



Board of Directors Meeting Minutes
November 17, 2016
Ft. Lauderdale, Florida

Attendees:

USA Judo Board of Directors:

Lance Nading-President (joined at 7:33pm)	Leo White
Christal Ransom-via phone	Gerry Navarro
Joe Marchal	Noboru Saito
Devin Cohen	Mark Hill

USA Judo Staff:

Keith Bryant, CEO
Ed Liddie, Director of Athlete High Performance

1. Roll Call

Mark Hill conducted roll call, declared a quorum established and called the meeting to order at 6:15pm EST.

2. Motion by Joe Marchal that Mark Hill preside over the meeting in the absence of President Nading. Seconded by Leo White, all in favor, no opposes, motion passes.

3. USA Judo Committee Reports:

Audit Committee Report by Noboru Saito:

Monthly meetings are held where financial reports are reviewed and approved where applicable. In August of 2016 with the hiring of the new Executive Director, the format of the reports was changed to be much more detailed. Specifically listing monthly numbers in detail. USA Judo is very close to meeting the \$25K USOC matching grant goal, which should be accomplished in the next few weeks. The Medal Fund is very important and we have a way to go before achieving that goal. Financial Policies and Procedures are in place and continue to be improving on an on-going basis.

Coaches Education Committee by Ed Liddie on behalf of Pat Burris:

For 2016, 882 coaches have been certified which represents \$43,000 in fees collected. Many of these are for multiple year certification reflected as:

511 certified for 2017
287 certified for 2018
137 certified for 2019
13 certified for 2020

Nine certificate clinics were conducted across the United States in 2016 with 74 participants. This generated additional sanction fees to USA Judo as well.

Ethics Committee Report by Keith Bryant on behalf of Peter Contardo:

The USA Judo Code of Ethics and USA Judo Ethics Procedures were reviewed and approved by the Board of Directors and is posted on the USA Judo website.

High Performance Committee Report by Ed Liddie:

We had a great performance at the Rio Olympics this past summer with Kayla Harrison taking a historic 2nd gold medal and Travis Stevens taking the silver. On the Para. side, Dartanyon Crocket and Christella Garcia both came home with bronze medals. Christella was one of only 4 athletes in the entire Paralympics who is 100% blind that medaled. Because of this, she made the highlight film of the entire games. Because of our success in Rio, the USOC considers us to be a legitimate medal sport. A meeting was held in Boston the end of October with Keith Bryant, Chris Skelley and Jimmy Pedro, to work on the next 8-year plan (pipeline) for our athletes. 2017 Athlete Performance Funding Criteria was also discussed and will be publicized to our membership on December 1. The USOC has committed to \$641k for 2017 for able bodied athletes which will include funding for the U23 program.

Judicial Committee Report by Keith Bryant on behalf of Karen Mackey:

Mark Hill, who is a member of this committee was not aware of any proceedings since the last board meeting. Mr. Bryant advised that Ms. Thursby had filed a complaint that has been forwarded to Ms. Mackey regarding Jose Rodriguez's involvement with the IJF Executive Committee and Pan American Judo Confederation, as well as the lack of appointing a Secretary General for USA Judo.

Junior High Performance Report by Ed Liddie:

Athletes traveled to Belgium earlier this year in which Katelyn Bouyssou and Mackenzie Williams brought home medals. There was also a group sent to Canada for a training camp. U23 athletes traveled to Argentina and El Salvador for competition during the summer. Age appropriate U23 athletes received partial housing during this event. U23 athletes that won in El Salvador were paid \$500 each. Junior athletes also participated in a pre-Pan Am training camp and a pre-Olympic training camp in Boston.

Nominating Committee Report by Keith Bryant on behalf of Jeff LeForce:

Mr. Bryant congratulated the committee on their work during the electronic process. The Board does need to appoint a replacement for Calvin Terada.

Referee Commission Report by Robert Fukuda:

A meeting was held at the conclusion of the event in the Dominican Republic where it was explained that moving forward the IJF Referee Commission will be changing the selection and qualifying procedure for Tokyo 2020 and beyond. The most impactful change is that referees who are 50 years of age or older will not be selected to work in Tokyo. Also, if a referee will be aged out for Tokyo, they will not be selected for the world championships leading up to Tokyo, regardless of their skill or quality of work. This will make a huge impact on the referees in the United States. It will take significant funds for younger referees to try to qualify for Tokyo.

Veterans Task Force Report by Brad Daniels:

Veterans athletes are very independent; they are not going to organize camps or travel as a group. But they are very enthusiastic. This group is underutilized and if serviced well, will engage their students. The US Open in Florida this year added a veteran's category which was a point event as well as the National Senior Games.

USA Judo Foundation Report by Mark Hill:

There have been a few obstacles in getting the Foundation finalized. Reno Reser has agreed to be the athlete's representative which was the last piece of the puzzle needed. We will now move forward in completing the paperwork to finalize the Foundation. The funds will be managed by the U.S. Olympic Endowment.

Kata Committee Report by Devin Cohen on behalf of Barbara Shimizu

Kata competition has been included back in the Pan Am Championships. This year, four teams competed for the United States in which each were allowed to compete in 2 kata's. Each of the four teams medaled at least once.

Final results were 3 gold, 3 silver and 1 bronze medal. Four teams also attended the World Championships. Unfortunately, none medaled, but it was a good experience for all. Goal for 2017 is to have two teams make the finals. The Kodokan will be sending clinicians to New Orleans the week of July 27, 2017, for a camp. In the future, kata judge certification must go through the PJC first. We expect there will be a PJC judge test in Quebec in the March timeframe. A maximum of 40 slots will be available, of which 20 are allocated to Canada as the host and the other 20 to the PJC. Mike Purcell, who has been running the kata events will be retiring as the IT person. New IJF software will be implemented. At the 2017 senior nationals, all kata activities will be conducted on Sunday in Salt Lake City.

Motion by Lance Nading to accept Committee Reports as stated. Seconded by Noboru Saito, all in favor, no opposes, motion passes.

4. Motion by Noboru Saito for partial payment to the foundation. The balance to be in a Note Agreement with an orderly payback. Seconded by Joe Marchal, all in favor, no opposed, motion passes.
5. American Judo Athlete/Coach/Referee/Club Development Model discussion by Keith Bryant
What is the American Judo Model/System in this country? How do we get athletes from grassroots to the elite podium? Currently, a formal model doesn't exist. We need to capture the knowledge of seasoned and accomplished leaders in the judo community and formalize a system to collaboratively develop athletes, coaches, referees and club owners in the United States.

Motion by Mark Hill to approve a summit meeting in Colorado Springs, spring of 2017 with representatives from different constituencies to create an American Judo Model. Seconded by Joe Marchal, all approved, no opposed, motion passes.

6. Motion by Lance Nading to recess. Seconded by Devin Cohen, all approved, no opposed, motion passes.
7. Motion by Lance Nading to reconvene. Seconded by Devin Cohen, all approved, no opposed, motion passes. Meeting reconvened on Friday November 19 at 9:12am.
8. Motion by Lance Nading to approve the Board Minutes of September 15, 2016 and October 4, 2016 as amended. Seconded by Noboru Saito. Discussion: Devin Cohen noted that in the Minutes of October 4, 2016 it was not recorded that Lance Nading voted on item #5.

Motion by Devin Cohen to move into Executive Session. Seconded by Lance Nading, all approved, no opposed, motion passes.

Motion by Devin Cohen to move out of Executive Session. Seconded by Noboru Saito, all approved, no opposed, motion passes.

Call for question, all in favor, no opposed, motion passes.

9. Discussion of Group A members & Co-Sanctioning request of American Traditional Judo Association
Reminder that Group A members are not automatically included in the Triad Agreement. The Triad Agreement is a separate standalone agreement among the three primary federations and not directly associated with Group A membership with USA Judo. Due to the large disparity in national coverage, number of members and number of clubs, it was recommended to not pursue a co-sanctioning agreement with ATJA at this time.
10. Discussion of USOC Digital Media Agreement

Discussion of expanding opportunities to increase unique hits to our website and reaching the next tier of the USOC Agreement.

11. Discussion of New Board Orientation & Strategic Planning

Plans to hold an onboarding/orientation meeting for new board members in first quarter of 2017 that may include strategic planning. The USOC has offered some financial and facilitation support to make this happen.

12. Motion by Lance Nading to move into Executive Session. Seconded by Mark Hill, all approved, no opposed, motion passes.

13. Motion by Lance Nading to move out of Executive Session. Seconded by Devin Cohen, all approved, no opposed, motion passes.

14. Executive Director Report by Keith Bryant

Having been on the job three months there have been some challenges. One is timing, which is a double edged sword, coming off the most successful Olympic Games in history but also in transition with myself and Board. There are five areas of focus: fix finances, earn trust, make friends, earn funds and sustained competitive excellence.

- Fix finances: we will be working with an outside individual for accounting assistance. The 2015 990 has been filed and work on 2016 financials with the independent CPA and auditor has started.
- Earn trust: proactive transparency is a must. Looking to create a working relationship with Board Members, both incoming and outgoing. More communication with membership, maybe a monthly Blog.
- Make friends: trip to Seattle was very beneficial. Spoke with individuals about development models and more collaborative relations between the three federations.
- Earn funds: Have had initial conversations with some sponsors as well as with larger individual donors. Looking at all areas to see where we can increase revenue. Will continue to research club fees. Charter School and Jujitsu clubs still to be researched. Will also look to budget relieving items.
- Sustained competitive excellence: Continue to work on not only 2020 plan but 2024 plan. The American Development Model will be created. We must continue to have success at the elite level to maintain funding from the USOC (USA Judo's most significant financial partner).

15. Revenue and Financial Analysis/2017 Proposed Budget-Keith Bryant

The budget was reviewed and explained in detail. Budget was presented in a monthly format which will allow for more accurate and detailed information and tracking. Management is also looking to change banks and potentially credit card processors, which will hopefully reduce monthly fees.

Motion to move to Executive Session by Lance Nading, seconded by Noboru Saito, all approved, no opposed, motion passes.

Motion to move out of Executive Session by Devin Cohen, seconded by Joe Marchal, all approved, no opposed, motion passes.

Motion by Mark Hill to accept the 2017 Proposed Budget as presented. Seconded by Noboru Saito, all approved, no opposes, motion passes.

16. Motion by Lance Nading to recess until 2:05pm ET. Seconded by Devin Cohen, all approved, no opposed, motion passes.

17. Motion by Lance Nading to reconvene. Seconded by Joe Marchal, all approved, no opposed, motion passes.

18. Discussion of USA Judo General Assembly topics by Lance Nading
19. Motion by Noboru Saito for USA Judo Endowment Fund to be merged by USA Judo Foundation. Seconded by Mark Hill, all in favor, no opposed, motion passes.
20. Motion by Lance Nading to adjourn meeting at 7:10pm. Seconded by Noboru Saito, all approved, no opposed, motion passes.