



Board of Directors Meeting Minutes  
May 14, 2021 - Senior National Championships Weekend – Reno, NV

Attendees:

USA Judo Board of Directors:

|                           |                          |
|---------------------------|--------------------------|
| Mark Hill, President      | Joe Ragan                |
| Serge Bouyssou (by phone) | Barbara Shimizu          |
| Dave Johnson              | Jim Webb                 |
| Marti Malloy (by phone)   | Gerry Navarro (by phone) |
| Joe Marchal               |                          |

USA Judo Staff:

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| Keith Bryant, Executive Director/CEO | Ed Liddie, Director of High Performance |
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Roll Call

President Hill conducted roll call. Quorum established and meeting called to order at 8:50pm PT.

1. 2021 Olympic & Paralympic Games Updates – Mark Hill, Ed Liddie & Keith Bryant  
Preparations continue, but these will be much different Games than the world has ever seen before due to the extensive COVID protocols being implemented by the Japanese Government and Tokyo 2020. Because of uncertainties, restrictions and costs, Mark Hill will not be attending the Games and it is likely Keith Bryant will not be attending as well. Plans for the pre-training Olympic Games Camp in Ryugasaki City are still in place and the situation is monitored on a daily basis. It is anticipated that 3-5 athletes will qualify for the Olympic Games and another 3-5 for the Paralympic Games.

2. Rank & Certification Committee Updates – Jim Webb & Keith Bryant

In recent years the committee has struggled with insufficient guidelines for advancement in judo rank. To that end, it has made the following changes to guidelines:

1. The sub-committee recommends that once an individual accepts a promotion from outside the United States, the USA Judo Promotion Board will continue to use the criteria set by USA Judo. This will serve to limit those who seek rank outside of our country.
2. The minimum times from shodan to promotion to:
  - a. Rokudan is 25 years for non-competitors
  - b. Shichidan is 30 years for non-competitors
3. These revised guidelines reward those non-competitors who serve USA Judo, and Judo in general, much more actively than those who do not. The standards closely follow those of the International Judo Federation.
4. Veteran competitors are competitors and will be advanced based upon their points earned in competition and may be given special consideration should they also fall within the revised guidelines for non-competitors as referenced above.

Motion by Jim Webb to accept and approve the recommendations of the Rank & Certification Committee, seconded by Joe Marchal. All in favor, no opposed, motion passes.

2. Rank & Certification Committee Updates – Jim Webb & Keith Bryant (continued)  
Group C Member, Military Outreach Judo & Jiu-Jitsu Organization (MOJJJO) requested the ability to independently award rank through Sandan without approval by a Group B Organization or USA Judo.

Motion by Jim Webb to keep the rank certification consistent and within the established system based on member numbers within Group B Organizations to award rank up to Sandan and deny MOJJJO's request to implement its own rank certification as a Group C Member. Joe Ragan seconded. All in favor, no opposed, motion passes.

3. Bylaws Review & Updates – Mark Hill & Keith Bryant

The Bylaws task force continues to work on aligning and revising the bylaws. Much discussion was had about the current bylaws structure and the need for changes based on new congressional mandates and US Olympic & Paralympic bylaw changes/requirements, especially as it pertains to increasing athlete representation on the board, committees, task forces, etc. from 20% to 33%. Mark Hill to follow up with Larry Canada and the bylaws task force while also amending bylaws related to new athlete representation requirements.

4. Executive Session was held to discuss the current and future composition of the American Judo Community.

5. Lunch/CEO Presentation – Keith Bryant

An overview of the organization's last 4.5 years of operations, accomplishments and finances was presented to establish a baseline for strategic planning conversations.

6. Strategic Planning – Dave Johnson

The strategic initiatives to 1) Grow the Sport, 2) Promote the Sport, 3) Create infrastructure and 4) Further develop, support and improve high performance are still the core tenets of the USA Judo Strategic Plan. However, activities will become more streamlined to align with available limited resources and primary focus will be on creating the USA Judo digital ecosystem, growing revenues and resources and creating detailed strategies to prepare for Paris 2024 and LA 2028. The digital ecosystem will include an integrated platform of a membership database with a competition registration and management system also tied to streaming and apps to create a better member experience. This platform will be implemented at the national level and also at the local levels to provide greater ROI for individual and club members as well as regional/local events.

Motion by Jim Webb for Keith and Dave to continue its efforts in building the digital ecosystem identifying the best resources and most favorable terms for the organization with a potential trial of new technology at the Jr. Olympics. Seconded by Barb Shimizu. All in favor, no opposed, motion passes.

7. Executive Session was held to discuss HR matters resulting in a three-year contract extension for CEO, Keith Bryant, and a 5% raise for all USA Judo Staff (first staff raise in 4.5 years).

Meeting adjourned at 3:21pm.