



**Board of Directors Meeting Minutes
November 18, 2022
Irving, TX**

Attendees:

USA Judo Board of Directors:

Mark Hill, President
Ari Berliner
Dave Johnson
Marti Malloy
Joe Marchal
Ari Miller
Gerry Navarro
Joe Ragan
Christal Ransom
Barbara Shimizu
Nicole Stout
James Webb, joined meeting at 11:43 am

USA Judo Staff:

Keith Bryant, Executive Director/CEO
Nicole Jomantas, Director of Communications, Marketing & Development
Melissa Jones, Director of Finance, Compliance & Office Operations
Ed Liddie, Director of High Performance

Guests:

Colton Brown
Larry Canada, joined meeting at 10:00 am
Joon Chi
Ben Goodrich
Shannon Hondl, joined meeting at 2:50 pm
Jeff LeForce

- I. Welcome/Introduction of incoming Board Members/brief overview of a board member's role

Board Chair Mr. Hill called the meeting to order at 8:01 am CT.

Mr. Hill welcomed the new board members and provided an overview on the role of the board members.

- II. There was discussion on the process for the selection of new Chair of the board.

- III. Year in review/Updates on current initiatives

Mr. Bryant provided an update on status of the strategic plan initiatives and USA Judo accomplishments this year.

Ms. Malloy provided an overview on the recent USOPC AAC Meeting and some the resources that are available to athletes.

IV. Bylaws & Policies

The bylaws were passed in April but there is some clean up that needs to be done.

Mr. Hill made a motion, seconded by Ms. Shimizu, to create a Bylaws Task Force including Mr. LeForce and Ms. Stout, with Mr. LeForce as the Chair. Motion passed.

Motion by Mr. Marchal, seconded by Mr. Miller, to update the USA Judo Vision to: *USA Judo is a world leader providing maximum opportunities to all its members with programs from core development to Olympic and Paralympic gold.* Motion passed.

V. Committee Updates

- Nominating Committee – The majority of this committee will be new with a 4 year term beginning in 2023.
- Coaches Education Committee – The board discussed the past and current challenges with the coach education and certification process and how it may be improved.
- Ethics & Grievance Committee Chair Larry Canada joined meeting.
Mr. Bryant and Mr. Canada discussed the challenges that the committee is currently facing and the expectation that we will likely see an increase emotional and physical abuse cases that will likely be returned to NGBs by the U.S. Center for SafeSport and sent to NGB ethics and grievance committees for investigation, adjudication and recommendations to the board for final determination.
- Kata – The board reviewed the report from the Kata Committee.
Motion by Mr. Hill, seconded by Mr. Marchal, to accept recommendations of the Kata Committee as follows:
 - The Kata Committee is working with the USA Judo Promotional Committee to create a list of judoka knowledgeable in the katas who are willing to support any judo player seeking to learn a kata for promotion, increased judo studies, and competition.
 - The Kata Committee is discussing new divisions for Senior Nationals to encourage new teams, younger teams and to be aligned with the IJF kata divisions.

Motion passed.

- Event Advisory Group
Motion by Mr. Hill, seconded by Ms. Shimizu, to authorize management to form this advisory group. Motion passed.

VI. Strategic Planning and looking ahead

- Next 120 Days

- American Judo Alliance/ATJA Agreements/Decisions
Mr. Hill provided overview on AJA agreement and notice letters sent to the members of the alliance. The board discussed the agreement and requested that Mr. Johnson, Mr. Ragan and Ms. Shimizu review and recommend what areas, if any, would we like to revive from the American Judo Alliance agreement.
- New membership structure & services
Mr. Bryant presented a new proposed membership structure. Motion by Mr. Marchal, seconded by Mr. Johnson, to approve in principle the new membership structure but would like to see fewer categories. Motion passed.
- Mr. Bryant provided updates on insurance, Sport:80 and Smoothcomp.
- Event Sanction/Management
USA Judo has received a proposal from the American Judo System (AJS) to operate USA Judo national events as a third party contractor. The board would like USA Judo to receive other bids for the same service and a detailed proposal from AJS.
- Pursuant to conversations had earlier in the meeting about selecting the new Chair of the Board, Mr. LeForce proposed that the returning and incoming board members make a commitment to appoint Mr. Ragan as Chair of the board beginning January 1, 2023. This will allow staff to begin the integration now to help ensure that the transition is smooth. The proposal was confirmed.
- Marketing
 - Resource Allocation was discussed
 - Digital Ecosystem & Assets update provided
- International Relations/Preparations for 2024 & 2028
- Fundraising – It is important for all board members to donate to the organization annually. When we apply for grants we are asked if we have 100% board giving. We will be doing an end of year giving push that will include Giving Tuesday.
 - Ms. Jomantas discussed end of the year giving campaigns wherein Meta, the parent company of Facebook and Instagram, will match recurring monthly donations up to \$7M. It was also announced the Mr. Ragan generously has committed to match donations up to \$50K.
 - The campaigns will be pushed on social and by email, with the focus being on supporting the next generation.

VII. Preparation for Annual Assembly

- Proposed Agenda
 - Thank departing Board Members
 - Introduce New Board Members
 - Behavior Modifications between coaches, parents and referees
 - High level successes of 2022
 - Looking ahead at 2023
 - Q&A

Motion by Mr. Marchal, seconded by Mr. Miller, to adjourn. Motion passed.