

Minutes of the
UNITED STATES JUDO ASSOCIATION, INC.
BOARD OF DIRECTORS MEETING

Mr. James R. Webb, President

April 19, 2006

4:00 pm

Hyatt Regency

1200 Louisiana,

Houston, Texas

Submitted by George Weers, Secretary

gweers@theramp.net

1 **Call To Order:**

2 President Webb called the meeting to order at 16:03 hours. The roll was called and reflected that the
3 following members of the Board of Directors and guests were in attendance:

James R. Webb

Board Member and President
Dallas, Texas

Virgil J. Bowles

Board Member
Indianapolis, Indiana

Michael L. Szejter

Board Member
Boynton Beach, Florida

AnnMaria De Mars, PhD

Board Member and Vice President
Santa Monica, California

Peter Contardo

Board Member
East Greenwich, Rhode Island

Katrina Davis

USJA Executive Office
Manager
Colorado Springs, Colorado

George Weers

Board Member and Secretary
Canton, Illinois

Michelle Holtze

Board Member
Minnetonka, Minnesota

Lowell Slaven

Board Member and Treasurer
Lebanon, Indiana

James Pedro Sr.

Board Member
Salem, New Hampshire

Gary Goltz

Chief Operating Officer
Upland, California

Robert Spraley

Board Member
Tipp City, Ohio

4 **Absentee Board Members -----**

5 Glenn Nakawaki, Corporate Counsel
6 James S. Bregman, Board Member

7 **Meeting attendees:**

Jeff Miller	Eugene Fodor	Walter Dean	Ralph Lisle
Hope Kennedy	Ed Szejter	Jesse Jones	Frank Phillips
Carl Hayes	Gary Monto	Jim Haynes	Marie Wick
Rusty Kanokogi	Mel Augustine	Neil Simon	Connie Halporn
Charlie Robinson	Bill Andreas	Jacques Legrand	Devin Cohen
Anthony Zimkowski	Pat Burris	Bruce Voelker	Lance Nading

8 **Guest Speaker:**

9 Mr. Lance Nading spoke to the gathering regarding the proposed changes to the Bylaws of US Judo Inc.
10 Mr. Nading, briefly, entertained questions, thanked the group and withdrew.

1 **Officers' Reports**

2 **1. President's Report:** President Webb presented no formal report at this meeting.

3 **2. Vice President's Report:** See Development Report

4 **3. Secretary's Report:**

- 5 1) The USJA Headlines Distribution list is now at 1925 addresses
- 6 2) USJA Headlines has reached #93
- 7 3) See Coach Development for further activities and details

8 **4. Treasurer's Report:** The Treasurer's report has been tabled until the balanced budget is
9 presented at the July 2006 meeting of the USJA Board of Directors.

10 **5. Chief Operating Officers Report:**

11 **I - COO Update:**

- 12 New annual memberships (Katrina)
- 13 New life memberships (Katrina)
- 14 New clubs sign-ups (Katrina)
- 15 Proposed annual budget (Katrina)
- 16 Insurance study results, (conclusion ours is better than theirs and why)
- 17 Regular publications, (Headlines, Grassroots News, American Judo)
- 18 IT and website changes, (John Moe report to be read)
- 19 Plans for a new database (proposal will be presented, key point keep it out of the office)
- 20 Election voting reforms, (recommendation we mail ballots 1 per member)
- 21 Survey results and insights, (summary of results will be reviewed)
- 22 Should we raise our membership fees and transaction fees?

23 **II - Funding Committee Update:**

- 24 GTMA link up and running, (basic overview)
- 25 Zebra mat agreement, (key points to be covered, was sent to Jim Webb)
- 26 Grant writing opportunities, (will go over draft by Greg Works)
- 27 ASU potential and interest, (will review proposal – see attached poster)
- 28 Lally ads at national events, (will report on details)
- 29 USJA MAP Proposal (ARC Solutions) – see attachments

30 **III - Awards Committee Update:**

- 31 Presentations at tournament, (will discuss plans)
- 32 Future plans and ideas

33 Report on the USJA Member Survey
34 Presented by Gary Goltz to the
35 USJA Board of Directors
36 April 19, 2006

37 **EXECUTIVE SUMMARY**

38 According to the findings of the survey, these are the areas of concern that need to be addressed with
39 recommended courses of action.

- 40 The primary concern of USJA members is growing judo in America. They want more exposure for
41 the sport, more new players, and more education on how to recruit and promote judo in their
42 locales. The updated coach's manuals should include a section on recommendations for
43 promoting judo in the local areas and the coach's clinics should include a dialogue on growing
44 judo.

- 1 Members want to see more focus on recreational judo. Our regular on line magazines and
2 newsletters should include information about recreational clubs, players, clinics, and camps
3 focused doing traditional judo.
- 4 The website provides a vital communication link for 97% of respondents. Keeping the website up
5 to date is a top priority as well as continuing to increase its capabilities.
- 6 Coaches and clubs in outlying areas want more support. We should have a mentoring process
7 by which outlying leaders can be recommended for promotions and have ongoing support for
8 their clubs in situations where there are no other clubs and leaders nearby with whom they can
9 work.
- 10 Handbooks are used by over 90% of respondents. We need to keep them updated and current.
11 Electronic copies which can be downloaded should be on the website.
- 12 The majority of our members are male. We need to develop recommendations to attract and
13 retain women in judo. We need to look closely at those having success recruiting women and find
14 out what they are doing right.
- 15 The question of funding athletes and coaches to tournaments, clinics, and camps generated
16 responses all over the spectrum. Several conflicting qualifications were suggested. Retiring the
17 debt first was a major concern.
- 18 It appears many of those who run judo clubs are not certified coaches. Perhaps we should offer
19 an online certification program to make certification more accessible.
- 20 There were several complaints of bad experiences with high ranked judoka. I recommend that
21 character, especially humility, be emphasized in the promotion process.
- 22 Few respondents use USJA discounts. The updated website with the new GTMA link should
23 remedy this shortly.
24

25 INTRODUCTION

26 The need for a member survey was identified by me during the recent Board of Directors election
27 and subsequent meetings. A survey was developed (see Appendix A.) and posted online. The survey
28 contained sections on demographics, use of services, performance ratings, and open-ended questions.
29 All USJA members were invited to participate in the survey through email messages and an
30 advertisement on the USJA website homepage beginning in mid-February. *There were 191 respondents*
31 *by April 8.*

32 The sample was not random because all members were invited to participate in the survey, but
33 not all members participated. Most respondents identified themselves as active USJA members. This
34 supports the objectives of the survey, to learn member concerns and gather feedback on services, since
35 inactive members would be unlikely to have relevant input.

36 Survey questions fall into one of four categories: demographics, services, performance, and
37 open-ended questions. Demographics provide a snapshot of the USJA membership. The service
38 questions indicate who often a respondent uses a particular service. The performance section asks
39 respondents to rate USJA performance in specific areas. The open-ended questions respondents an
40 opportunity to give statements about the perceptions and experiences with the USJA and asks for input
41 about funding athletes.

42 DEMOGRAPHICS

43 **Active USJA members are predominantly male** (90%) as shown in Table 1. Judo is a
44 traditionally male sport, but it offers excellent exercise, conditioning, and self-defense strategies for
45 women. The desire for USJA to develop self-defense clinics or manuals was recommended in the open-
46 ended questions. We should find out what has been working for clubs that have a high retention rate for
47 females. Perhaps a female-only class or social events would encourage women to stay in the sports.

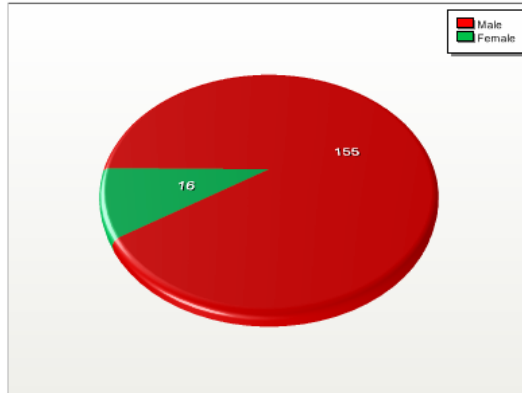


Table 1. Gender demographics

Most active judo players are recreational players. Is the USJA focused primarily on recreational players? Several respondents commented in the open-ended questions that the JA was trying to duplicate the USJI by supporting competitors and providing international news. While competitive athletes must be developed at a grassroots level before they become elite players, the focus should be balanced to reflect the demographic of the members. And since 19% consider themselves kata players, we must make sure that the USJA is providing sufficient support and venues in this area.

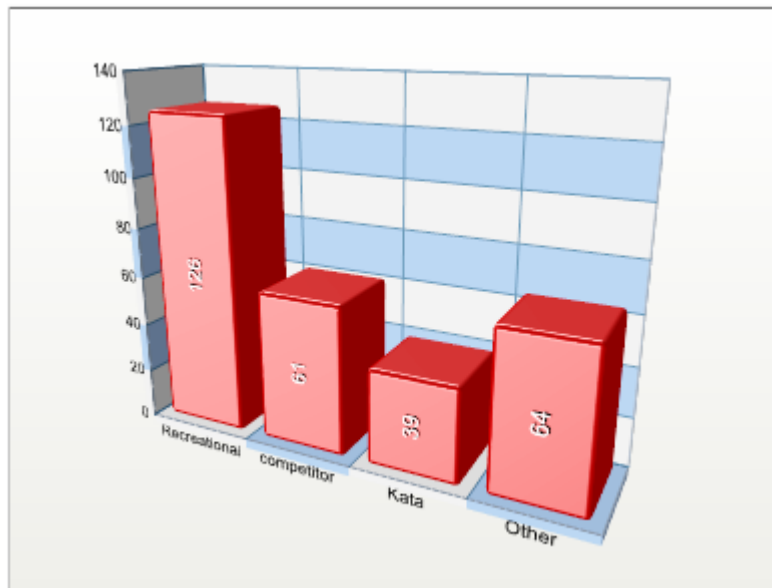


Table 2. Please characterize your participation in judo.

Some examples from the open-ended questions follow...

“Pay some attention to recreational and self-defense judo.”

“Address the needs of noncompetitive judo enthusiasts.”

“Don’t push out the self-defense groups for the sake of sport judo.”

“Develop a traditional judo division.”

“Promote judo as a recreational sport.”

1 Of those respondents who run a club, 73% are **certified coaches** (see Table 2). This shows the
 2 need to get the rest of those who run a club certified. Some difficulties mentioned in the opened ended
 3 responses were location: those who live in more remote locations have fewer opportunities. Some ideas
 4 to help increase certification include holding certification clinics in conjunction with major regional and
 5 national tournaments and encouraging clinicians who are traveling for business to do a clinic during their
 6 trips.

Are you a certified coach?		Do you run a club?		Total
		Yes	No	
Yes	Count	65	20	85
	% by Col	72.2%	25.6%	50.6%
No	Count	25	58	83
	% by Col	27.8%	74.4%	49.4%
Total	Count	90	78	168
	% by Col	100.0%	100.0%	100.0%

8 Table 3. "Do you run a club?" cross-correlated with "Are you a certified coach?"

9 **General demographics.** The demographic questions identified the population of respondents. The
 10 respondent ages ranged from 22 to 73 and were evenly distributed. Number of years in judo ranged from
 11 1 to 65. The distribution of ranks was also even. Thus the sample was of a variety of judoka with various
 12 levels of experience. The gender of respondents was 90% male, indicating a dominant male participation
 13 in judo in the United States.

14 Ninety one percent of respondents identified themselves as active USJA members. This provides
 15 confidence that the survey reflects active member needs and concerns. Fifty four percent of respondents
 16 run a club and 52% are certified coaches. The club sizes were varied indicating needs of small, medium
 17 and large clubs were addressed.

18 Participation in judo was identified as recreational (62%), competitor (30%), kata (19%), and other
 19 (31%). More than one response was allowed for that question.

20 **USE OF SERVICES**

21 Half of respondents answered that the **never purchased goods with a USJA discount**. This
 22 identifies the need to inform members of when they can get USJA discounts. A list of businesses outside
 23 the JA that offer discounts and a description of the discounts would be helpful. This information should be
 24 posted on the website.

25 Seventy-two percent said they **use the USJA website monthly** or more. This underscores the
 26 importance of this site to members. It also shows that members consider the site useful. Several
 27 suggestions for improving the club database access were given in the open-ended questions:

- 28 "Make forms easier to download."
- 29 "Update information about clubs."
- 30 "Move towards electronically providing promotions, club and member tracking, rosters, and sanctions."
- 31 "Make it easier for clubs to update information about themselves to post on the website."
- 32 "Update news and information more timely."
- 33 "Develop and maintain online tools with which club coaches can certify kyu promotions, check on
 34 insurance and rosters, etc."

1 **Handbooks** are important to members. Forty-six percent responded that they had used a USJA
 2 coaching, junior, or senior handbook monthly or more. An additional 39% responded that they use the
 3 manuals, but less frequently. This shows that members consider these important resources. It's crucial
 4 that they are kept updated.

5 **Renewed grassroots effort** is important to respondents. Several respondents praised the increase
 6 in grassroots activities. Many are interested in camps and clinics. The open-ended responses indicate the
 7 demand.

8 "I would like to see more certifications/clinics in my area."

9 "Have more clinics in the Northeast."

10 "Have more clinics in Tennessee."

11 "Have more clinics in Northern California."

12 "More camps."

13 "Seminars and clinics more accessible to outlying areas."

14 Positive feedback on **the promotion process** ran throughout the open-ended responses.

15 "I like the promotion system the USJA employs. It is well organized, very fair, and equal."

16 "Exceptionally well at rank promotions."

17 "The promotion process is open and straight-forward."

18 "Has great promotion system for its members."

19 "Promotions are done in a timely manner."

20 Some concerns about the process were also expressed. This comment addresses several issues
 21 and offers several suggests. "The Junior and Senior Promotional System are okay but need to be
 22 reworked. 7th kyu exists nowhere else but in USJA requiring promotion to 6th kyu. This needs to be
 23 dropped. Promotion requirements need to be relaxed and geared to the recreational student. This will
 24 help with retention."

25 "Presently the requirements seem to be focused on competitors. I see this as an effort towards
 26 producing world champions. It is not working, so let us return to what does work. Let us concentrate on
 27 student retention and creating a larger base from which to draw champions."

28 This comment expresses the lament of a judoka from an outlying area of New England. "I have
 29 been a 2 dan since 1995; there is no one locally and convenient to test/promote me to the next level..."
 30 He has since been referred to both Peter Contardo and Serge Bouyssou for testing.

31 **PERFORMANCE RATING**

- 32
- 33 1. Respondents gave favorable responses to all areas. The performance rating section asked for
 34 the respondent to indicate their agreement with eleven statements on a scale of 1 to 6, from
 35 strongly disagree to strongly agree. The highest average result, 5.26, was for the statement "The
 36 office staff at the USJA are accessible". The lowest average result, 4.69, was for the statement "I
 37 feel that my business is important to the USJA". The averages all round to 5, the response for
 38 "agree". There were very few responses of strongly disagree, disagree, or somewhat disagree.
 39 This indicates that overall the USJA members are satisfied with the quality of services provided.

Topic	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree	Don't Know	Mean
The services of the USJA are a good value	2	2	3	29	63	38	5	4.99
The services of the USJA were completed in a timely manner	3	5	8	26	60	33	7	4.85

The office staff at the USJA are accessible	0	1	6	24	49	45	16	5.27
The reports produced by the USJA are informative	1	1	4	34	61	21	17	5.04
The reports produced by the USJA are easy to read	0	1	4	30	62	26	17	5.14
The information provided by the USJA is of high quality	1	1	5	37	61	26	5	4.87
I feel like my business is important to the USJA	8	5	11	30	45	27	15	4.70
Communication between USJA and my club is open and honest	3	4	7	24	57	29	13	4.95
The USJA is easy to do business with	6	2	8	27	57	29	10	4.83
The USJA does a good job of resolving problems openly and quickly	10	4	14	31	36	20	22	4.66
The USJA overall is doing a good job meeting the member's needs	7	6	11	34	46	23	13	4.62
	1	0	0	4	6	1	2	4.79

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Table 4. Performance Ratings.

2. Several open-ended responses praised the office staff for helpfulness, expedience, and friendliness. Kudos to the office staff!
 - a. The office staff are wonderful, helpful people.
 - b. The office staff is very helpful.
 - c. Very efficient and professional.
 - d. The office staff is fantastic with their service. I seldom have any problems, and when there is an error, they are always quick to correct it.
3. There were several complaints that the electronic services committee was not responding to emails. This makes members feel that their concerns are not important to the JA and must be remedied.
 - a. Needs to improve: Respond to club roster requests in a timely manner.
 - b. No one returns my emails.
 - c. There were a few complaints of lost paperwork.

- 1 4. There were several voiced concerns over the character traits of dans. This is disconcerting
- 2 because character was more important than skill to Jigoro Kano. The quotes speak for
- 3 themselves.
- 4 a. Some sixth dans are helpful but a majority of the upper echelon is arrogant and haughty.
- 5 b. I don't know what to suggest for condescending high dans. Maybe some training in
- 6 interpersonal communication.
- 7 c. Currently if you approach a high dan USJA judoka you are treated with scorn.
- 8 5. While the average for the question "USJA does a good job of resolving questions openly and
- 9 quickly" was 4.66, 28% of respondents chose somewhat disagree, disagree, or strongly disagree.
- 10 This underscores the importance of USJA leadership working together and moving forward on
- 11 issues.

12 **RECOMMENDED CHANGES TO SURVEY**

13 The following changes would make the survey easier to analyze and provide some desired additional

14 information.

- 15 1. Respondent ages response should be a choice of age ranges.
- 16 2. Judo ranks should be given and a rank chosen for the "What is your rank?" question.
- 17 3. Question 14 should be not be open ended but have the options very important, somewhat
- 18 important, etc.
- 19 4. Question 15 should not be open ended but have the options yes, no, undecided.
- 20 5. Question 16 should not be open ended but have the options yes, no, undecided.
- 21 6. Add a question "Are you willing to volunteer in any of these areas?" List areas and give
- 22 respondent choice of yes or no. (This was Dr. Ronald Charles' idea.)
- 23

24 Appendix A. Survey Questions

25

26 **USJA Member Survey**

27 **Section 1) About You**

- 28 1. What is your judo rank _____? Years you have been in judo ___?
- 29
- 30 2. What is your gender __M __F and what is your age___?
- 31
- 32 3. What other judo organization(s) do you belong too _____?
- 33
- 34 4. Do you run a club ___yes ___no? Are you a certified coach ___yes ___no?
- 35
- 36 5. How big is your club ___ under 10, ___ 11 to 25, ___ 26 to 50, ___ 50+ active members?
- 37
- 38 6. Please characterize your participation in judo __recreational, __competitor, __kata, or
- 39 other _____?

40 **Section 2) Use of services**

1 FOR EACH OF THE FOLLOWING, PLEASE RATE YOUR LEVEL OF USE

SERVICE	NEVER	LESS THAN 10 X PER YEAR	MONTHLY OR MORE
Apply for Promotion			
Apply for Sanction			
Attend USJA tournament			
Attend USJA clinic			
Attend USJA camp			
Practice at USJA club			
Read USJA Headline News			
Read USJA Grass Roots News			
Read American Judo magazine			
Use USJA website			
Purchase goods with USJA discount			
Use USJA coach, senior or junior handbook			
Participate in USJA club fundraiser			
Read reports produced by USJA			
Other			

2 Which USJA services are most important to you?

3 Section 3) Performance Rating

4 For these questions please indicate your agreement using the following rating scale.

0 = Strongly Disagree	3 = Somewhat Agree
1 = Disagree	4 = Agree
2 = Somewhat Disagree	5 = Strongly Agree
DK = Don't Know	

- 5 1. The services of the United States Judo Association are a good value ____.
- 6 2. The services performed by USJA were completed in a timely manner ____.
- 7 3. The office staff at the USJA are accessible ____.
- 8 4. The reports produced by USJA are informative ____.
- 9 5. The reports produced by USJA are easy to read ____.
- 10 6. The information provided by USJA is of high quality ____.
- 11 7. I feel like my business is important to The United States Judo Association ____.
- 12 8. Communication between USJA and my club is open and honest ____.
- 13 9. The United States Judo Association is easy to do business with ____.
- 14 10. USJA does a good job of resolving problems openly and quickly ____.

1 11. The USJA overall is doing a good job meeting the members needs ____.

2 **Section 3) Open Feedback**

3 12. What does the United States Judo Association do exceptionally?

4 13. What does the United States Judo Association need to improve?

5 14. How important is it to you to be given updates on national and world judo activities?

6 15. Are you in favor of the USJA funding developing athletes to regional tournaments?

7 16. Are you in favor of the USJA funding developing athletes and coaches to attend camps in the U.S. to
8 learn from one another?

9 17. Please provide a statement describing your experience working with the USJA

10 _____
11 _____
12 _____

13 18. Additional Comments:

14 _____
15 _____
16 _____
17 _____
18 _____
19 _____
20 _____
21 _____
22 _____
23 _____
24 _____
25 _____

26 19. Would you like to receive a quarterly USJA judo magazine on line __yes __no?

27 20. Can we contact you __yes __no? If yes, please list your name _____, phone
28 # _____, and e-mail address _____.

29 **Please e-mail your completed Survey to Gary Goltz, USJA, Chief Operating Officer, [gary@usja-](mailto:gary@usja-judo.org)**
30 **[judo.org](mailto:gary@usja-judo.org) Thanks**
31

1 **USJA Grants Update April 2006**

2 **Greg Works**

3 Background work:

- 4 • Collecting background information, still waiting for some membership data
- 5 • Developing logic models and evaluation plan for programs based on program information
- 6 from development committee for these programs...
 - 7 1. Judo Outreach Program for Community Development
 - 8 2. USJA Scholarship Program
 - 9 3. Judo Girl Power/ Fight Like a Girl
 - 10 4. Club Start-up and Expansion Fund

11 Things to be done:

- 12 • Develop program budgets.
- 13 • Develop a list of nonprofit judo clubs or clubs that are programs of nonprofits. They should
- 14 be a part of the grant writing efforts.

15 Opportunities:

- 16 • First USJA grant request should go out in late May or early June to Mattel Children's
- 17 Foundation.
- 18 • Currently working on a grant for clubs in CA (it's geographically limited).
- 19 • Identifying potential grant sources for operating and program grants – will put this in a list to
- 20 be distributed to anyone interested in writing grants to support a judo program – should be
- 21 ready by early summer.
- 22 • Goal is have at least one grant application submitted for each program before end of 2006.

23 Some notes regarding grants:

- 24 • There are several different types of grants. The most common are program grants and
- 25 operating grants.
- 26 • There are several sources of grants. The most common are foundations, corporations, and
- 27 governments.
- 28 • Grants are contracts. Before you get a check, you will get a nice letter and a contract to
- 29 sign. The CEO and BoD are legally responsible.
- 30 • The vast majority of grants are program grants. This generally means a direct service where
- 31 a staff member or volunteer from a nonprofit interacts with a client. For someone to qualify
- 32 as a staff member or volunteer, the JA must be responsible for what that person is doing with
- 33 regards to the program.
- 34 • Operating grants are “free money”. These type grants are few and far between.
- 35 • Grants are usually targeted toward a specific type activity, cause, problem, population,
- 36 geographic area, or some combination of these. The money must be spent on what the
- 37 grant was intended to accomplish. Any changes should be approved by the grant giving
- 38 organization. In the grants world, permission is easier to receive than forgiveness.
- 39 • Increasingly, nonprofits are required to show quantifiable outcomes/results for programs that
- 40 are grant funded. This generally requires a staff member, volunteer, or consultant with
- 41 research skills. Vague ramblings about how much good your organization does won't work.
- 42 • Foundation staff review applicant organizations' financials and go through program budgets
- 43 to see if they make sense. Poor financial reviews or budgets that don't make sense get you
- 44 disqualified.
- 45 • Grant competition is very intense. The poorer the grant proposal is, the lower the odds of
- 46 receiving funding.

1 Some observations and suggestions for the USJA from someone who is involved in a nonprofit that both
2 a grantee and grantor, and has experience designing and evaluating programs. Much of this assumes
3 that a major goal of the USJA is to promote grass roots judo.

4 Strengths:

- 5 • A steady income annual income – over 8,000 dues paying members
- 6 • Full time staff and dedicated volunteers
- 7 • Judo is an Olympic sport. There is prestige associated with this.
- 8 • The coverage of the USJA is national.
- 9 • USJA members have a wealth of knowledge and experience.
- 10 • There is tremendous potential for the USJA to grow judo
- 11 • USJA is on verge of being in the black financially.

12 Weaknesses:

- 13 • Not run like a business with a mission.
- 14 • Board does not function the way a BoD is supposed to function. It is doing things that it
15 shouldn't and not doing the things that it should. The Board's function is to govern (not
16 manage the organization) and provide support (help bring in dollars).
- 17 • Wrong people on the board. Having a high rank in judo has nothing to do with governing a
18 nonprofit. You need people who believe in the benefits of judo and bring resources to the
19 table. As long as board membership is a popularity contest, the JA will suffer.
- 20 • Lack of a CEO or Executive Director. This is also related to items above. This person should
21 be in charge of overseeing, designing, and implementing programs. Current COO is filling
22 some of this role but there is still a void.
- 23 • Lack of significant programs. Many of the JA programs that now exist are necessary but not
24 sufficient to promote growth. They are not the type of programs that are going to attract
25 grant money.

26 Suggestions:

- 27 • Hire a CEO or Executive Director with responsibility for developing programs, writing grants,
28 making decisions regarding programs, and managing volunteers. Having a small group
29 answerable to one person is much more manageable than having board committees do
30 these tasks. It's also less frustrating for volunteers.
- 31 • Create programs that get the JA directly involved in judo and, at the same time, bring new
32 people to judo. These should be well-designed programs that position the JA to be able to
33 support these programs financially. Programs design, evaluation plans, budgets, funding
34 strategy, and other program-related issues needs to be done systematically. Right now, it's
35 very disjointed.
- 36 • Partner with organizations that have access to children. The JA can provide instructors (it
37 builds on the coaching program and some work in progress about developing clubs) and
38 increases JA membership.
- 39 • Hire professional staff. The JA can't grow using grants until the infrastructure to do so is in
40 place. These people may know little or nothing about judo. They can learn what they need
41 to know. If they already know, it a bonus. To manage programs the JA needs talent in
42 finances, resource development, human resources, information/research, and program
43 management. Initially, some of this could be part-time work or a person with multiple talents.

1 **INSURANCE UPDATE BY DANA RUCKER FOR 4/19/06 BOD MEETING:**

2 The BoD needs to decide if they want to get quotations this year for the General Liability, and/or the
3 Medical Accident Policy. I do not see any upcoming issues this year that require us to get quotes,
4 especially for the General Liability. However, because of all the questions on the Medical Accident, the
5 BoD may want to take a look at this, though I do not expect any major changes to the pricing.

6 Clear direction to me as to who will be handling the gathering of information at the National Office will be
7 essential and that person will have to be aware of the BoD's direction. My concern is that there are some
8 political issues to deal with on the Accident Policy. If we get quotes, we must be ready to make a change,
9 regardless the results.

10 I do believe that the BoD needs to clarify that anyone that participates, have the medical insurance.
11 Recently, several with Life Memberships have questioned whether they needed it or not. The answer is
12 our General Liability carrier expects all active members to have the Medical Accident as a buffer to our
13 General Liability.

14 In summary:

- 15 • Our current policy meets or exceeds the USOCs requirements.
- 16 • Our coverage is more comprehensive¹ and less expensive than JI JF.
- 17 • All members who get on the mat must have it, no option.

18 ----- Original Message -----

19 **From:** [Gary Goltz](#)

20 **To:** name removed

21 **Cc:** [Katrina Davis](#) ; [Jim Webb](#) ; [Dana Rucker](#)

22 **Sent:** Thursday, February 09, 2006 12:15 AM

23 **Subject:** Follow-up

24 **name removed:**

26 Anytime a student gets injured in our clubs it's a set back for judo. While I empathize with you, it is
27 important to understand that the insurance offered by all judo organizations is mainly for liability
28 purposes. It provides you the instructor basic liability coverage and allows your students to enter
29 sanctioned events. They should still carry their own health insurance. The \$2,500.00 deductible is very
30 common for an insurance of this type. Health insurance generally costs for a family \$250 to \$1,000 per
31 month. For this reason it is unrealistic to expect any offset from an inexpensive insurance program like
32 the one offered by the USJA.

33 Gary Goltz

34 ----- Original Message -----

35 **From:** Charles Hunt <<mailto:shadow3@mhcable.com>>

36 **To:** katrina.davis@usja-judo.org

37 **Sent:** Sunday, January 29, 2006 2:06 PM

38 **Subject:** NY501 injury

39 Katrina,

40 One of our students, **name removed** age 6 was injured in class on 11/22/05. I filed the necessary
41 accident report, and evidently someone in your office spoke to **name removed** father concerning the
42 deductible of \$2,500.00. This is really an unacceptable deductible anyway, and besides all put aside, the
43 **name removed** Health care Policy is limited to the effect that their primary insurance won't cover the
44 Emergency Room treatment (even though his wrist was fractured) unless he was admitted, and the policy
45 is also limited in disbursements toward coverage towards the Orthopedic Specialist, X-Rays, etc.
46

¹ Unable to validate this due to refusal by the JI to share their policies, but we suspect this to be true

1 In summary, our club since 1987 has not suffered and/or reported a single injury. As a club leader, I have
2 voted to lower the insurance deductible on a regular basis, but it seems to be getting higher. We tell
3 parents that membership is a requirement to participate in Judo Class, and the insurance is a secondary
4 insurance which is supposed to cover what the primary insurance doesn't pay out. This is wrong.

5 We have over 40 students in our small community, and judo is well attended. This one incident could
6 have a negative effect for Judo and our club. I am asking the USJA to consider helping this family out and
7 pay for the medical expenses incurred as a result of a Judo Accident. Please understand the situation,
8 not only in this case, but recruiting for Judo in general. The way all the Olympic Sports handles their
9 insurance and membership fees and policies are all different.

10 I will wait for your answer before I submit the remaining outstanding bills.

11 Thank you.

12 **Zebra Mats Sponsorship Agreement for**
13 **US Judo Association**
14 **1 – April – 2006**

15 **Sponsorship Agreement**

16 A sponsorship and partnership agreement is hereby entered into between the United States Judo
17 Association, Inc. (USJA) and Zebra Mats to provide Tatami Mats (Judo competition mats) for the USJA Jr.
18 National Championships and USJA Sanctioned events as well as become the exclusive tatami mat
19 provider for the USJA as described below:

20 **Zebra Mats shall provide the following:**

21 1. Tatami mats for USJA Jr. National Championships and any other mutually agreed upon USJA
22 sanctioned event for the benefits and costs listed below.

23 In order to become the "Exclusive Tatami Mat Provider for the United States Judo Association", Zebra
24 Mats is willing to provide the following:

25 (1) Zebra Mats agrees to pay \$2,500 US in the year 2006 to the USJA and \$5,000 US per year to the
26 USJA in years 2007 and 2008. The first payment will be made within 60 days of the signing of this
27 agreement. Payment for years 2007 and 2008 will be made with-in 30 days of receipt of an invoice from
28 the USJA sent in January of the respective year.

29 (2) Zebra Mats agrees to make our tournament grappling mats (judo mats) available to USJA members
30 and member clubs at an additional 5% discount off our normal used mat pricing. (Note: This price is 20%
31 lower than our standard price for judo mats.) For every mat sold to members of the USJA and referred to
32 Zebra Mats by the USJA, Zebra Mats will give the USJA a \$3.00 royalty or kick back towards its general
33 fund. Zebra will make quarterly disbursements of royalty checks to the USJA and provide royalty sales
34 statements on commissions.

35 (3) Zebra Mats shall provide Tatami Mats for the United States Judo Association Junior National
36 Championships each year at no charge.*

37 (The event organizer would be responsible for paying Zebra Mats a total of \$1,500 for the cost of shipping
38 the mats to the event location.)

39 (4) Zebra Mats will provide a link to the United States Judo Association on the Zebra Mats website.

40 (5) Zebra Mats will provide Tatami Mats for other USJA sanctioned regional events and conferences
41 (where applicable and at the same price for shipping referenced above). Event must be mutually agreed
42 upon by Zebra Mats and the USJA.

43 (6) As long as Jimmy Pedro remains an employee of Zebra Mats, Jimmy will agree to provide up to two
44 (2) separate one-day seminars/clinics on behalf of the USJA at events where Zebra Mats is the tatami
45 mat provider, one of which will be at the USJA Jr. National Championships. The USJA could utilize
46 Jimmy Pedro's name, image, and likeness to promote the event (with Mr. Pedro's approval) and all
47 revenues generated from clinic/seminar would be split 50/50% between Jimmy Pedro and the USJA.
48 Zebra Mats will cover the cost of Mr. Pedro's travel, transportation, room and board associated with the

1 clinic/seminar so long as it does not extend his stay beyond the normal competition weekend. Additional
2 costs must be paid by the event organizer. All other details regarding the seminar/clinic must be agreed
3 upon by Jimmy Pedro and worked out directly with him.

4 **In exchange for the above benefits, the USJA shall provide the following benefits to Zebra Mats at**
5 **no charge:**

- 6 (1) Exclusive use of the phrase "Official Tatami Mat Supplier of the USJA" or other mutually agreed
7 upon phrase.
- 8 (2) Designation of Zebra Mats as the "Exclusive Tatami Mat Supplier of the USJA Jr. National
9 Championships."
- 10 (3) Supplier's logo, link, and "Official Mat Supplier" designation on homepage of USJA website and
11 on USJA e-newsletter communications.
- 12 (4) Exclusive use of the USJA logo, marks, and designations on products and advertising relative to
13 tatami mats (to be pre-approved by the USJA)
- 14 (5) One full page ad in the USJA official magazine (when available), USJA Jr. National Tournament
15 program, and other official publications
- 16 (6) Supplier's promotional materials included in the USJA membership mailings (Production cost and
17 additional cost for doing so would be covered by Zebra Mats). Zebra would like to discuss the
18 inclusion of our company's logo on the USJA membership cards and the costs associated with
19 doing so.
- 20 (7) Maximum of two banners per mat in both competition and practice areas where Zebra Mats is the
21 tatami mat provider.
- 22 (8) One free sales/promotional vendor booth, with preferred location status, at USJA Jr. National
23 championships and other USJA events where Zebra mats is the tatami mat provider, and the
24 opportunity to offer mats used at each event.
- 25 (9) Exclusive advertising presence for tatami mat products at USJA Jr. National Championships,
26 USJA events, including logo-mats, banners, and public address announcements.

27 **Costs:** The USJA or the USJA event organizer will pay Zebra Mats a sum of \$1,500 flat rate per event,
28 payable 30 days prior to the event, for the shipping costs associated with the shipment of the mats to the
29 event. Zebra Mats shall be responsible for the actual shipping costs and associated insurance costs
30 relative to shipping.

31 **Additional Responsibilities:**

- 32 1. The USJA shall assist in advertising that Zebra Mats will be available for purchase at
33 each event at an additional 5% discount off our normal used mat price to USJA members
34 and member clubs.
- 35 2. Zebra Mats shall be listed as an additional insured on the certificate of insurance for each
36 event.
- 37 3. The USJA shall be responsible for the setup and breakdown of all mats including
38 docking, unloading and reloading to freight carrier as designated by Zebra Mats.
- 39 4. Upon delivery, the USJA or USJA event organizer shall inspect the mats and immediately
40 notify Zebra Mats of any damage, also noting any damage on the carrier documents. In
41 addition, should a dangerous situation relative to unloading occur during transit (collapse
42 of pallets, shifting of mats off pallets, etc.) The USJA or USJA event organizer shall
43 immediately notify Zebra Mats and shall not attempt to unload the mats until it is safe to
44 do so.
- 45 5. Zebra Mats shall be responsible for all damage other than that caused by the USJA
46 during the covered events.
- 47 6. For return shipping, a detailed freight carrier schedule, packing instructions, and packing
48 materials shall be provided by Zebra Mats. Zebra Mats shall be responsible for
49 scheduling return freight carriers, and shall provide a telephone number for a contact
50 person, who shall be available at all times, should problems arise with freight carriers.

- 1 7. The USJA or USJA event organizer will be responsible for any additional costs over and
2 above the standard fee, for delivery of the mats or the loading of the mats related to any
3 special delivery/pickup requirements; example – Weekend delivery/pickup, special
4 equipment requirements, driver wait time, or any other extra charges outside of a
5 standard delivery or pickup. Zebra will do its best to let the USJA and USJA event
6 organizer know immediately of any potential charges

7 **Time Period and Cancellation:**

- 8 1) This agreement shall begin upon execution of this agreement by the signatures below through
9 31st December 2008.
10 2) This agreement may be cancelled at any time by mutual agreement of the USJA and Zebra Mats.
11 3) This agreement may be cancelled by either party for any reason provided that written notice is
12 provided 6 months prior to the next sponsored event.
13 4) The USJA agrees that it will negotiate exclusively with the Zebra Mats from November 1, 2008 to
14 December 31, 2008 regarding the renewal of this agreement.

15 Please feel free to contact us with any questions you may have.

16 Thanks for your consideration,

17 _____ Signed this ____ day of April 2006.

18 Chuck Blanski, President

19 (800) 989-8085

20 _____ Signed this ____ day of April 2006.

21 Jim Webb, USJA President

22 Upon discussion and clarification regarding the effective date of the Zebra Mats Sponsorship Agreement
23 the board of Directors voted unanimously to approve the offer.

24 **ASU Proposal**

25 ----- Original Message -----

26 **From:** [Craig Lesly](#)

27 **To:** 'Gary Goltz'

28 **Sent:** Tuesday, April 11, 2006 10:16 AM

29 **Subject:** ASU Partnership

30 Hi, Gary—

31 Harry and I really enjoyed our visit to your class last night. Thanks for inviting us.

32
33 I just want to provide our “wish-list” for what we’d like to be able to do for the donation you’ve suggested.
34 Please tell me what you think is attainable:

- 35
36
37 1) Your online magazine is outstanding. Have you tracked how many members read an average
38 issue? How frequently is it published? When’s the next one coming out?
39 2) We really appreciated the terrific way you introduced ASU to your students. Is there any chance
40 you could write something similar that would precede our magazine ad? Perhaps you’ll be able
41 to announce something newsworthy (e.g., the availability of Judo scholarships) in addition to an
42 overview of how ASU provides a great sports-management education for all Judoists, not just
43 those deserving of scholarships. The specifics, of course, will have to be worked out between
44 you and Harry.
45 3) We would love to be able to mail our ad campaign directly to all 8,600 members. Can you allow
46 us to use your list? From an advertising standpoint, a logo or link is great as a reminder for a
47

1 well-known brand like Coca-Cola of Stanford. An unknown newcomer needs to familiarize
2 people with who they are, what they do, and how they do it different and better than everyone
3 else. That takes some space!

4 4) We certainly see various scenarios for your personal involvement with ASU. Harry would like to
5 explore those, as well as the possibility of meeting with AnnMaria and her daughter.

6 5) We're obviously impressed that you're hosting the USJA Championships in December. How
7 many people will attend? How could we become involved?

8 Please let me know "the art of the possible," and I'll recommend an appropriate donation to Harry. We're
9 really looking forward to developing a long-term win-win relationship with you and the USJA. Thanks.

10
11 Craig

12
13 -----Original Message-----

14 **From:** 'Gary Goltz'

15 **To:** [Craig Lesly](mailto:craig@asusb.com)

16 Sent: Sunday, March 26, 2006 9:08 PM

17 To: craig@asusb.com

18 Subject: Re: ASU Ad

19
20 Craig:

21
22 I was thinking initially \$1,000 annually for an ad in our on line magazine and link/listing on our website. I
23 need to run this by the BoD. Let me know. Thanks.

24
25 Gary

26 **5. Corporate Counsel's Report:**

27 GLENN NAKAWAKI, ESQUIRE
28 2524 South Tiara Avenue
29 Ontario, California 91761
30 e-mail: glennlaw4u@yahoo.com
31 April 18, 2006

32 UNITED STATES JUDO ASSOCIATION
33 BOARD OF DIRECTORS
34 Houston, Texas

35 REPORT OF COUNSEL

36 At the present time, to my knowledge, there is no litigation involving the United States Judo Association
37 as a party.

38 I have separately responded to various inquiries and requests from individuals, inclusive of Officers and
39 Board of Directors members, seeking my input.

40 I am currently reviewing the original bylaws and bylaws amendment as well as Bob Brink's review from
41 April 15, 2006.

42 I will be available by telephone should you find the need to discuss with me further.

43 Respectfully submitted,
44 Glenn Nakawaki

45 **6. Executive Office Manager's Report:**

46 Ms. Davis reported extensive research has revealed that the USJA logo is not registered or copyrighted
47 to the United States Judo Association. Ms. Davis requested permission to register the logo at a cost of,
48 approximately, \$250.

1 A motion was presented by Director Slaven and seconded by Director Contardo to authorize Ms. Davis to
 2 register the USJA logo. Upon call members of the Board voted as indicated below and the Chairman
 3 declared the motion carried.

	Yes	No	Abs		Yes	No	Abs		Yes	No	Abs
Jim Webb	√			AnnMaria DeMars	√			George Weers	√		
Lowell Slaven	√			Virgil Bowles	√			James Pedro	√		
Peter Contardo	√			Michelle Holtze	√						
Robert Spraley	√			Mike Szejter	√						

4 **Committee Reports**

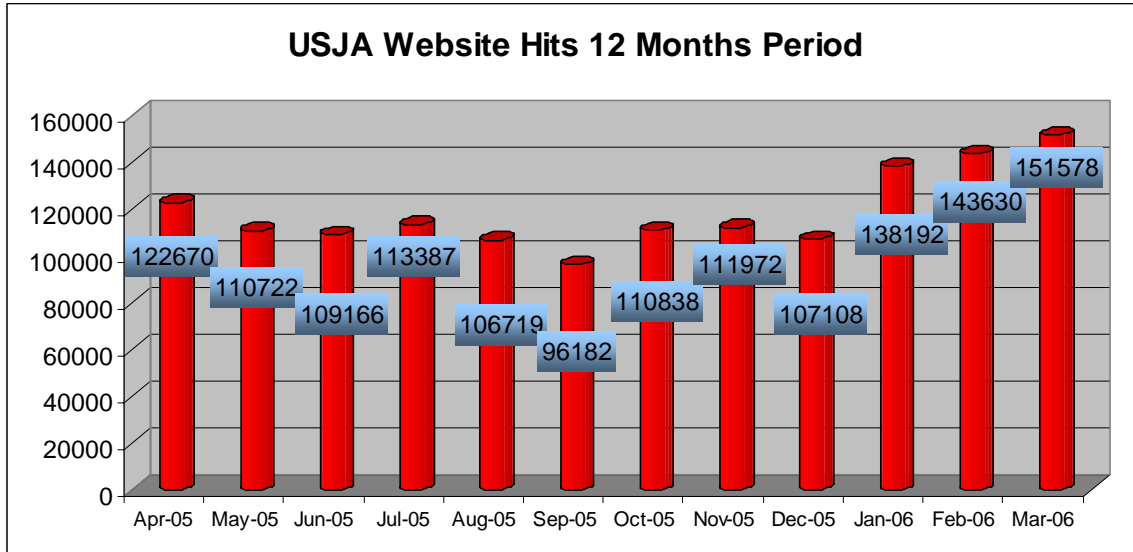
5 **1. Standards and Ethics Committee; Mr. Peter Contardo, Chairperson**

6 Due to the need for confidentiality the Standards and Ethics Report was presented in closed session.

7 **2. Electronic Services Committee: Mr. John Moe, Chairperson**

8 **IT REPORT FOR 4/19/06 BOD MEETING FROM JOHN MOE**

- 9 1) General Updates
- 10 a) The Electronic Services should be dropped as a committee and replaced by a Manager of IT
- 11 Services.
- 12 i) This will be a volunteer position.
- 13 ii) Manager will report directly to and at the discretion of the COO.
- 14
- 15 b) Support and maintenance should be provided at the local level.
- 16 i) Local technical professionals such as Geeks on Call to provide first layer of support.
- 17 ii) Direction of the support can be done by the office staff with input from Manager of IT
- 18 Services.
- 19 iii) Development can be driven by the Director of IT Services with input from the COO.
- 20
- 21 c) IT Services should be allocated an annual budget.
- 22 i) Tracking of IT related expenses should begin now.
- 23
- 24 2) Office IT Infrastructure
- 25
- 26 a) Existing issues
- 27 i) Most issues seem to be related to the existing database and it's list of functions.
- 28 (1) Resolving the database and interface issues will greatly increase efficiency of the office
- 29 staff.
- 30
- 31 b) Geeks On Call
- 32 i) Working with a local support team is invaluable.
- 33 (1) Timely response
- 34 (2) Only pay them when you need them
- 35 (3) Professional service that works the same hours as the office staff.
- 36
- 37 3) Web Site
- 38
- 39 a) Some of the major issues have been resolved
- 40 i) Dead links have been cleaned up
- 41 ii) Committee pages have been updated
- 42 iii) Timely updates



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- b) Still moving to new site.
 - i) Committee sections have been created
 - ii) Re-design of the site has begun
 - (1) Needs to be more user friendly
 - (2) Needs to have information organized and available
 - (3) Site needs to have consistent look and operation
- c) Site is, in a lot of cases, the first place people will look to find out about an organization.
 - i) If the site is not laid out efficiently or effectively it reflects negatively on the organization.

4) Member Database

- a) Existing issues
 - i) Corrupt or missing data
 - ii) 'Home Made' system.
 - (1) Little support capability.
 - (2) Difficult to upgrade.
 - (3) User interface is DOS based
 - (4) Difficult to operate
 - iii) Attaching the existing data to the web opens security concerns.
 - (1) Extra hardware required (Firewall)
 - (2) Extra support required
- b) Resolutions
 - i) Repair the existing data
 - (1) Some data may be lost
 - ii) Out source the creation of new database system
 - (1) Support will be improved
 - (2) Updating will be done by professionals
 - (3) User interface will be web based
 - (a) Office staff will have access to a set of tools
 - (b) Club officers will have access to a different set of tools
 - (c) Members will have access to another set of tools
 - iii) Moving the data off-site minimizes security concerns
 - (1) No web access to internal network
 - (2) Firewall hardware can be removed

- 1 (3) Remote support will be simplified
2 (4) Total web base solution
3 (a) Hosted by Application Service Provider (ASP)
4 (i) AI – Group – No Response
5 (ii) JackRabbitTech.com – No Response
6 (iii) Dojo Link (Silk Systems) – Answered initial query and followed up with project
7 team develop implementation plan. – No proposal at this time
8 (iv) Tendenci – Cost prohibitive
9 (v) ArcSoft – Preliminary discussions are under way. – Cost prohibitive.
10 (5) In house database and application.
11 (a) Very much like what we have now.
12 (b) Tech support of office management software can be included
13 (c) Web 'hooks' will have to be created.
14 (d) Data will have to be secured adding maintenance and hardware concerns mentioned
15 above.
16 5) Discussion points on buy vs. build a member database
17 a) Why do we need a new member database management system?
18 The short answer is to enable the USJA to provide a higher level of service to its members. The
19 current system is a member database and a user interface for the office staff. The database in
20 which it was created (Microsoft FoxPro v2) is no longer state of the art nor manageable. As a
21 result of the obsolescence of the database engine, support is sketchy and upgrades to the user
22 interface are not likely to occur. Enhancing the functionality of the given system will likely not
23 occur. The system was created by a volunteer. As such, without the continued assistance of this
24 volunteer enhancements to the user interface are extremely slow in coming.
25 b) Why not bite the bullet and finish an upgrade in house?
26 Any system that is created by a volunteer is subject to the same upgrade and tech support issues
27 as the current system. When that volunteer can no longer commit the resources to the USJA, the
28 system again becomes 'locked in time'.
29 c) What should we do?
30 1) Build a new system and user interface using our own volunteer programmers.
31 This option has the negative elements mentioned above. It will be a stop-gap action that will take
32 months or years to finish. When the volunteer programmers 'burn out' we are back in the same
33 boat. It will cost very little, but accomplish very little as well.
34 2) Purchase a new client/server member management system.
35 This will help solve the needs of the office staff. This type of system can follow an upgrade path
36 from the software company. However, it will not address the needs of the membership. A web
37 application will have to be created with 'hooks' into the database. The development of the
38 member interface and data access will fall on volunteers once again. This will create the same
39 issues discussed above. Housing the data on-site, and developing a web application for the
40 users, opens the office network to hacking. This leads to more maintenance and therefore more
41 resources.
42 3) Purchase a web based application hosted by an Application Service Provider.
43 This will help solve the needs of the office staff and can follow an upgrade path as provided by
44 the software company. This can address the needs of the membership by creating applications
45 for members and club officers. This solution gets the data off-site which minimizes security
46 concerns. The data is backed up on a regular basis and copies can be sent to the office in case
47 of emergencies. Security becomes the responsibility of the ASP. This type of solution generally
48 carries with it a monthly or yearly maintenance fee.

1 **3. Promotion Board: Mr. Virgil Bowles, Chairperson**

2 Chairman Bowles presented the following results of the Promotion Board meeting conducted April 19,
3 2006.

Promoted to Yodan:

Larry Gaines
Ernest Hewitt
Charles Shinohara

Promoted to Godan

Robert Treat
Roy Saia

4 A motion was presented by Director Szejter and seconded by Director Contardo to approve the
5 promotions as presented by Chairman Bowles. Upon call members of the Board voted as indicated below
6 and the Chairman declared the motion carried.

	Yes	No	Abs		Yes	No	Abs		Yes	No	Abs
Jim Webb	√			AnnMaria DeMars	√			George Weers	√		
Lowell Slaven	√			Virgil Bowles	√			James Pedro	√		
Peter Contardo	√			Michelle Holtze	√						
Robert Spraley	√			Mike Szejter	√						

7 **4. USJA Women's Committee: Ms. Deborah Fergus, Chairperson**

8 To date the Women's Committee has set the date for 2 "Fight Like a Girl Camps." Three more are in the
9 works.

10 Set the Date for the "All Women's Championship" and made several contacts with others to fact find on
11 their needs and opinions.

12 I Designed a Logo for the Fight Like a Girl Camps to be used by each club to create revenue to support
13 their female Judoka and women's programs.

14 at the Grassroots level one long term plan is to create a network of female competitors that will go to the
15 same events so they will have competition.

16 I hear more and more complaints that women go to tournaments only to have no one to fight. I have been
17 there many times myself. With work and sponsorship we may be able to organize female competitors on
18 local circuits within each state.

19 We will have a more definite write up on our goals and activities after the meetings this week.

20 Deborah L. Fergus
21 USJA Women's Committee Chairperson

22 **5. USJA Clinics and Camps: Mr. Gary Monto, Chairperson**

23 Several of our clinicians have been busy over the last several months attending clinics. Ed Szejter sensei
24 has traveled to clinics in several western states and made a total of 17 black belt promotions. There have
25 been many sanctioned events however I can not give you an exact total of promotions or certifications as
26 these clinicians are still not completing the required end of clinic forms. A letter will be issued to everyone
27 as a reminder. As for the summer camps all of them are set and the first one is going to be held in North
28 Carolina in June. I'll have a full report concerning the summer camps in July and October. If no one has
29 any questions this will complete my report. Thank you.

30 Gary L. Monto
31 Chairman Camps and Clinics Committee

1 **6. USJA Awards Committee: Dr. Ronald Allen Charles, Chairperson**

2 **Awards Committee Report**

3 April 2006

4
5 2005 NATIONAL AWARDS:

Outstanding Male Competitor	Outstanding Female Competitor	Outstanding Male Masters Competitor	Outstanding Female Masters Competitor	Outstanding Life Member Contributor	Outstanding Kata Practitioner(s)	Coach of the Year
Bobby B. Lee	Carrie E. Chandler	Larry D. Gaines	Joan Love	Dr. James M. Lally	Melissa Eschbach & Christopher M. Arena	James L. Haynes

6 Dear Board of Directors:

7 Our Awards program reflects the stability of our organization. Timeliness in sending nomination forms
8 from the National Office to club coaches, responding to questions, acknowledging receipt of e-mails and
9 answering letters, posting names of those selected for awards soon after the deadline, and sending
10 certificates to State honorees and engraved plaques to National honorees allows the judo world to judge
11 our competency and professionalism. Posting names of those receiving awards on our web site is a
12 positive thing for the USJA.

13 Two plaques and individual congratulatory letters for the above National honorees have already been
14 presented. Most of the remaining will be presented at the time of your April meeting in Houston. Gary
15 Goltz will send plaques and letters to recipients not in Houston soon afterwards.

16 As always, it is important that we maintain objectivity and not choose only our students and friends for
17 awards. We should consider being honored in our National Hall of Fame a singular lifetime achievement,
18 once per person for each category. We do not need to repeatedly award the same honor, though in past
19 we have done so. I would like us to make this a one-time honor.

20 We recently reached the deadline for our State Awards nominations. To be sure nothing is missed in
21 snail mail, I allow an addition week or two before closing the event. Any recommendations arriving after
22 the deadline won't be considered if there is something from that state category received before the
23 deadline.

24 Now I have tabulated State results, checked our database to make sure nominees are eligible (USJA
25 members!), verified points when two or more players were close in the running, and compiled addresses
26 of either the recipient or the coach, the final list of which I will e-mail to the National Office so they can:

- 27 1. print certificates on bordered paper,
- 28 2. prepare Life Member matching money vouchers for each honoree, and
- 29 3. mail these with congratulatory letters

30 Most coaches request that they receive these awards to present to their students. This makes sense,
31 though it entails more work because I must verify yet another address and make it clear to the National
32 Office as to what gets sent to whom. The nomination form allows coaches to check whether they wish to
33 receive the certificate(s) and letters to present.

34 Over recent years few have taken advantage of the \$100 Life Member matching vouchers. After lengthy
35 discussions with Jim Webb, Gary Goltz, and Katrina Davis, much of it weighing the perceived value
36 vouchers add to our program vs. complications with taxes and explaining how we discount or give credit
37 on Life Memberships, we have decided NOT to continue issuing vouchers after this period. We will
38 award them soon to 2005 honorees because we promised to in letters, announcements, on the website,

1 and with each recommendation form, and it is important to do what we promise. We won't continue this
2 aspect of the program after the next couple of weeks.

3 The offer of waived Camp Tomodachi tuition adds real value to our program. If you can think of other
4 freebies to include or things we can get donated to award to recipients, please acquire them and let me
5 know.

6 I suggested that it would be nice to include the beautiful USJA calendar designed by Connie Halporn with
7 each certificate. Publications Officer Connie agreed. This idea was approved by Jim Webb, Gary Goltz,
8 and Katrina Davis, so we will give calendars this time only. Most calendars remain unsold and will go to
9 waste otherwise. Goodwill generated by this gift, though a bit late in the year, is worth the slight increase
10 in postage.

11 Gary Goltz is investigating whether Golden Tiger Martial Arts supply will give us any items to present to
12 awardees in future. He thinks they may give some judogi. I had thought maybe a "USJA
13 OUTSTANDING STATE COMPETITOR" judogi patch would be nice. Do any of you have ideas along this
14 line? Connie Halporn suggested we might send along a poster. She has designed some and is talented
15 in this area, as well as others. She and Gary will be at your meeting, and together perhaps you can come
16 up with suggestions about tangibles we could award.

17 We seek sponsors who will give us things to award. Of course we prefer nice awards that cost us little, if
18 anything, to obtain/produce/send. Maybe a sponsor will foot the postage/shipping costs if I furnish names
19 and addresses of recipients. I want our operations to garner much goodwill but at little expense. Judo
20 principle: minimum effort with maximum effect.

21 Each State awardee receives with the certificate a generic letter of congratulations explaining benefits of
22 being selected. I personalize congratulatory letters to each National Award honoree, which accompany
23 their engraved plaques.

24 I revise certificates for State awardees each year. Sometimes the same person will be honored in
25 subsequent years, and it's nice to have variety in our awards, even if the same category. Thus each year
26 I design four certificates, one each for junior shiai, senior shiai, junior kata, and senior kata. The office
27 fills in names and state information that I provide and then mails these with letters and vouchers.

28 Nice comments -- coaches thanking us for having this program to recognize outstanding players -- often
29 are included with nominations. I appreciate our Committee members for their help.

30 Continuance and support of this program lets the judo world know we are in business and supportive of
31 those who excel on behalf of judo and our USJA. Programs such as this enhance our image. Our
32 Awards program brings our organization good publicity and good feelings on the part of coaches and
33 players who are nominated. It has given stability and served as a sign of continuity to our USJA during
34 tumultuous times.

35 I thank you, our Board of Directors, for the support and guidance you have given us over the years and
36 continue to provide.

37 Respectfully submitted,

38 Ronald Allan Charles, Chairman
39 Awards Committee

40 **7. Publications Committee: Ms. Constance Halporn, Chairperson**

41 Report to the USJA Board of Director's semi-annual meeting 2006

42 Update on American Judo magazine: I hope by now everyone has had the opportunity to see the current
43 issue. We are fortunate to have the services of Ms. Martha Helmers, the Supervisor of the
44 PhotoRadiology Division of the New York University Medical Center in New York, NY as our Editor. Ms.
45 Helmers is a published photographer and graphic designer whose work has graced many scientific and
46 medical publications, as well as several medical textbooks.

1 The publication schedule is: July, October, January, and April. I encourage everyone to submit photos
2 and articles for possible inclusion in the magazine. The email address for the magazine is:
3 americanjudomag@gmail.com

4 We will continue with the magazine being available only as a downloadable PDF until such time as
5 funding becomes available for printing and distribution to our membership.

6 The first 2006 USJA calendar is still available for sale from the National Office. It is a shame that its
7 position on the web site did not encourage sales. Hatashita enterprises graciously offered to sell the
8 calendar at this event from their table, but she is asking for assistance from USJA to sell it. I hope some
9 of you will step up and give her some time during the event. She is not taking any cut from the sales,
10 unless they are credit card orders: then she is only asking for the fees.

11 We will be charging \$5.00 a piece in the hopes of selling the entire run out.

12 There are 12 months of interesting and exciting Judo images on each page.

13 We will not repeat the printing again, until such time as there is a demand.

14 We produced the poster for the "March is visit another Dojo Month."

15 It is available on the web site as a downloadable PDF.

16 We developed three advertisements:

17 One for Real Judo magazine,

18 Another for the program at this event. This was paid for by Dr. James Lally.

19 In addition, the Grassroots ad will be in the National Women's Martial Arts Federation's 30th Year
20 Anniversary book. We are putting in a half page ad that was graciously paid for by an anonymous donor.

21 The company that produced our calendar is interested in becoming the official printer for USJA.

22 I have given the contract to Mr. Goltz for review.

23 However, we were remiss in paying the invoice from September of 2005 for the printing of the calendar.
24 This did not aid our credibility with the accounts payable office of Multi-Ad. We paid them on April 4, 2006.

25 It does not cost us anything to sign with them. It offers us the opportunity to keep our costs under control,
26 and get "points" from each job that can be used against future printing jobs. The service will also be
27 available for our member Dojos to take advantage of the reduced printing costs.

28 If we sign the agreement, I would like to get samples of all the materials that the Central office currently
29 keeps in stock, certificates, letterhead, etc. We could be in a position to save if we consolidate our regular
30 printing with one firm. This would not affect any standing relationship with any vendor that the Central
31 Office currently uses locally. I am not interested in destroying good relationships.

32 I am currently developing a poster series based on the four seasons. There will be a Spring, Summer,
33 Fall and Winter Judo poster. Large enough for Dojos or offices. I will explore costs before execution.

34 We need to renew the honorarium for our Editor, \$400.00 for four issues.

35 I am requesting \$100.00 for the year for the Director of Publications to handle consumables used during
36 the design and execution of our various projects.

37 During the past year, Neil Simon, (now President of the USJF) and I began exploring the feasibility of
38 producing a marketing video to be used by both organizations. We have been discussing the choice of a
39 group to focus on to make sure we hit the target to maximize our returns. I am happy to report that this
40 project is still going forward.

41 Now onto the logo of the USJA.

42 This is a decision not to be entered into lightly. It requires a great deal of thought and consideration. Right
43 now, with the USJA posed to excel in new and exciting ways, is it the correct time to even consider
44 changing our mark?

1 The classic logo, designed by the first BoD, is recognized by friends and foes alike.
 2 Look at the enduring success of Coca-Cola. You can recognize that mark in any language.
 3 It is a distinctive mark in an age of surreal and unintelligible logos.
 4 Re-branding for the sake of looking “hip,” is not wise. AT&T spent hundreds of thousands of dollars when
 5 they went to the ‘ball’ that they now use. FEDEX hired the best design firms in the country to create that
 6 deceptively simple FEDEX logo.
 7 Quark, one of the premiere software packages used by graphic designers just completed a reworking of
 8 their logo, and did not get decent research. Their logo is an almost complete copy of another company’s
 9 “Q.”
 10 I am recommending that this be dropped for consideration at this time. Once the USJA has taken its
 11 rightful place as a leader in American Judo, and we have established a secure and solid financial footing,
 12 then we can consider updating the brand.
 13 Respectfully submitted,
 14 Constance H. Halporn, Director of Publications

15 Ms. Halporn requested that the Board of Directors approve continuance of a \$400 honorarium for the
 16 editor of ‘American Judo’ magazine.

17 In accordance with Ms. Halporn’s request Director Slaven moved that an annual honorarium of \$400 be
 18 presented to the editor of ‘American Judo’ magazine in recognition of outstanding service. The motion
 19 was seconded by Director Contardo. Upon call members of the Board voted as indicated below and the
 20 Chairman declared the motion carried.

	Yes	No	Abs		Yes	No	Abs		Yes	No	Abs
Jim Webb	√			AnnMaria DeMars	√			George Weers	√		
Lowell Slaven	√			Virgil Bowles	√			James Pedro	√		
Peter Contardo	√			Michelle Holtze	√						
Robert Spraley	√			Mike Szejter	√						

21 **8. Development Committee: Dr. AnnMaria DeMars, Chairperson**

22 UNITED STATES JUDO ASSOCIATION
 23 DEVELOPMENT COMMITTEE REPORT
 24 First Quarter, 2006

25 In the first three months of existence, the development committee has accomplished a significant amount.
 26 A subcommittee structure has been put in place to organize activities. Activities begun in the prior year
 27 have been continued and new activities have begun with even more scheduled for the remainder of 2006.

28 **Junior Development – Subcommittee Chair, Serge Boussyou, Rhode Island**

29 Mini-camps and clinics have occurred on both coasts.

30 March 3 – a clinic with Jim Pedro, Sr. in Culver City, CA on March 3 was attended by 103 – 76 juniors
 31 and 27 coaches.

32 March 18-19 a mini-camp in Rhode Island with Grace Jividen, Serge Boussyou and Jim Hrbek was
 33 attended by 150 athletes and their coaches

34 March 24 – a clinic with Justin Flores in Culver City, CA was attended by 48 juniors.

35 March 25-26 – mini-camp in Claremont, CA and Chino Hills was attended by 32 juniors and seniors.

36 April 8 a clinic is scheduled in San Diego for novices (green belt and under) with former Italian national
 37 team member Ruggero Galici

1 April 9: A day of Development Training is scheduled for central Illinois.

2 A full summer is planned with junior camps already requested in Kansas City, Illinois, Miami and Rhode
3 Island. Plans for these four are in progress. Reports and articles on junior clubs and activities have been
4 requested for the USJA Development publication, Growing Judo in an effort to recognize the efforts of our
5 juniors and their coaches.

6 Serge will be meeting with Jim Pedro, Sr., chair of the coaching committee, to discuss a format for some
7 of these events where coach education programs will be offered jointly with junior camps and clinics. He
8 will also be working with the Women's Committee to include female coaches at the camps and clinics and
9 for strategies to recruit and retain girls in judo. He plans to follow the format Gary Goltz began with the
10 Grass Roots clinics and offer an event each month with clinicians from the region.

11 **Grass Roots Development – Subcommittee Chair, Gerry Lafon**

12 We are hoping this model can be used in other areas of the country. Grass Roots clinics have already
13 been requested at three other clubs in the southern California area and we are working on scheduling
14 clinicians to meet these requests.

15 The subcommittee chair has also submitted articles for the newsletter sufficient for the
16 next three issues as part of our outreach program to coaches. Previous newsletters are
17 archived on the USJA website.

18 A Fight Like a Girl camp is scheduled for May 6-7 in San Diego, with featured clinician
19 Val Gotay.

20 **Senior Development – Subcommittee Chairs, Grace Jividen, Colorado and Lanny Clark, 21 California**

22 Grace Jividen was a coach at the mini-camp in Rhode Island, which included both juniors and seniors.

23 A program of recognition of senior athletes is planned. The first step was listing recent world and Olympic
24 team members who are also USJA life members on the senior development page on the USJA website.
25 The USJA is the premier grass roots organization in the country, but it has also been the organization that
26 helped develop many great athletes and there is no justification for ignoring them.

27 The senior subcommittee will work with the tournament director to offer a clinic in conjunction with the
28 USJA Senior Nationals. They are also working on ways to promote this event.

29 The senior subcommittee will work with the Women's Committee to offer an athlete clinic in conjunction
30 with the international women's tournament.

31 **Collegiate - Subcommittee Chair, Tom Crone**

32 Together with the instructors' subcommittee from coaching, we are developing a resource collection that
33 will be available on the website and distributed on CD-ROM to USJA clubs. We have obtained a
34 corporate sponsor to cover costs so that these can be distributed free of charge. The subcommittee is
35 also creating a document that explains the steps to establishing a college credit course, recreation center
36 course or club. Their third task is to update, maintain and publish the list of college and university
37 programs around the country.

38 **Mini-camp – Subcommittee Chair, Bert Lopez**

39 There have been two mini-camps so far, one in Rhode Island and one in southern California.
40 Coordinators from both are sending reports to Coach Lopez who will be monitoring the program to give
41 annual reports on what works, what doesn't and the number of USJA members who benefit from newly
42 established activities. He is also setting up a mini-camp between the USJA and USJF Junior Nationals in
43 Miami. This will be a very different format from the existing Camp Tomodachi, with a combination of
44 conditioning and technical training for USJA members who are competing in junior nationals, and
45 sessions for coaches. This is a new format to be piloted this year. He will be working closely with Serge
46 Boussyou and Jim Pedro, Sr. to develop a program plan and evaluate it.

1 **Regional Training Center – Subcommittee Chair, Bruce Toups**

2 Bruce has drafted an outline for regional training centers and is currently having this
3 reviewed by members of the development committee and USJA club coaches for their
4 input.

5 **Regional Coordinators – Subcommittee Chair, Joan Love**

6 Joan has written a job description for regional coordinators, recruited coordinators from around the
7 country and has been working with them to distribute information and plan activities for USJA clubs. Her
8 subcommittee sponsored the Visit Another Dojo Month. She has also actively solicited articles on club
9 news for the USJA Development newsletter, Growing Judo . Thanks to her efforts and those of George
10 Weers we have enough material for the March issue and the April issue is also already full. On a personal
11 note, I can say that I was extremely grateful for the assistance that southern California regional
12 coordinator Lisa Guerrero provided at the mini-camp this weekend. In short, that is what the coordinators
13 do – they help clubs offer activities and help them get recognition. In the next quarter, they will also be
14 asked to assist Tom Crone and Dave Wertheimer by soliciting material for the Resource Collection.

15 **9. Coach Development Committee: Mr. James Pedro, Sr., Chairperson**

16 The coaching committee is engaged in significant efforts to extend and improve service to club
17 coaches. A group of qualified individuals has been recruited and assigned tasks.

18 ***Jim Pedro, Sr. – Continuing Education for Coaches***

19 One day every four years is far less education than coaches seem to want. At the clinic held in California
20 in March, twenty-seven coaches attended at least one day while only three needed coach certification.
21 The rest attended for the information. This is a very positive sign. **The USJA Coaching program is**
22 **going to be more than the minimum required by USJI and USJF.** Coach Pedro will be developing
23 continuing education clinics and materials for coaches. These have included articles written in the
24 newsletter, a junior coaching program to be piloted at junior camps this summer

25 ***George Weers – Coach Certification***

26 The USJA Coach Certification rosters show 419 currently certified Coaches and 431 expired Coaching
27 certifications. Three coach certification clinics have already been offered; one in California and two in
28 Tennessee. We have received requests for clinics in Missouri, Illinois, Florida, Rhode Island, Michigan
29 and California. We are currently scheduling clinicians and facilities.

30 In addition to the above stated clinic work the following administrative and structural activities are taking
31 place within the Coach Certification Program

- 32 a) The Coach Certification Program database has been redesigned to a relational structure. The
33 relational structure allows much more flexibility in data management.
- 34 b) New software has been written to aid in managing Coach Certification Program data.
- 35 c) As a service to our Coaches, expiry notifications of Coach Certification are now being issued.
- 36 d) The Coach Certification forms and tests have been redesigned for on-screen use. On-screen
37 application improves efficacy and reduces use of paper.
- 38 e) The Coach Certification application form has been updated to remove obsolete data.
- 39 f) Correction of the Coach Certification portion of the USJA web site is ongoing.
- 40 g) Data collection and analysis of written tests has begun. Data analysis will provide insight to
41 deficiencies in effectiveness of course material.
- 42 h) Bill Montgomery and I are working to refocus course material to practical application.

1 **Gerald Uyeno – USJI Reciprocity Agreement**

2 Coach Uyeno recently joined the USJA as a life member and is also a member of the USJI national
3 coaching staff. He was assigned to write a reciprocity agreement with USJI where they would recognize
4 USJA E and D levels as equivalent to the USJF and USJI levels. He submitted a letter to the USJI
5 Coaching Chair, Wayne Cunningham. He will follow this up with a meeting with USJI Executive Director
6 Jose Rodriguez.

7 **Lanny Clark – USJI Curriculum Alignment**

8 Coach Clark has been assigned to document that all USJI and USJF requirements or topics are included
9 in the USJA Level E and D courses. These requirements will be part of the requirements for USJA coach
10 certifications. Additional requirements from the Level I and II courses will be incorporated.

11 We believe that by offering courses that meet all USJI and USJF requirements **and more** it will be
12 impossible for there to be any future disputes about the acceptance of USJA coaching credentials. At the
13 same time, we will continue to offer the best coach education program in the country.

14 **Dave Wertheimer – Instructor Program Development**

15 Dave has been assigned to work with Tom Crone of the collegiate subcommittee from development to
16 develop a collection of resources on CD. This will include member handbooks, flyers to recruit new
17 members, lesson plans, templates for grant proposals and much more.

18 **10. Coach Certification Program: Mr. George Weers, Chairperson**

19 Refer to the Coach Committee Report

20 **11. Kata Certification Committee: Mr. Gary Monto, Chairperson**

21 This past year our committee has completed and posted to the Kata web page some of the Katas that we
22 at the USJA offer for certification. The committee hopes to complete this task by year's end and have a
23 complete set of kata with easy to understand instructions posted to the web. A special thank you goes to
24 Virgil Bowles sensei as he has done most of the labor of putting every thing in writing and getting these
25 Kata posted to the web. Are there any questions, if not this is my report and Thank you.

26 Gary L. Monto
27 Chairman Kata Committee

28 **12. Examiner Certification Committee: Mr. Charles Robinson, Chairperson**

29 TO: The Honorable Members of the United States Judo Association Board of Directors.

30 04-19-06

31 SUBJECT: Annual Report of the Examiner Certification Board.

32 As there is not in place a mechanism or method of collection of activity by individual examiners,
33 this report will be a presentation of existing problems in the area of data collection.

34 On 6 January 2006, upon request I received from the USJA National Office the following data.
35 Number of USJA examiners: 223. Number of Master examiners: 97. Number of Master examiners who
36 Signed Certifications and or Promotion Recommendations: 54 in the calendar year 2005.

37 This data could only be collected by a physical search of the forms. The result indicates that only
38 Fifty-five point seven (55.7) percent of the Master examiners actually performed examiner duties.

39 On 7 March 2006, twenty (20) Sanction Request had been received. Of this number eleven (11)
40 Were requested by examiners, and nine (9) by club coaches or club secretaries. Examiners requested
41 Fifty-five (55) percent and others requested forty-five (45)percent of sanctions.

1 As the percentages indicate a massive number of examiners, at all levels, are not performing the Duties
 2 they were certified to do. Therefore the USJA continues to award the “do nothings” the same Number of
 3 promotion points as those who are active. Also this data indicates that a little over half of the sanctioned
 4 events are requested by examiners.

5 Most American businesses do not pay people for not working. Why does the USJA reward the
 6 Non-performers with annual promotion points when they do not examine or conduct sanctioned events ?

7 On this date 28 March 2006, thirty eight (38) sanctions have been requested. If the data is a
 8 guide,

9 The indication is twenty one (21) examiners are scheduling some activity, or nine (9) percent of the total
 10 examiner group this quarter. If by some chance a different nine (9) percent were to request sanctions in
 11 the remaining quarters, and eighty four (84) examiners would conduct sanctioned events, the percent of
 12 examiners participating would be the unacceptable thirty eight (38) percent.

13 I FORWARD THESE QUESTIONS:

14 1: WHAT WOULD BE THE APPROPRIATE ACTION TO TAKE FOR EXAMINERS WHO DO NOT
 15 PERFORM ANY EXAMINER ACTIVITIES FOR TWO YEARS OR MORE. THEY ARE NOT EARNING
 16 PROMOTION POINTS, THEY ARE REWARDED THEM.

17 2: WHEN CONDUCTING PROMOTION TESTING AND CERTIFICATION CLINICS, SHOULD ALL SUCH
 18 ACTIVITES REQUIRE A SANCTION?

19 Respectfully submitted:

20 CHARLES R. ROBINSON
 21 CHAIRPERSON EXAMINER CERTIFICATION COMMITTEE

22 Mr. Robinson requested that the Board of Directors approve removal of ‘Master Examiner Certification’ for
 23 inactive examiners.

24 In accordance with Mr. Robinson’s suggestion; Director Szrejter moved that any USJA ‘Master Examiner’,
 25 who has remained inactive for a period of two years or more shall have his/her Examiner Certification
 26 rescinded until such time as the person participates in a re-certification process as defined by Mr.
 27 Robison’s Committee. For purposes of this motion inactivity was defined as having performed no rank
 28 examinations, for candidates seeking the rank of Yodan or higher, for a period of two years or more. The
 29 motion was seconded by Director Contardo. Upon call members of the Board voted as indicated below
 30 and the Chairman declared the motion carried.

	Yes	No	Abs		Yes	No	Abs		Yes	No	Abs
Jim Webb	√			AnnMaria DeMars	√			George Weers	√		
Lowell Slaven	√			Virgil Bowles	√			James Pedro	√		
Peter Contardo	√			Michelle Holtze	√						
Robert Spraley	√			Mike Szrejter	√						

1 **13. Referee Certification Committee: Mr. Rick Celotto, Chairperson**

2 **United States Judo Association**
3 **Referee Certification Committee**
4 **April 3, 2006**
5 **Annual Report**
6 **Richard J. Celotto, Chairman**

7 The National Referees who are members of USJA continue to conduct Clinics and hold Certification
8 Examination throughout the Country.

9 There are many areas throughout the Country that are lacking expertise for referee clinics and
10 certification. Some of our National Referees conduct clinics in their areas and some have been invited to
11 conduct clinics in other areas.

12 **Outside Clinicians**

13 As Judo is not high on the totem pole of Sports in America, so Refereeing holds that position in the Sport
14 of Judo. For those unenriched environments bringing someone in to do a Judo Clinic is a viable and
15 progressive move. You can generally count on enough people to show up to pay for the travel and
16 whatever else is necessary for a clinician.

17 Refereeing is a different prospect. For every 100 Judo players and 10 instructor/coaches you may have 3
18 referees. Most local areas cannot fund a referee clinic (out source) because of too few participants.

19 So areas with willing National Referees have clinics and areas without have Regional Referees running a
20 clinic from time to time, or they relied on what they have seen or have heard from other outside events,
21 other coaches, players and referees.

22 **Written Examinations**

23 In order to keep some control. I continue to provide up to date Written Examinations to those I know that
24 are National Referees and conducting Certification Examinations.

25 In the past I have been made aware of Non-National Referees certifying referees which is against the
26 current policy. There is a resolution to this situation but would require the National Office to check to see
27 that the application is assigned by a National Referee or higher. The amount of Referee Certification
28 Application may be too few to justify the extra time necessary to check the status of the examiner.

29 **Shimpendo-National Referee Newsletter**

30 Most if not all USJA National referees have received in the past my Monthly Referee Newsletter. This
31 kept them up to date as to the changes in the nuances of the interpretations of the rules.

32 **Concerns**

33 I have in the past had problems with several matters. I have for 2 years tried many, many times to make
34 inquiries about certain matters, for which nothing was done.

35 If it were not for Virgil Bowles direct intervention there would not be a Referee Page on the USJA Web
36 Site something which I tried to request for at least a year before action was taken.

37 I have made known to the USJA National Office and Web people that there were problems with the print
38 out of the Referee Application Form. It hasn't been corrected.

39 I have made inquiries to find out how many copies of the Referee Certification Program Manual there are
40 and, how many copies of Referee's Expected Behaviors without any response.

41 **Final Comments**

42 There is a core of National Referees who continue to provide referee education and training in many
43 areas of the Country. We hope to continue to find "new blood" willing to help improve and educate
44 athletes, coaches and referees about the Contest Rules of Judo in the many areas that need such help.

45 **14. Kata Judge Certification Committee: Mr. Gary Monto, Chairperson**

46 Refer to Kata Certification Committee report.

1 **15. Collegiate Judo: Mr. Tom Crone, Chairperson**

2 COMMITTEE REPORT / National Meeting, Spring of 2006
3 COLLEGIATE DEVELOPMENT / Sub Committee of the Development Committee
4 Submitted by: Tom Crone, Chair.

- 5 1) Committee activities and progress since your last report
6 2) Planned activities for the near future (the next 3 months)
7 3) Long range plans (the next 12 months)

8 1) Since the last report, I have taken the chair position of the committee.
9 We concluded our effort to reach out and compile a listing of active collegiate clubs. We
10 were able to get contact information and other related details from some 50 clubs.

11 2) Since the new USJA elections, the Collegiate Committee, under the direction of AnnMaria
12 DeMars, we have teamed up with the Instructors Sub-committee chair, David Wertheimer. In the next
13 three months we will be working to facilitate the plans set forth in the attached Task assignments and
14 collaboration of subcommittees PDF file. Here are the two main collegiate tasks set forth in accord with
15 the Development Committee.

16 From that document: Tom will be collecting materials from collegiate programs, including syllabi,
17 handouts, flyers and any other materials. Dave will also be collecting materials used by instructors such
18 as course outlines, handouts, flyers, club handbooks and any other information club leaders are willing to
19 let us use. This information will all be collected electronically.

20 Just so you know, two other tasks that Tom will be completing for the Collegiate
21 Subcommittee are: 1) creating a database of colleges that offer judo clubs or classes and 2) writing a
22 document explaining the steps in being approved as a credit course or judo
23 club, and the differences between a college club, a college recreation center class and a
24 college course.

25 FYI: The new head of kinesiology and Leisure Studies at the University of Minnesota, where I teach the
26 judo credit course (since 1995), was formerly the head of Club Sports. She has agreed to meet with me
27 to help facilitate both of those previous projects.

28 We will be reforming the committee itself. I will have or soon shall reach out to the USJA collegiate
29 community via all of our communications resources, requesting individuals to express their interest in
30 being members, as well as potential contribution areas.

31 From the previous committee, Terry Kelly has asked to remain active. We have added Constance
32 Halporn - whose connection is with the Columbia University Judo Club, and is also a well-known USJA /
33 judo contributor.

34 3) During the immediate 3 to 6 months, as we grow and become a viable and active committee,
35 we will also endeavor to choose ways in which the committee can best continue to serve. We will also
36 be taking direction from the Development Committee. Therefore, the "long range" goals are yet to be
37 formulated.

38 Among my personal goals as Chair of the committee is to create a "working committee",
39 comprised of individuals who have determined that they will take on specific duties. I do not expect
40 these duties to be overly demanding. My personal philosophy is that a committee chair helps the
41 committee to function and achieve; not single-handedly performs the tasks of the committee. In a
42 couple of years, I would like to hand back to the USJA a model committee, as well as a committee that
43 correspondingly does its work and contributes to the development of judo. It will be likely that the new
44 chair will emerge from its membership.

45 Please contact me or our current committee members if you have an interest in being involved.

46 Respectfully submitted,

47 Tom Crone
48 Chair – Collegiate Development Committee

1 **16. Jujitsu Committee: Mr. Kenneth Nazemetz, Chairperson**

2 No report submitted from the Jujitsu Committee.

3 **17. Military Committee: Mr. Peter C. Mantel, Chairperson**

4 The military committee is making steady progress. To date I've partnered with Roy Hash and Randy
5 Leatherwood to form a fledgling committee. Randy has written a vision statement and is seeking
6 feedback from me. Future development objectives of the Military Committee include but are not limited to;

- 7 1) Recruitment of Committee Members from each service branch
8 2) A procedural brochure for developing a Judo club on stations of assignment
9 3) Campaign of recruitment for USJA membership targeted toward US military members and
10 families
11 4) Organization of military Judo events

12 **18. Technical Official Committee: Mr. Jeff Miller, Chairperson**

13 **2005-2006 USJA Technical Official Committee Report**

14 4-18-2006

15 Jeff Miller

16 Terrence Chambers

17 Edie Connelly

18 **Introduction**

19 The USJA Technical Official Training and Certification Program was instituted to meet the continual need
20 for well-trained and qualified Technical Officials to serve at USJA-sanctioned tournaments. The program
21 has been designed to train and motivate new Technical Officials, and to update the skills and recognize
22 the professionalism of the many volunteers who already serve with such dedication as Technical Officials.

23 The program certifies Technical Officials at two levels: Level I – Technical Official, and Level II –
24 Technical Official Supervisor. The Level I training is directed toward developing worker-level Technical
25 Officials. The goal is to develop qualified Technical Officials who can serve in any of the following
26 positions: 1) Contest Timer, 2) Osaekomi Timer, 3) Scorekeeper, 4) Bracket Keeper, or 5)
27 Registration/Weigh-In Official. The Level II training is meant to cover the more intricate and complicated
28 details involved in Technical Official work, and to develop qualified supervisors and trainers of the Level 1
29 Technical Officials described above. Specifically, the Level 2 module is meant to train, develop, and
30 certify people to serve as Table Supervisors and Head Scorekeepers (also known as Pairing Officials).

31 Since its inception in 2003 the Technical Official Committee has developed over 150 pages of training
32 materials, including two PowerPoint presentations, all of which are available from the Committee's web
33 site, which is the most complete and up-to-date resource for Technical Officials on the web today.
34 Neither USA Judo nor the USJF have any Technical Official materials available on the web, and the IJF
35 site is useful but limits its discussion of the duties of Technical Officials to about three pages in its rule
36 manual, and its information is terribly out of date, including references to Chuis and Keikokus. As it
37 currently stands, the USJA Technical Official Committee web site is very simply the premier source of
38 information in the world today for anyone interested in Technical Official work ([http://www.usja-
39 judo.org/committees/](http://www.usja-judo.org/committees/)).

40 Since its inception the Committee has tested and certified 52 Technical Officials and 16 Technical Official
41 Supervisors in 13 different states. An important feature of the program is that certified Technical Official
42 Supervisors are also qualified to offer the Level I training and certify new Technical Officials. To date, the
43 Technical Official Committee has generated nearly \$1000 in certification fees and has not charged even a
44 single penny of expenses to the USJA.

1 **Report for 2005**

2 In 2005, seven new Technical Officials were trained and certified in six different states. In an
3 encouraging development, four of the seven were trained and certified by the Level II Technical Official
4 Supervisor in their own part of the country. This represents a major milestone in the life of the program –
5 the point where more Technical Officials were trained and certified by the certified Technical Official
6 Supervisors across the country than by the Committee itself. The Committee believes that it is only by
7 this means that the program will grow beyond the limited availability of the Committee itself. However, it
8 is clear that more needs to be done to grow the program. As a result, the major goal for the Committee
9 for 2006 is to focus on publicizing this unique and valuable program.

10 **E. Old Business:**

11 Director Szrejter requested that the minutes of the January 2006 meeting the USJA Board of Directors be
12 recalled and amended to reflect the names of Directors taking the oath of office. Upon discussion
13 Secretary Weers agreed to edit the minutes as requested and will do so at the earliest opportunity.

14 **F. New Business:**

15 **1) Review and Approval of USJA 2006 Budget**

16 Budget approval was withdrawn for update and correction prior to presentation.

17 **2) Proposal to place USJA rank requirements on the web site; Mr. Virgil Bowles**

18 I, Virgil Bowles, Propose the Board of Directors permit me to post Their Amended Promotion
19 Requirements of the United States Judo Association on the USJA web site.

20
21 REASON: It has become evident that some Instructors and some Examiners need additional knowledge
22 before sending in a promotion request. The needed forms aren't being sent to the Central
23 Office which creates additional correspondence before the request can be processed.

24 The above stated motion was presented by Director Bowles and seconded by Director DeMars. Upon call
25 members of the Board voted as indicated below and the Chairman declared the motion carried.

	Yes	No	Abs		Yes	No	Abs		Yes	No	Abs
Jim Webb	√			AnnMaria	√			George Weers	√		
				DeMars							
Lowell Slaven	√			Virgil Bowles	√			James Pedro	√		
Peter Contardo	√			Michelle Holtze	√						
Robert Spraley	√			Mike Szrejter	√						

26 **3) Proposal to require all reports be submitted to the Secretary in electronic**
27 **format not less than 20 days prior to the meeting of the Board; Mr. George Weers**

28 **Motion:** That all reports submitted to the USJA Board of Directors for review during a meeting of that
29 body, be submitted to the Secretary in electronic format as either plain text or MS Word file. Such reports
30 shall be submitted not less than 20 days prior to any scheduled meeting where such report is required.
31 When possible person who submit such reports should attend meetings of the Board of Directors to
32 answer questions and offer points of clarification as necessary.

1 **Rationale:** Advance reports streamline meetings and insure accuracy of meeting minutes.
 2 The above stated motion was presented by Director Weers and seconded by Director DeMars. Upon call
 3 members of the Board voted as indicated below and the Chairman declared the motion carried.

	Yes	No	Abs		Yes	No	Abs		Yes	No	Abs
Jim Webb	√			AnnMaria DeMars	√			George Weers	√		
Lowell Slaven	√			Virgil Bowles	√			James Pedro	√		
Peter Contardo	√			Michelle Holtze	√						
Robert Spraley	√			Mike Szejter	√						

4 **4) Discussion: Allocation of Operating Expenses;** Dr. AnnMaria DeMars
 5 I recommend that we allocate a set amount for a budget for operating expenses. Perhaps we want to
 6 allocate Gary 10% of the donations he brings in, or whatever else we think is reasonable. I think this
 7 would be a good thing for the president, treasurer and the person doing our business plan to discuss.
 8 Item has been tabled until such time as a balanced budget is presented to the Board of Directors.

9 **5) Discussion: Current USJA Membership Fees; Mr. Robert Spraley**
 10 A motion was made by Director Bowles and seconded by Director Contardo to table discussion of
 11 membership dues until such time as a balanced budget has been presented and reviewed by the USJA
 12 Board of Directors. Upon call members of the Board voted unanimously and the Chairman declared the
 13 motion tabled.

14 **6) Discussion: Alternative insurance possibilities;** Mr. Robert Spraley
 15 Withdrawn by Director Spraley

16 **7) Discussion: Procedural concerns regarding voting via electronic mail.**
 17 The Board discussed and recommended a procedure for conducting votes on issues raised
 18 during discussion via electronic mail. Secretary Weers is synopsize the suggestions into
 19 procedural form and present the procedure at the next meeting of the Board.

20 **8) Discussion: Review the make up of USJA membership for judo and jujitsu;** Mr.
 21 Robert Spraley
 22 Withdrawn by Director Spraley

23 **8) Discussion: Review the make up of USJA membership for judo and jujitsu;** Mr.
 24 Robert Spraley
 25 Withdrawn by Director Spraley

26 **G. Adjournment:** At 20:12 hours, there being no further business before the USJA Board of Directors
 27 Director Szejter moved to adjourn the open meeting. The motion was seconded by Director Slaven.
 28 Upon call all Directors responded in the affirmative and the Chairman declared the meeting adjourned.