



Board of Directors Meeting Minutes  
May 11, 2018  
Round Rock, Texas

Attendees:

USA Judo Board of Directors:	Gerry Navarro
Serge Bouyssou	Christal Ransom
Devin Cohen	Noboru Saito
Doug Kawasaki	Jim Webb
Joe Marchal	

USA Judo Staff:	
Keith Bryant, Executive Director/CEO	Corinne Shigemoto
Ed Liddie, Director of High Performance	

Guests: Calvin Terada	Brian Olson	Low Dong
Jeff LeForce	Pete Catlos	Bert Lopez
Rocky Lima	Bert Mackey	

1. Roll Call

Jim Webb conducted roll call. Quorum established and meeting called to order at 8:30am CT.

2. Executive Director Report-Keith Bryant

It has been a very busy first quarter for USA Judo with staff turnover and SafeSport reports.

Cory Sanders, Membership Coordinator left USA Judo in February after five years with USA Judo. Isaiah Smith was hired to replace Cory, but left after two months. Spencer Molnar was hired as Director of Membership Services and Events replacing Corinne. When Isaiah resigned, Corinne jumped in and is now handling general membership, sanction and promotions remotely.

SafeSport continues to be a hot topic within the Olympic Movement and the Nation and over the past few months has consumed much time with Senate and House reports as well as an independent USOC Investigation.

The 2017 USOC audit is complete and the independent audit is underway.

Strategic planning continues to move forward. The USA Judo staff met with Avery Wilson and Denise Parker from the USOC for a two day workshop to in early April to assist in putting the recently approved strategic plan into tactical, action plans for staff to implement.

USA Judo is currently reviewing resumes for a High Performance Administrative Assistant that that will predominately work with HP but will also handle a few general office admin duties. We are one of the few NGB's than handle both Able and Para under the same roof. The USOC is providing assistance to fund this position.

The American Judo Alliance Agreement has been signed and a working Task Force has been determined to assist in moving this Alliance forward. The Task Force is comprised of Brian Olson and Ed Liddie representing USA Judo, Celita Schutz and Rhadi Ferguson representing USJA Roy Kawaji and one TBD, representing USJF. We are planning a workshop in mid-June in Colorado Springs that will be facilitated by Denise Parker, USOC V.P. of NGB Organizational Development, Averey Wilson, USOC Director of Strategic Planning and Chris Snyder, USOC Director of Coach Education. The goal is to create a skeleton of what the American Judo Development Model should look like.

Attended an informal Meet and Greet last night with task force members as well as to meet the new USJF President, Mark Muranaka.

#### High Performance Report-Ed Liddie

The past few months have been very busy for this department with many teams traveling. Lauren Roersma, HP Coordinator has done a great job in organizing these trips. Lauren has coordinated over 38 events over the past 5 months which include juniors, seniors, para, kata, veterans and referee activities.

USA Judo came home with 7 medals from the Pan Ams, without our two top female athletes. Both Katelyn Bouyssou and Hannah Martin were injured and did not compete. All athletes fought well and conducted themselves like a team on and off the mat. There are several athletes that could be in the running over the next few years.

We are using a different model for stipends (USOC funds). Stipend awards are now reviewed every three months. This is a better working model and gives the athletes an incentive. A full criterion for this program is posted on our website.

A pre-World Championships training camp will be held at the OTC the end of August. We will invite the Junior World Team and top cadet athletes. It will be open to all other athletes but no funding for these athletes will be provided. We hope to make this a yearly camp.

We are trying to change the culture of our junior athletes and coaches. In the past we have spent a significant amount of money funding athletes to the Junior Pan Am events for just one or two fights with no camp. We are moving to attending events in Europe and Asia which are typically more heavily attended and usually have a camp associated with it. Although there is a challenge with the school year for our athletes. We have a small team traveling to Hungary and Poland and a larger team traveling to Poland and the Czech Republic. There is a self-funded group traveling to Argentina for the Junior Pan Am's. We will hold over our top juniors for the U.S. Open camp in July as well.

Devin Cohen asked that all events be posted on our website so that referees can determine if they would like to travel to that particular event.

Once the HP Admin is on board, we will start to publish a newsletter that will go out once a month to help disseminate information.

Discussion by the Board to award prize money for 2019 senior nationals. High Performance to review and propose plan for prize money.

Discussion by the Board on how to increase participation at senior nationals included more marketing of current and past national champions.

There is a clinic being held at the Round Rock Sport Center as part of the American Alliance that is open to all. Facilitators are Celita Schutz, Brian Olson and Kevin Asano. This is the first of its kind we hope to continue this tradition at future events.

3. Strategic Planning Update-Keith Bryant

Grow the sport is one of our major goals and as of today, we are at 9990 members. We did surpass the 10K mark earlier in the year. Judo in schools is starting to help with membership. Kent Schools Judo also has a large membership. We anticipate being over 400 USA Judo clubs this year, the most we've had in two years.

Between now and the Junior Olympics, I will meet with the staff to review assignments as well as work on job descriptions.

Discussed the Marketing Task Force and the need to create the brand, sell the brand, social media attack and how to get more traffic to our website.

4. Rank and Promotion Committee

Discussion on current promotion procedures. Rank Committee members Jim Webb and Devin Cohen indicated that procedures are scheduled to be reviewed during the Rank and Promotion Committee meeting at 2pm.

Motion by Devin Cohen to move into executive session, seconded by Jim Webb. All in favor, no opposed, motion passes.

Motion by Devin Cohen to exit executive session, seconded by Jim Webb. All in favor, no opposed, motion passes.

5. Referee Commission

Discussion took place about appointing new members to the referee commission and succession planning for the future with upcoming board and commission member turnover.

Motion by Devin Cohen, seconded by Doug Kawasaki to appoint the following individuals to the USA Judo Referee Commission, all in favor, no opposed, motion passes.

Robert Fukuda	Dr. Gary Berliner
Hector Estevez	Janet Johnson
Calvin Terada	Barbara Shimizu
Greg Moore	David Smith
Ray Saito	Sayaka Torro-Athlete Rep
Michael Eldred-Athlete Rep	Katelyn Bouyssou-Athlete Rep

6. Upcoming Election Update

Mr. Jeff LeForce and Mr. Calvin Terada joined the meeting to discuss past procedures and timeline for the upcoming Board elections.

The nominating committee positions were also discussed. This committee must be seated immediately prior to moving forward with election processes.

Both Mr. LeForce and Mr. Terada stressed that timing of the process is critical and communication is key. It is important to send the election process to the USOC Athlete Advisory Committee for approval.

Need to confirm the online voting vendor for election.

Much discussion took place about streamlining the registration and voting process.

It was also suggested that a job description be created for board members/positions. CEO Bryant to draft for review and approval by the Board.

Motion to move into executive session by Christal Ransom, seconded by Doug Kawasaki. All in favor, no opposed, motion passes.

Motion to exit executive session by Christal Ransom, seconded by Jim Webb. All in favor, no opposed, motion passes.

Recess at 1:35

Back to order 2:20pm

7. Referee-Mat Safety Zone

Motion by Devin Cohen to direct the national office to make appropriate inquiries of our underwriters as to the viability of either 3 meter safety area or 6-8 meter competition area or both, seconded by Christal Ransom. All in favor, no opposed, motion passes.

8. Referee Funding/Development Update

The budget has increased over the last few years. The Alliance task force will work to determine what the process is to develop more referees.

9. Coaching Update

This event is the first that will honor the Alliance coaching agreement to accept USJA and USJF certified coach credentials at USA Judo Sr. National Championships

10. Committee Members

It was confirmed that all committee members were going to stay in place until the end of the year.

11. Ethics and Grievance Committee Update

Nominees for the Chair were submitted by the Ethics and Grievance Committee to the Board for vote and appointment.

Motion to move into executive session by Jim Webb, seconded by Noboru Saito. All in favor, no opposed, motion passes.

Motion to exit executive session by Devin Cohen, seconded by Noboru Saito. All in favor, no opposed, motion passes.

Motion by Devin Cohen to appoint David Smith as Chair of the Ethics and Grievance Committee, seconded by Doug Kawasaki. All in favor, no opposed, motion passes.

12. Budget and Finance

Motion by Serge Bouyssou to approve the budget, seconded by Devin Cohen. All in favor, no opposed, motion passes.

13. Fundraising and Sponsorship Update by Keith Bryant

Cara Fasciani, Marketing Coordinator, has sent out approximately 40 proposals to potential sponsors over the past few months and we are preparing for tomorrow night's Night of Champions Fundraising Dinner. Keith encouraged Board Members to pass along potential donors and sponsors for him to follow up with to support USA Judo.

14. Rank and Promotion Committee Update: meeting was held on May 11. Member Devin Cohen announced those who were passed.

15. Membership Update by Keith Bryant

Update on the club and state rebate program was given. With the 2018 budget passed and better forecasting, USA Judo can better schedule a payout schedule for past due rebates from 2016 & 2017.

Keith Bryant in preliminary discussion with AJJF regarding their interest in securing a reciprocal participation agreement, similar to the one done last year with ATJA. Keith to continue working with USA Judo Insurance Carrier, Integro, and other impacted organizations and will keep the Board apprised of any progress as before it makes its final decision.

Spencer Molnar is the new Director of Membership & Education and has been tasked to reach out to each state/Group B Organization to determine mutual value and what would it take to re-engage them as a state organization within the USA Judo Membership Structure.

As of today, USA Judo has 9990 members. Membership auto renew process is close to being implemented by our database management company.

16. USA Judo Foundation Update by Keith Bryant

We are still waiting on approval from the IRS regarding the USA Judo Foundation's 501c3 non-profit status. Apparently more information is needed and we are waiting to hear back what is needed.

Currently the funds are still with the USOE. In accordance with the market, returns were up at the end of the year but now back down a bit. Current members of the Foundation Board are Noboru Saito, Chair, Joe Marchal, Daniel Lee, Diane Manganaro and Reno Reser. CEO Keith Bryant is an ex-officio member.

17. New Business

CEO Bryant received an email from Mr. Vizer this morning announcing that Jimmy Pedro and Rena "Rusty" Kanokogi will be inducted into IJF hall of fame in 2018. This is a great honor and USA Judo is proud and pleased that these individuals are being recognized.

18. Motion to adjourn the meeting by Devin Cohen, seconded by Noboru Saito. All in favor, no opposed, motion passes.