



Board of Directors Meeting Minutes  
October 4, 2016  
Conference Call

Attendees:

USA Judo Board of Directors:

Lance Nading, President

Christal Ransom-joined at 1:36pm mst /left call at 2:17pm mst

Joe Marchal

Devin Cohen

Brian Olson

Leo White

Mark Hill

Noboru Saito

Jason Rivera

Gerry Navarro-joined at 1:36pm mst

USA Judo Staff:

Keith Bryant, Executive Director

Corinne Shigemoto, COO

1. Roll Call

President Nading conducted roll call, declared a quorum established and called the meeting to order at 1:33pm MST.

2. Motion by Lance Nading

To accept the USA Judo Code of Ethics, Standards and Procedures dated 7/15/16. Seconded by Noboru Saito, all approved, no opposed, motion passes.

3. Motion by Lance Nading

To remove the title of Jose H. Rodriguez of General Secretary of USA Judo. Seconded by Gerry Navarro.

Discussion: Previous understanding was that to be a to be sitting member of the IJF Executive Committee, the individual had to have an official title from the National Federation. It has been determined that is not the case. As long as the National Federation authorizes that individual to be on the list of selected members, as composed by the IJF President, they may be a member of the IJF Executive Committee.

Mr. White and Mr. Marchal stressed the importance of a title but President Nading explained that the title was given by the IJF. Executive Director Keith Bryant reported that he has been in contact with Mr. Rodriguez many times over the past few months and met with him in person the middle of September. He feels that Mr. Rodriguez does have the best interest of USA Judo in mind and feels that he will continue to work with him on any question/issues that arise. Mr. Bryant is responsible for the day to day operations, overall interests and leadership of USA Judo while Mr. Rodriguez continues to fulfil his duties on the IJF's Executive Committee. All approved, no opposes, motion passes.

4. Motion by Lance Nading

To move Agenda Item # VIII Old Business to # IV. Seconded by Devin Cohen, all approved, no opposed, motion passes.

5. Old Business:

Motion by Leo White

In order to continue the smooth transition of the new Executive Director, USA Judo will compensate Jose H. Rodriguez for his assistance and support from August 16, 2016 to December 31, 2016 the sum of two month’s salary (to be paid in two parts during this period). Mr. Rodriguez will continue to be “on call” to provide any assistance and knowledge of the last 10 years of his career with USA Judo to the new Executive Director, and he will continue to answer requests as needed or until December 31<sup>st</sup> as decided by the new Executive Director. This motion is consistent with what has been done in the past in the transition period of other USA Judo Executive Directors. Seconded by Devin Cohen.

Devin Cohen proposed the following Friendly Amendment: All compensation will be inclusive of any claims for past vacation or sick leave that had accrued for Mr. Rodriguez prior to the date of his leaving the full time employment of the organization. Accepted by Leo White.

Christal Ransom proposed the following additional Friendly Amendment: Mr. Rodriguez be paid on an hourly consulting basis as needed, to be determined by Mr. Keith Bryant. Not accepted and denied.

Discussion: Ms. Ransom voiced her concerns in regard to continuing to compensate Mr. Rodriguez. Mr. Bryant was hired as the Executive Director and should be allowed to work independently, however, he does have the ability to “hire” a consultant if needed.

Mr. Bryant indicated that beginning prior to his official start date, he and Mr. Rodriguez had approximately 4-5 calls lasting 30-45 minutes in length, and since officially in the position, 1 phone call per week and 5-6 emails. During the Olympic Assembly they did spend a significant amount of time together over a 3-day period. Somewhere in the 10-12-hour range. Mr. Bryant indicated that in the spirit of being collegial, loving the sport, and being involved in the Olympic movement, Mr. Rodriguez has been willing to help in whatever way he can.

Mr. Cohen asked and was informed that vacation time for Mr. Rodriguez at his departure was accrued at 3 weeks.

Mr. Rivera agrees with the motion. Understands Ms. Ransom’s concerns but feels it’s cleaner with the motion. Mr. Olson is concerned about the financial ramifications of the organization. Mark Hill stated he felt the Board should leave the day to day operations to Mr. Bryant. He appreciates Mr. Rodriguez and realizes the great job he has done in the past. But it is a matter of good corporate governance moving forward and it should be Mr. Bryant’s decision. Mr. Navarro agrees with the motion, however, feels that Mr. Bryant should determine if he needs assistance by Mr. Rodriguez or not. Mr. Bryant was asked his opinion of the compensation package for Mr. Rodriguez, but several board members expressed asking that was not fair to Mr. Bryant who then did not offer his opinion. Mr. Saito agreed with the motion, but is concerned with the overall organization’s financial picture. Mr. Marchal stated that he felt Mr. Rodriguez did a good job of moving the organization forward and it is in USA Judo’s best interest to keep an American in a position with the IJF. It is Mr. Bryant’s decision if he needs a consultant or not moving forward.

President Nading initiated a roll call vote:

|              |     |               |     |                 |     |
|--------------|-----|---------------|-----|-----------------|-----|
| Jason Rivera | yea | Gerry Navarro | yea | Mark Hill       | nay |
| Devin Cohen  | yea | Noboru Saito  | yea | Brian Olson     | nay |
| Joe Marchal  | yea | Leo White     | yea | Christal Ransom | nay |
| Lance Nading | yea |               |     |                 |     |

Motion passes

6. Executive Director Report-Keith Bryant

Mr. Bryant reported that Mr. Rodriguez lost his mother over the weekend and Alexana Rotunda lost her grandfather as well. Mr. Bryant asked that all keep them in your thoughts and prayers.

Mr. Bryant sent a report to the Board summarizing his first 50 days in the office. Highlights include attending the White House visit with the Olympic & Paralympic Teams who are both very supportive of USA Judo.

Will have an introductory call with USJF and USJA in the next few days. Will be traveling to Boston with Ed Liddie to meet with HP to discuss plans moving forward.

Will be attending the Continental Crown at the end of the month and attend the USJF Board Meeting.

October 28 is World Judo Day and we are doing what we can to promote and send people to clubs with the hope to increase membership and fulfil Let's Move campaign agreement we have with the White House.

American Medals Award Program, direct mailing going out to past donors since 2012, we are only at approximately \$2K towards a goal of \$47K.

Mr. Saito asked that the Board Members send contact information to Mr. Bryant so he may contact for possible Matching Grant contributions. He has given to both Matching Grant and Medal Award Program and is asking that Board Members now assist with these programs.

Mr. Cohen asked for clarification on the Medal Award donations. Mr. Bryant explained that any donation given to the Medal Award program can be applied to the Matching Grant program.

Mr. Cohen also asked for more information on the Let's Move Campaign. Mr. Bryant explained that it is an initiative by Michelle Obama to get youth involved in physical activity. Like many other NGB's, USA Judo signed up for the program a while ago. USA Judo decided to work through World Judo Day by asking clubs to open up their dojos to allow people to give judo a try, that way we can collect all members and non-members under 17 to fulfil our quota of number of people involved. We also hope to create more members for not only the club, but USA Judo as well as more awareness for judo in America.

Motion to accept report by Devin Cohen. All in favor, no oppose, report accepted.

7. Report on IJF Veterans Championships

Mr. Navarro reported that there are approximately 700-800 athletes registered, 50-60 countries. President Nading also addressed the USA Judo Assembly and asked that Mr. Bryant give his opinion on timing. Mr. Bryant explained that per our Bylaws, Article 10, we must have an annual USA Judo Assembly. It could be attached to a BOD meeting or held in conjunction with a USA Judo competition. Because the IJF Veterans Championships and Presidents Cup is being held on the same weekend, possible options are a virtual Assembly or held at the Presidents Cup. Mr. Bryant to forward more information on the options moving forward.

Mr. Navarro also inquired about the Board of Directors meeting. President Nading proposed that members arrive on Thursday November 17 and the meeting be held on Friday November 18 and Saturday November 19.

8. Mr. Saito asked that the Family Membership Proposal be sent electronically to all Board Member for a vote.

9. New Business

To review and recommend a possible Bylaw amendment regarding the General Secretary position by either removing the requirement that they be a current/past Board Member or removing the position all together. They should still be required to be a USA Judo member in good standing.

10. Motion by Lance Nading

To adjourn, seconded by Devin Cohen, all in favor, no opposed, motion passes. Meeting adjourned at 2:32pm MST.