understanding that no agreement will be executed without complete review and agreement by the USA Judo Board of Directors. Seconded by Noboru Saito, all in favor, no opposed, motion passes.

13. Motion by Jim Webb to adopt the proposed Bylaw changes. Seconded by Christal Ransom. Discussion: Points a, b and c have been posted on the website for the required 30 days' notice.
- a. Reference Bylaw Section 9.1a 7 to change the name Referee Certification to Referee Commission.
  - b. Section 9.5 to be revised as "The term for all standing and other committee members shall be 1 year except ***as otherwise provided...***".
  - c. Section 9.12 be changed to; provide that the term of all nominating committee members be two years and to serve no more than two terms (4 years).
14. Motion by Devin Cohen to approve "as otherwise provided" language to 9.5 that members of standing committees will continue to serve until the new committees are constituted by the board of directors on an annual basis. Seconded by Joe Marchal. All in favor, no opposed, motion passes.

The term for all standing and other committee members shall be 1 year; except as otherwise provided, however, that a committee member shall remain on the committee until the committee member's successor is appointed, or until the committee member's earlier resignation, removal, incapacity, disability or death. The term for all task force members shall be until their assignment is concluded, but in any event shall not exceed a period of 1 year.

Break at 9:30 MDT Reconvened at 9:40am MDT.

15. Motion by Devin Cohen to remove the position of Secretary General in Bylaw Section 6.2.n. Proposed Bylaw change notice to be placed on USA Judo website for 30 days and vote by Board after 30 day posting. Seconded by Gerry Navarro, all in favor, no opposed, motion passes.

Current:

"The Board of Directors shall elect from its membership a Secretary General who in absence of the President shall represent USA Judo in the IJF and PJC Congresses at international judo functions and events. In absence of the Secretary General, the President may appoint an acting Secretary General. The term shall be effective November 1, 2007 through the election in 2008, and a term of four years thereafter.

Proposed:

The Board of Directors shall elect a representative who in absence of the President shall represent USA Judo in the IJF and PJC Congresses at international judo functions and events. In absence of the representative the President may appoint an acting representative.

16. Motion by Mark Hill to amend the Bylaws in Article 14 as follows:

**ADD:**

Article 14 Complaint Procedures:

14.1.c SafeSport Violations: In the event that any party is alleged to have violated USA Judo's SafeSport Policy, or in the event that USA Judo receives a complaint or a report that is required to be referred to the U.S. Center for SafeSport, USA Judo shall report and refer such matter to the U.S. Center for Safe Sport (USCSS), and USCSS shall have the jurisdiction and authority over such matter; provided that such referral shall not supersede any local, state or federal reporting requirements or jurisdiction.

**REVISE:**

Article 14.5

From: A complaint filed under these bylaws shall be filed within one hundred and eighty (180) days of the occurrence of the alleged violation, grievance, denial or threat to deny.

To: 14.5.a A complaint filed under these bylaws shall be filed within one hundred and eighty (180) days of the occurrence of the alleged violation, grievance, denial or threat to deny.

14.5.b Complaints alleging misconduct within USA Judo's SafeSport Policy (except for those matters subject to the jurisdiction of USCSS):

i. Must be filed within five (5) years of the occurrence of the alleged violation, incident or grievance. In the case of a person who was a minor at the time of the occurrence of the alleged violation, incident or grievance, the complaint must be filed no later than five (5) years following the person's eighteenth (18<sup>th</sup>) birthday.

ii. However, grievances alleging sexual misconduct as defined in USA Judo's SafeSport Policy are not subject to any statute of limitations.

17. Committee Updates

- Charter Updates

Each committee has been asked to submit a draft of their specific committee charter. With the exception of Nominating and Kata Committees all have been submitted for review by the Board of Directors.

Motion by Devin Cohen to approve the Audit Committee Charter and table the other committee charters until such time that the Board can review and consider the Charters. Seconded by Christal Ransom, all in favor, no opposed, motion passes.

Note: The Board would like to thank those committees for their work in submitting the draft charters as requested.

- Rank and Certification Committee

Motion by Devin Cohen that all members of the Rank and Promotion Certification Committees shall hold the rank of Godan (5<sup>th</sup> degree) or higher. Exceptions may be made, if necessary, to qualify athlete members for service. Seconded by Jim Webb, all in favor, no opposed, motion passes.

Motion by Devin Cohen to appoint Randol Russell, Vickie Daniels and Hector Morales-Negron to the Rank and Certification Committee. To replace current athlete representative Jose Bencosme with Nina Cutro-Kelley. Seconded by Jim Webb, all in favor, no opposed, motion passes.

- High Performance Committee Update-Ed Liddie

January: small teams attended events in Canada and Austria. Junior athletes also attended the Belgium Open, which is good experience as the athletes are guaranteed multiple matches. A U20 team also participated in a camp in Arlon. If the athlete competed in the event, they were required to participate in the camp.

February: Senior elite athletes competed at the Paris Grand Prix. A team of junior elite females were sent to observe. Marti Malloy and Angelica Delgado competed in Austria where they both placed third. A men's team traveled to Italy and then to Germany. Nick Delpopolo also traveled to Portugal for an event. During the same time, the Para athletes competed at the VI Grand Prix in Dusseldorf.

March: Marti Malloy and Angelica Delgado participated in a camp in Czech Republic. Many athletes traveled to Peru, Chile and Argentina, to participate in the events held in South America. The Para. team competed in Brazil during the same time frame. A national team camp was held at San Jose State in San Jose, California. It was well received with 75 athletes on mat each night. The Cadet World Team, Pan Am Senior Team, as well as several elite juniors attended. The camp was also open to any USA Judo member that wanted to attend.

April: In Panama, at the Pan Am Championships, we won 8 medals as compared to 5 in 2016.

Athlete contracts as they were in the past are no longer utilized. We now have an incentive program, which is driven by the USOC for the top 4 athletes. These funds are not just designated for training but can also be used for everyday living expenses. Funds are now a monthly stipend and a performance based contract meaning that if they attend, make weight and participate (don't have to win a match) in an event as outlined by their Contract, they are eligible to receive funds. These are all USOC funds. The amount of funds for medals were also increased, this is in addition to IJF medal money.

Discussions on revamping the junior program as well as the pipeline for juniors has been in the works with the new junior committee members.

Mark Hill asked that the committee present the new Junior Program plan at the next board meeting.

USA Judo was also awarded a VA grant for military personnel, age 22 to 52.

It was confirmed that criteria for team qualification and funding is posted on our website.

18. Motion by Jim Webb that the Kudan promotion recommended by the Rank and Certification Committee be approved by the Board. Seconded by Devin Cohen, all in favor, no opposed, motion passes.

19. Strategic Plan Update-Mark Hill

Tentatively set planning meeting for next in person Board meeting in November. In the interim, Jim Webb will be sending out information for your review and preparation for the next meeting.

20. Religious Headgear Update-Mark Hill

It was requested that the National Office submit the appropriate wording for a motion at the next board meeting.

21. Transgender Athletes

Although USA Judo respects the rights of all members of the organization to compete, USA Judo will defer to the IOC Guidelines on this issue.

22. Motion by Devin Cohen to permit co-ed competition up to and including 10 years of age as of the event for USA Judo sanctioned events, with the exception of point events. Seconded by Noboru Saito, all in favor, no opposed, motion passes.

23. Executive Director Report-Keith Bryant

Biggskofford, who is our independent auditor is beginning the process for the 2016 audit.

The USOC has previously had USA Judo on prepay status for any services. We have recently been removed from pre-pay to billing. We are in good standing with the USOC.

The CEO video was edited and posted for our member's review. We received favorable comments on this video.

We partnered with USA Weightlifting on the event in Reno and feel that it was a win/win for both NGB's. We increased our gate significantly and will be looking to partner again with USA Weightlifting and potentially other NGB's to share an event venue.

We continue to build and strengthen our relationship with USJF and USJA.

Working to build relations with our current sponsors as well as trying to secure new sponsors not just for events organizational partners as well.

The Combative Sports Group, comprised of USA Judo, USA Karate, USA Taekwondo, USA Wrestling, and USA Boxing have met several times to sharing ideas. One focus of the group is how to grow and maintain female membership.

As membership is our lifeline, we are looking at different areas/organizations where we can tap into. Some of these organizations include Special Olympics, law enforcement, PAL, women's shelters.

Regarding events, we will be reviewing the bids received from cities for events in 2018 within the next few weeks. A combined event between USA Judo, USJF and USJA has also been discussed as well as a PJC event in the United States.

I welcome your thoughts and ideas on fundraising. We have a few fundraising projects planned in the next few months that we feel will be fun and exciting for our members.

We are also looking to redevelop the Circle of 100 in the near future.

The school project in South Florida, Academia, is still in the works with San Antonio, Texas now in the mix. We are proposing 12 schools to the IJF, 9 in Florida and 3 in San Antonio. IJF will assist with funding.

Patrick Burris, Chair Coach Education is working with Mike Szjreiter and Hayward Nishioka on a coaching plan that would unify USA Judo, USJF and USJA for beginner to national level coaching certifications.

The Level 1 IJF Academy will be held on May 8-14 at the OTC in Colorado Springs. We expect to have 18-20 coaches IJF certified after the completion of the Academy. The IJF will eventually make it mandatory that any coach sitting in the coach's chair at an IJF event, must be IJF coach certified.

#### 24. New Business

- a. The next in-person board meeting will be in Irving, Texas in conjunction with the USA Judo National Presidents Cup
- b. Requested that CEO Bryant put together a Business Plan to present to the Board for review and evaluation.

25. Motion by Mark Hill to move into executive session. Seconded by Jim Webb, all in favor, no opposed, motion passes.

26. Motion by Jim Webb to move out of executive session. Seconded by Noboru Saito, all in favor, no opposed, motion passes.

27. Motion by Jim Webb to appoint Jim Hrbek as Chair of the High-Performance Committee. Seconded by Serge Bouyssou, all in favor, no opposed, motion passes.

28. Motion to adjourn meeting at 12:32pm by Jim Webb. Seconded by Gerry Navarro, all in favor, no opposed, motion passes.