



Board of Directors Meeting Minutes

April 8, 2016

Irving, Texas

Attendees:

USA Judo Board of Directors:

Lance Nading, President

Christal Ransom

Joe Marchal

Devin Cohen

Brian Olson-via phone

Leo White

Mark Hill

Noboru Saito

Gerry Navarro

USA Judo Staff:

Jose H. Rodriguez, CEO

Corinne Shigemoto, COO

Ed Liddie, Director High Performance

1. Roll Call

President Nading conducted roll call, declared a quorum established and called the meeting to order at 9:08am CST.

2. Motion by Lance Nading

To accept the Board Minutes of February 26, 2016 and April 1, 2016. Seconded by Noboru Saito, all in favor, no opposed, motion passes.

3. CEO Report-Jose H. Rodriguez

CEO Rodriguez reported that a new marketing/fundraising/sponsorship coordinator had been hired, Ms. Cara Fasciani. Cara currently works out of the Miami office and but will move to Colorado Springs in the coming months. Cara has been concentrating on learning about USA Judo, the Olympic movement and other national governing bodies. She will be responsible for social media, website, special projects as well as sponsorship/fundraising.

Marketing Coordinator Report—Cara Fasciani

Cara gave a brief overview of her background as well as a few projects she is currently working on. One project is the USOC 100 Day Countdown program that will take place in Times Square on April 27. Several of our athletes will be attending; Kayla Harrison, Dartanyon Crockett and Myles Porter to name a few.

Another program is a social media project titled “#I Believe”. This program will encourage members to vote for their favorite 2016 Olympian. Clubs will also be engaged by asking them to send in pictures with a sign stating “# I believe in (name of their favorite Olympian)”.

The New York Times is also writing an article on Kayla Harrison and Jimmy Pedro (Kayla’s choice as her #1 Olympic hero). The article will be featured in the month of July.

All of the above efforts will be funneled through our website in an effort to capture unique clicks, which will directly impact our USOC Digital Media Agreement and the opportunity for USA Judo to receive funds from the USOC.

#### Membership Report—Corinne Shigemoto

Membership dollar amounts continue to increase. March 2016 finished at approximately \$64,435 compared to \$49,490 in March 2015. March 2016 total income number was \$75,063 compared to \$53,899 in 2015. These numbers include individual membership, club membership, sanctions and rank/promotions. If we keep the trend through the end of the year we will exceed our budget of \$480,000.00.

Current individual members are at approximately 9,200 and expect this number to increase as the Olympic Games approach. Club membership is at 344 with registrations being received every day.

Historically July is a low membership month for USA Judo. We will offer a special membership during that month for those who have not been members of USA Judo within the past 3 months.

The National Scholastics report will be finalized by the end of April. Senior Nationals registration numbers are down a bit compared to 2015, but there are two more days of registration.

2016 is the last year in Irving, Texas for all events but the National Presidents Cup Championships. We believe being in the same city for multiple back to back events has contributed to the lower numbers.

Event locations in 2017 will be: National Scholastic Championships--Reno, Nevada, Senior National Championships--Salt Lake City, Utah, Junior Olympics--Spokane, Washington and National Presidents Cup Championships—Irving, Texas.

The cost of events in 2017 was discussed and the concern with moving to different cities. It was explained that the bid process with cities is very competitive and hot right now and the agreements are beneficial to USA Judo. Being in the northwest will also bring in large judo communities that will drive who would not normally attend the events.

President Nading expressed his gratitude to Ms. Shigemoto for the efficient running of the national office. He thanked Ms. Shigemoto for her hard work and effort and especially during this time of transition. He stated it is imperative that we have people not only committed to the organization from an employment standpoint, but are truly stake holders in the past and the future of the organization. Ms. Shigemoto has been a part of our history and a part of our future and that cannot be overlooked or taken for granted on any level by anyone at any time. President Nading spoke of taking the organization to the next level and when we look back at 2005, 2006, 2007 when Jose H. Rodriguez and Ms. Shigemoto came on board we have gone to another level. The membership doesn't always recognize this but the Board does.

Ms. Shigemoto expressed her thanks to the Board and especially to Jose H. Rodriguez, who has been a huge mentor. She also stated that all the members of the Board are accessible whenever needed and she also expressed her gratitude for their support.

CEO Rodriguez continued his report stating that he attended a few days of the IJF Academy in Mexico City. This course was well attended and received. Dr. Gregory Chow from Hawaii attended and was certified. There are currently 54-57 USA Judo coaches who are participating in the on line exam. The on mat/practical session will be held in October for those coaches to attend and complete the certification process. A second online course will be offered prior to the practical session to allow more coaches to attend the practical session in October. It is the goal to have 2-3 USA Judo coaches become instructors that would be able to conduct the practical

sessions in the United States. It is IJF's goal to standardize judo around the world. Beginning mid-2017, any coach who attends an IJF international event (Grand Slam, Grand Prix, World Masters, etc.) will be required to be certified to coach at this level at events.

On the referee front, CEO Rodriguez reported that it was 99.999% positive that the United States would have a referee representative on the mat in Rio. Looking forward, the referee budget needs to be reviewed if we want to have more participation by the United States in Olympic Games. Referees must travel extensively and work the events to be ranked. Currently only the top 14 in the world can be considered to work the Olympic Games. Many other countries subsidize their referees.

It was announced the Dr. Gary Berliner and Greg Moore were selected to work the Paralympic Games in Rio. Congratulations to both referees!

CEO Rodriguez stated that Mr. Jerry Solomon, agent to Kayla Harrison will be giving a short presentation to the Board later. The basis of the presentation is the prospect of keeping top level retired athletes engaged with USA Judo after their competitive career is over.

We created a brand, a logo. A concept created many years ago was that of a "train ride". The idea was that athletes come in and out of the train, athletes would ride the train for a certain journey and when they got to a certain destination, and they would get off. Other athletes would get on and move ahead. Along the way, the whole idea was to create a winning attitude. Which we have been able to create over the last 11 years. We created this winning attitude and we invested a lot of money. Winning costs a lot of money, we said we would host events, and that costs money.

President Nading added that when USA Judo hosted the first World Cup, Kayla Harrison won a gold medal and it was a big deal. In his opinion, her winning on that day, on US soil, did more for USA Judo than any other event. On that day, the financial investment paid off 100%.

We have two athletes, one currently ranked #1 and another ranked #5 and along the way, during the train ride, we will have more athletes ranked. Other countries do it with very large budget, (Russia \$24-\$26M, France \$22M, Brazil \$16M, and Japan \$8.5 M); we do it on a shoestring comparatively.

Because of the athletes' success, we have been able to brand our athletes. How do we keep athletes like Kayla involved in USA Judo once she finishes competing? IJF is very happy with Kayla and has stated they would consider teaming up with USA Judo to keep athletes of this caliber engaged. We have gotten to this level and the new CEO will take us to the next level. Question is; how do we keep our hero's? This is part of the presentation by Jerry Solomon.

#### High Performance Report—Ed Liddie

The senior nationals will also act as the Paralympic trials for four categories. If the #1 ranked athlete wins the senior nationals, they are automatically named to the Team. If they do not, then there is a fight off, best 2 out of 3. The Para program is a lot of work but we are proud of what we have accomplished. We have tripled the number of VI athletes participating in the senior nationals. Coach participation is up as well. We have conducted coach and referee clinics. There was a referee seminar just conducted in New York.

On the able body side, the end of May we will know who the Olympic team is. After the Pan Am Championships the end of April we will have an idea who is still in the running. Kayla Harrison, Marti Malloy and Travis Stevens will directly qualify. Nick Delpoplo should directly qualify as long as he does well at the Pan Am Championships. Colton Brown, Aaron Kunihiro, Hannah Martin, Angelica Delgado, Nina Cutro-Kelley and Leilani Akiyama are still in the running.

There are several worldwide that offer big points, but there are a few where participation is limited due to the location. For example, the Oceania Games offer the same amount of points at the Pan Am Championships, but the number and level of competitors at the Oceania Games versus the Pan Am Championships is significant. It is possible that an athlete competes at the Oceania Games against lower level athletes while an athlete competes at the Pan Am Championships against athletes from Cuba and Brazil, just to name a few, and the events have the same point structure. CEO Rodriguez asked Mr. Liddie to write up a report and he will submit to the IJF for reconsideration of point structure.

The U23 group has been actively participating in camps since January. They attended a training camp in Canada and the women also attended a camp in Belgium. Unfortunately, due to school schedules, many athletes could not attend. There was a camp in France in February, Argentina and Peru in March that U23 athletes attend. The camp in Boston in April was attended by U23 athletes. Coaches were also invited where instruction was given on how to break down matches, how to train, etc. A team will attend training in Spain and Portugal in May and June athletes will be considered for competition in El Salvador. Athletes in July will attend the Jr. US Open, Junior Pan Am's, a training camp in Spain and a pre-Olympic camp. In July the 2<sup>nd</sup> half of the year will be evaluated and a schedule created for the balance of the year. In 2017, the High Performance committee will look to an 8-year plan rather than a 4-year plan.

Motion by Lance Nading to accept the CEO Report. Seconded by Devin Cohen, all in favor, no opposes, motion passes.

4. Motion by Leo White to move into Executive Session. Seconded by Devin Cohen, all in favor, no opposes, motion passes.
5. Motion by Noboru Saito to move out of Executive Session. Seconded by Leo White, all in favor, no opposes, motion passes.
6. Motion by Mark Hill  
The Board, after having considered the complaint of Nick Delpopolo with respect to his funding, has reviewed the facts and circumstances as it is related to the performance incentive plans of all the athletes, rejects Mr. Delpopolo's complaint and supports the decision of the USA Judo High Performance Committee structure of his performance plan. Seconded by Joe Marchal, all approved, no opposes, motion passes.
7. Audit Committee Report—Noboru Saito  
The independent auditor firm contract has been signed and they are scheduled to start the audit after April 15. The Audit Committee continues to meet once a month with USA Judo staff to review financial documents. As reported by Ms. Shigemoto, membership income continues to increase and is above budgeted numbers. The reported payables of \$89K are the lowest payables we have had in 10 years.

Motion to accept Audit Committee Report by Lance Nading, seconded by Joe Marchal, all in favor, no opposes, motion passes.

8. Motion by Christal Ransom  
Proposal to amend the current Bylaw Section 11.1 to include Para Athletes. Seconded by Joe Marchal, all approved, no opposed, motion passes.
9. Motion by Devin Cohen  
Proposal to amend the current Bylaw Section 5.2 to include electronic voting. Seconded by Noboru Saito, all approved, no opposed, motion passes.

10. Motion by Lance Nading  
To recess for 45 minutes, seconded by Leo White, all approved, no opposed, motion passes. Meeting recessed at 12:29pm CST.
11. Motion by Lance Nading  
To reconvene at 1:15pm CST, seconded by Christal Ransom, all approved, no opposed, motion passes.
12. Report by 2016 Olympic Coach—Jimmy Pedro  
Coach Pedro stated that USA Judo is headed to the 2016 with a very experienced team. The women's team is the crème de la crème; they are confident, experienced and poised. There is not one person in the world either one of them cannot beat. For them men, unfortunately both Travis Stevens and Nick Delpopolo were injured in 2015 which hampered their performance, but are expected to do well in Rio.  
  
President Nading stated that he and the Board is proud of the work the High Performance Committee and the team has done.
13. Presentation by Jerry Solomon  
Mr. Solomon discussed in general terms the possibility of a partnership with Kayla Harrison in engaging her as a lead spokesperson for USA Judo in marketing, promotional and instructional arenas
14. World Veterans Championships Report—Gerry Navarro  
Mr. Navarro stated that contracts have been signed and the agreement sent to the IJF for their signature. The entry packet will be out in the next few weeks and the website up by the end of the month. The event is scheduled for November 18-21 and a training camp scheduled for November 22-23.
15. Executive CEO Search Update—Lance Nading
16. Members of the Search Committee include Lance Nading, Mark Hill, Christal Ransom, Noboru Saito and Devin Cohen. President Nading thanked all the committee members for their work. The USOC provided an extensive list of search firms. The Search Committee narrowed the list down to three. The three companies gave presentations to the Committee. Based on the presentations one firm came out ahead and was hired. Proposed timeline is to finalize three candidates by the end of May beginning of June and a target date of July 1 for hire.
17. USA Judo Foundation Report—Mark Hill  
Mr. Hill stated that all documents for Foundation formation have been completed. There is still a need to appoint Board members to the Foundation. Mr. Hill asked for recommendations from the USA Judo Board for individuals to serve on the Foundation Board.
18. Motion by Lance Nading  
To recess until Saturday April 9 afternoon. Seconded by Joe Marchal, all approved, no opposes, motion passes.
19. Motion by Lance Nading  
To reconvene on Saturday April 9 at 2:36pm CST. Seconded by Leo White, all approved, no opposes, motion passes.
20. Motion by Noboru Saito  
To seat the following Board members to the USA Judo Foundation; Daniel Lee, Joe Marchal and Reno Reser. To appoint Mr. Mark Hill as Chair of the Board. Seconded by Christal Ransom, all approved, no opposes, motion passes.

21. Presidents Report—Lance Nading

President Nading thanked all the Board Members for their support the last few years. He also thanked Dr. Tripp for his mentorship over the past 8 years.

President Nading stated that he was proud of the work that the past Board members, USJA, USJF, USOC, Dr. Tripp and the then new CEO contributed in the restructure of USA Judo. The new structure of the Board since 2007 represents the fact that you can have people of opposing backgrounds and points of views come together for the betterment of the sport. I don't believe our CEO, Jose H. Rodriguez, could have done his job as well as he has without having that new structure in place.

The next quadrennial should bring new opportunities and approaches and they must be embraced by the Board for USA Judo to move to the next level. The Board must have the vision and willingness to embrace these opportunities and approaches. In a few months, there will be new Board members and a new President which is the perfect opportunity for fresh ideas. The financial commitment we made over the past 8-10 years will assist USA Judo in moving to the next level.

Prior to the November meeting, the Board needs to discuss the structure of the Board, General Secretary and Audit Committee, just to name a few. These are key positions and the need to have specific outlines/direction are essential to the continued success of USA Judo.

President Nading closed by stating again how thankful he was to the Board and CEO Rodriguez in their support as well as success of USA Judo.

22. Motion by Lance Nading

To adjourn the meeting. Seconded by Devin Cohen, all approve, no opposes, motion passes. Meeting adjourned at 3:20pm CST.