



Board of Directors Meeting Minutes  
November 16, 2018  
Irving Texas

Attendees:

USA Judo Board of Directors:

Mark Hill, President

Serge Bouyssou

Doug Kawasaki

Nick Kossor-via phone

Joe Marchal

Gerry Navarro

Christal Ransom

Noboru Saito-joined at 7:00pm via phone

Jim Webb-joined at 7:00pm

USA Judo Staff:

Keith Bryant

Ed Liddie

Corinne Shigemoto-joined at 7:00pm

Guests:

Tom Ryan-President, AJJF

1. Roll Call

President Hill conducted roll call. Quorum established and meeting called to order at 6:07pm CT.

2. Election Update-Keith Bryant/Mark Hill

Process moving along and great candidates in the running. The Board expressed their thanks to Pete Catlos for his work these past few months and taking on the role of Nominating Committee Chair. Throughout the meeting the board will conduct four interviews of nominees for the At Large Director position.

3. CEO Update-Keith Bryant

Strategic Plan-important to share with our members that we do in fact have a plan. It was recommended by Doug Kawasaki that an overview of the plan be shared with our members for ease of reading.

2019 Budget-initial 2019 budget presented to Board. Budget is still a work in progress and expected to be firmed up for a vote prior to 2019 by the Board.

USA Judo Foundation-CD that was placed with UMB Bank has been moved to the USOC Endowment Fund.

Framework Events-sponsorship revenue organization that USA Judo is researching as a potential partner.

Membership-Cost Revenue Analysis document distributed showing club, individual membership and rebate costs. Several recommendations were put forth for discussion for both club and Group B rebate restructure. Primary discussion was on how to engage Group B organizations.

Motion by Mark Hill to enter into executive session. Seconded by Christal Ransom, all in favor, no opposed, motion passes.

Motion by Jim Webb to exit executive session. Seconded by Gerry Navarro, all in favor, no opposed, motion passes.

Motion by Gerry Navarro to approve the agreement allowing Keith Bryant to provide his personal hotel/airline reward information to accumulate miles earned through hotel expenses while doing USA Judo business. These miles are the property of USA Judo and will be used to defray air travel for Keith Bryant, athletes and USA Judo staff. Seconded by Doug Kawasaki, all in favor, no opposed, motion passes.

Hall of Fame Update-Bruce Toups has taken on the task of organizing this committee, researching and creating a charter for this committee. A Hall of Fame Committee will be seated with a formal process of the nominating process and voting for potential inductees.

Shared Services-being looked at more closely by other NGB's and the USOC. Insurance and SafeSport are priorities. Joint marketing and events have also been discussed.

Referee Update- the USA Judo Referee Commission meeting occurred this afternoon. There is concern with the current state of referees and the lack of new/young referees. The Referee Commission is to provide a plan to the Board on how to actively recruit and retain quality referees.

4. High Performance Report-Eddie Liddie

We are currently going through a rebuild with our athlete pipeline. Going into the last Olympic Games, funds were spent on the qualifying athletes, not on our athletes in the pipeline. Current challenges are the lack of athletes in the pipeline, lack of international experience and lack of technical knowledge (how to compete internationally). For juniors, another issue is the time necessary to travel internationally. Due to school, this is a huge challenge we are dealing with. It is very difficult to spend weeks out of school and away from home. Lack of additional funding is also a challenge.

Top ranked athlete stipends are dictated by the USOC. USA Judo gives input but the final decision is made by the USOC. Stipends are currently provided by the USOC to the top 5 internationally ranked athletes. These stipends are given out monthly and qualifying criteria are reviewed every 3 months. Limited funding is also available through USA Judo for the top 30.

Goal is to educate younger athletes and coaches so that the pipeline grows. We also are looking to fund to Europe, Asia as well as camps.

5. Promotion Committee Update-Jim Webb

There were three candidates for high dan ranks. The rank for hachidan was approved, the kudan and judan requests were denied.

Motion by Jim Webb to approve the recommendation by the USA Judo Promotion Committee to increase dan promotions fees, except shodan , by \$100 effective January 1, 2019. Seconded by Joe Marchal.

Discussion: Although an increase is appropriate at this time, the increase amount was discussed.

Friendly amendment proposed by Serge Bouyssou and accepted by Jim Webb to amend the fee increase by \$50 per rank starting at \$150 for shodan as follows: Seconded by Christal. Approved by M. Hill, D. Kawasaki, N. Kossor, J. Marchal, G. Navarro, C. Ransom, J. Webb. Opposed by N. Saito. Motion passes.

<b>Rank</b>	<b>Fee</b>	<b>Rank</b>	<b>Fee</b>
Shodan	\$150	Rokudan	\$400
Nidan	\$200	Shichidan	\$450
Sandan	\$250	Hachidan	\$500
Yodan	\$300	Kudan	\$550
Godan	\$350	Judan	\$600

6. New Business

No new business

7. Motion by Mark Hill to adjourn. Seconded by Christal Ransom, all approved, no opposed, motion passes.