

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

**Mr. James R. Webb, President**

July 6, 2007

6:00 pm

Indianapolis, Indiana

Submitted by George Weers, Secretary  
gweers@insightbb.com

1 President Webb called the meeting to order at 14:15 hours. The roll was called and reflected that the  
2 following members of the Board of Directors and guests were in attendance:

**James R. Webb**

Board Member and President  
Dallas, Texas

**AnnMaria De Mars, PhD**

Board Member and Vice President  
Santa Monica, California

**George Weers**

Board Member and Secretary  
Canton, Illinois

**Lowell Slaven**

Board Member and Treasurer  
Lebanon, Indiana

**Gary Goltz**

Chief Operating Officer  
Upland, California

**Virgil J. Bowles**

Board Member  
Indianapolis, Indiana

**James S. Bregman**

Board Member  
Arlington, Virginia

**Peter Contardo**

Board Member  
East Greenwich, Rhode Island

**Michelle Holtze**

Board Member  
Minnetonka, Minnesota

**James Pedro Sr.**

Board Member  
Salem, New Hampshire

**Robert Spraley**

Board Member  
Tipp City, Ohio

**Michael L. Szejter**

Board Member  
Boynton Beach, Florida

**Katrina Davis**

USJA Executive Office  
Manager  
Colorado Springs, Colorado

3 **Meeting attendees:**

Eugene Fodor

Rusty Kanokogi

James Wall

Dave Passoff

Martin Bregman

Bill Andreas

Eric Sanchaez

Neil Simon

Ernest R. Smith

Ed Thibedeau

Gary L. Monto

Deb Fergus

Frank Sanchaez

Mark Hunter

Marc Cohen

Dr. Bob Bell

George Pasiuk

4 **Review and Approval of Minutes from previous meeting of the USJA Board of**  
5 **Directors.**

6 A motion was presented by Director DeMars and seconded by Director Contardo to approve the meeting  
7 minutes of the April 19, 2007 meeting of the USJA Board of Directors. Upon call the Directors voted  
8 unanimously to approve the minutes and the Chairman declared the motion carried.

9 **Officers' Reports**

10 **1. President's Report:**

11 President Webb reported that the USJA finances are in the black and membership is on the rise. Mr.  
12 Webb also thank Mr. Neil Simon, President United States Judo Federation for attending the meeting and  
13 recognized Mr. Simon's cooperative efforts in working with USJA to build American Judo.

1 **2. Vice President's Report:** Vice President DeMars presented her report in a Power Point  
2 presentation, which has been included in the file 7-6-07addenda.pdf.

3 **3. Secretary's Report:** Secretary Weers reported that the USJA Headlines distribution list is  
4 approaching 2200 recipients.

5 **4. Treasurer's Report:** The Treasurer's report was included in the Power Point presentation of COO  
6 Goltz, which has been included in the file 7-6-07addenda.pdf.

7 **5. Chief Operating Officers Report:** COO Goltz presented his report in a Power Point  
8 presentation, which has been included in the file 7-6-07addenda.pdf.

9 **6. Corporate Counsel's Report:** The Corporate Counsel's report was included in the Power Point  
10 presentation of COO Goltz, which has been included in the file 7-6-07addenda.pdf.

11 **7. Executive Office Manager's Report:** The Executive Office Manager's report was included in  
12 the Power Point presentation of COO Goltz, which has been included in the file 7-6-07addenda.pdf.

13 A motion was presented by Director Szejter and seconded by Director Contardo to  
14 approve accept Officer Reports as presented. Upon call members of the Board voted  
15 unanimously to approve the report and the Chairman declared the motion carried.

## 16 **Committee Reports**

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

18 Due to privacy concerns the Standards and Ethics report is presented during Executive Session.

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

20 The Electronic Services report was included in Power Point presentation of COO Goltz, which has been  
21 included in the file 7-6-07addenda.pdf.

### 22 **3. Promotion Board: Mr. Virgil Bowles, Chairperson**

23 Promotion Committee Minutes  
24 United States Judo Association  
25 July 06/ 2007  
26 Indianapolis, Indiana

27 The Promotion Board Meeting was called to order by Chairperson Virgil Bowles at 12:00 noon. All  
28 Members were present and/or accounted for. Members are Vice Chairman Bob Spraley, Secretary Gary  
29 Monto, Pete Contardo, William Andreas, Jim Webb, Ernie Smith, Walt Dean, Rusty Kanokogi and George  
30 Harris.

YODAN		
ROY LA BARTON GAY	PASSED	
JEREMIAH JOHNSON	PASSED	
J. SCOTT LITTLEFIELD	PASSED	BATSUGUN
GODAN		
RICHARD ANDRADE	FAILED	INSUFFICIENT TIME IN GRADE
DAN A. DOMBROWSKY	PASSED	
MIGUEL E. LOPEZ	FAILED (SKIP PROMOTIONS NOT ALLOWED, (3D RECCOMENDED))	
ROKUDAN		
LOUIS A. LA PILA	PASSED	
DAVE PASSOFF	PASSED	
RORY J. REBMANN	PASSED	
SHICHIDAN		
HOMER WOOSTER	PASSED	
THERON J. LARROQUETTE	PASSED	
RANDY PIERCE	PASSED	
LYNN J. ROETHKE	FAILED	NEEDS NATIONAL ACTIVITY
HACHIDAN		
ERNEST SMITH	PASSED	
HAROLD ROBINSON	PASSED	
JAMES BREGMAN	PASSED	
BONNIE KORTE	FAILED	
NORIYASHU KUDO	FAILED	
NOTE: THE BOARD OF DIRECTORS VOTED TO PROMOTE THESE CANIDATES TO HACHIDAN		
BONNIE KORTE	PASSED BY BOARD OF DIRECTORS	
NORIYASHU KUDO	PASSED BY BOARD OF DIRECTORS	

1 BOD OBSERVERS:  
2 MIKE SZREJTER  
3 GENE FODOR, Presidential Advisor

4  
5 Meeting was adjourned at 2: 00 PM  
6 Submitted by:

7 Gary L. Monto  
8 Board Member and Secretary

9 A motion was presented by Director Contardo and seconded by Director Szrejter to approve the  
10 promotions as presented by Chairman Bowles. Upon call members of the Board voted unanimously to  
11 approve the report and the Chairman declared the motion carried.

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

13 Chairperson Fergus reiterated the points of her report from the April 2007 meeting of the USJA Board of  
14 Directors.

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

16 Chairman Monto reported that the North Carolina Camp earned \$3900 in promotion and certification fees.

#### 17 **9. Development Committee: Dr. AnnMaria DeMars, Chairperson**

18 Vice President DeMars included the Development Report in her Power Point presentation, which has  
19 been included in the file 7-6-07addenda.pdf.

#### 20 **10. Coaching Committee: Mr. James Pedro, Sr., Chairperson**

21 Chairman Pedro presented his report in a Power Point presentation, which has been included in the file 7-  
22 6-07addenda.pdf.

#### 23 **13. Jujitsu Committee: Mr. Kenneth Nazemetz, Chairperson**

24 Mr. Eugene Fodor, reporting for the Jujitsu Committee, informed the Board that Committee is making  
25 good progress. Mr. Fodor included the following points.

- 26 1. Testing standards are being prepared
- 27 2. Master Examiner criteria have been established
- 28 3. Inactive Master Examiners will be removed
- 29 4. A Junior Jujitsu Handbook is being developed

#### 30 **15. Tournament Committee: Mr. Lowell Slaven, Chairperson**

31 Mr. Charles Schweizer, Chairman of the USJA Technical Officials Committee, which has become a sub-  
32 committee of the Tournament Committee provided the report, appended here.

33 Mr. Charles Schweizer  
34 Chairman USJA Technical Officials Committee  
35 24 Lucille Ave  
36 Elmont, NY 11003  
37 [esg939603@yahoo.com](mailto:esg939603@yahoo.com)  
38

1 To All Judoka,  
2 In May I accepted the post as Chairman of the USJA Technical Officials Committee. Since then I have  
3 worked hard to organize and assimilate the vast amount of information and material that was sent to me.  
4 At long last the process is over and the committee can now move forward on projects and planning for the  
5 near and distant future.

6 For the near future I am working on reorganizing the committee into two distinct parts. The first part will  
7 be the Technical Officials Committee made up of myself and several Vice-Chairmen who will be  
8 responsible for overseeing the development of the program in the different regions of the country,  
9 distributing information, and formulating and interpreting procedure. I have appointed Mr. James Wall of  
10 Louisiana to serve as a Vice-Chairman for the Southern Region. James has a proven track record of  
11 providing service in tournament and clinics and certification of new technical officials.

12 The second part will be a Technical Officials Education Task Force Sub-Committee made up of Technical  
13 Supervisors (level 2) who will be responsible for training and certifying Technical Officials (level 1) at the  
14 local and regional levels, to this end, the Technical Officials Committee needs the aid of the Judo  
15 community.

16 There are many judoka out there with a great deal of experience in teaching and training table workers,  
17 scoreboard operators, time keepers, and bracket keepers, but very few people are certified. It is time to  
18 get everyone on board, it does not matter whether you are USJA, USJF, or USJI or not, everyone is  
19 welcome to join this program. Those of you who have been trained or have trained other people are  
20 great candidates to become certified officials. How many of you have trained parents or relatives of your  
21 players to work as technical officials? These people can be certified as well, and they do not need to be  
22 members of any organization. Those of you with USJA membership will receive points towards  
23 promotion. If you have trained people, then you are a candidate to become level 2 Technical Supervisors  
24 and members of the Sub-Committee or a Vice-Chairman of the Technical Officials Committee. With your  
25 help and experience we can improve the level of expertise for all technical officials so that every  
26 tournament is well run and an enjoyable experience.

27 Over the next few years, the committee will be working on establishing two new levels of certification.  
28 The first is a level 3 certification or Technical Advisor. This certification will consist of a procedure and  
29 curriculum for training and certifying level 2 Technical Supervisors and provide information and procedure  
30 for mediation and rules/procedure interpretation. The second is a level 4 certification or Master Technical  
31 Official. This certification will be granted to those technical officials of high ability with a consistent track  
32 record of service in tournaments as officials, supervisors, coordinators, advisors, directors, and who have  
33 provided clinics for training and certification.

34 Lastly, the web page will be updated over the next few months to more accurately reflect the program and  
35 those technical officials who are currently certified. It will also provide curriculum and certification, clinic,  
36 and contact information for people who are interested in becoming certified, recertifying, or improving  
37 their level of knowledge as technical officials.

38 If you are interested in becoming a member of the Technical Officials Committee or the Technical Officials  
39 Education Task Force Sub-Committee and a member of the USJA, feel free to contact me at my e-mail  
40 address [esg939603@yahoo.com](mailto:esg939603@yahoo.com). Within the next five years, the USJA Technical Officials program has  
41 the potential to grow and better serve the Judo community, improving the ability of technical officials all  
42 over the country.

43 Sincerely  
44 Charles Schweizer  
45 Chairman: USJA Technical Officials Committee

46 A motion was presented by Director Holtze and seconded by Director DeMars to  
47 approve accept Committee Reports as presented. Upon call members of the Board  
48 voted unanimously to approve the report and the Chairman declared the motion carried.

1 **E. Old Business:**

2 **1) Interim Actions of the USJA Board of Directors**

3 During the interim between the April 2007 meeting and the July 2007 the following actions were taken by  
 4 the USJA Board of Directors. Each action was approved unanimously by the Board of Directors.

- 5 1. USJA and USJF Recognition of Military Members (see 7-6-07Addenda.pdf)  
 6 2. Action to;  
 7 a. Provide support and aid to Mssrs. Heiko Rommelmann and Jeff Giunta  
 8 b. Amend the USJA budget to allow such support  
 9 3. Selection of Dr. Martin Bregman as Chairperson of the USJA Election Committee

10 **2) Promotion of Bonnie Korte, Noriyasu Kudo, and James S. Bregman to the judo**  
 11 **rank of Hachidan.**

12 A motion was presented by Director Weers and seconded by Director Pedro to promote of Ms. Bonnie  
 13 Korte and Mr. Noriyasu Kudo to the rank of Hachidan in recognition of their long and distinguished  
 14 contribution to Judo. Upon call the majority of the Board voted in favor of the motion, as indicated below,  
 15 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		√		James Bregman	√		
Robert Spraley		√		Mike Szejter		√					

16 **3) Review of, proposed, email voting procedure**

17 **USJA Board of Directors Electronic Mail Communication**  
 18 **and Voting Protocol, Policies and Procedures**

- 19 1) Distribution lists of electronic mail traffic that addresses business of the corporation should be  
 20 restricted to members of the Board and personnel with specific need to participate in such  
 21 electronic mail traffic.
- 22 2) All electronic mail traffic between members the USJA Board of Directors and personnel with  
 23 specific need to participate in such electronic mail traffic shall be treated as confidential unless  
 24 specifically stated to the contrary in the subject line and/or body of the message.
- 25 3) Headers / Subject Lines
- 26 a. Where electronic mail traffic addresses motions before the Board;  
 27 i. Motions; should include the header/subject line – MOTION  
 28 ii. Seconds; to a motion should include the header/subject line – SECOND  
 29 iii. Discussion; should include the header/subject line – DISCUSSION
- 30 b. When a subject thread changes members should take care to change the header/subject  
 31 line to indicate the change of subject.

- 1 4) Addressing motions before the Board via electronic mail:  
2 a. Submission of Motions;
- 3 i. When submitting motions for the consideration of the USJA Board of Directors;  
4 the motion shall be sent to the President and Secretary of the USJA, all members  
5 of the Board should be included in the distribution list.
  - 6 ii. When seconding a motion before the USJA Board of Directors; the second shall  
7 be sent to the President and Secretary of the USJA, all members of the Board  
8 should be included in the distribution list.
  - 9 iii. For e-mail proceedings only, the presiding officer may permit more than one  
10 motion to be placed before the Board of Directors and discussed simultaneously,  
11 provided that:
    - 12 1. No main motion is in order that contradicts or interferes with another  
13 main motion that is before the Board.
    - 14 2. No main motion is in order if it covers substantially the same subject as  
15 another main motion that is before the Board.
- 16 b. Discussion of Motions;
- 17 i. Discussion of motions should not begin until a valid second has been received on  
18 the motion.
  - 19 ii. Where a motion does not receive a second within seven (7) business days the  
20 motion shall not be considered by the USJA Board of Directors.
  - 21 iii. Discussion of a motion, and the timing thereof, shall commence upon receipt of a  
22 valid 'second' to the motion and recognition of such motion and second by the  
23 presiding officer.
  - 24 iv. Discussion of the motion shall continue until midnight in the Eastern time zone,  
25 which is 9:00 pm in the Pacific time zone, of the second successive Monday after  
26 receipt of a valid second.
  - 27 v. Directors are encouraged to send copies of all discussion to every member of the  
28 Board of Directors.
- 29 c. Voting on motions before the USJA of Directors via electronic mail.
- 30 i. Voting, for a motion brought before the USJA Board of Directors via electronic  
31 mail, shall commence at 3:01 AM in the Eastern time zone, which is 12:01 am in  
32 the Pacific time zone, on the second successive Monday after commencement of  
33 discussion.
  - 34 ii. It shall be the responsibility of the Secretary to notify the President and Board of  
35 the expiry of the discussion period; however, the voting period shall expire  
36 without such notification.
  - 37 iii. Votes shall be submitted to the President and Secretary of the USJA, all  
38 members of the Board should be included in the distribution list.
  - 39 iv. Voting, for a motion brought before the USJA Board of Directors via electronic  
40 mail, shall terminate at midnight in the Eastern time zone, which is 9:00 pm in the  
41 Pacific time zone, on the second successive Monday after commencement of  
42 voting.
  - 43 v. Board members who have not voted during the allotted time period shall be  
44 considered to have abstained from the vote.



- 1 d. It shall be the responsibility of the Secretary of the USJA Board of Directors to insure that  
2 all members of the Board remain fully apprised of each motion and the status thereof  
3 throughout the process of addressing each motion.
- 4 e. The Secretary shall include all motions and the results thereof in the minutes of the next  
5 scheduled meeting of the USJA Board of Directors. The Secretary may, at the direction of  
6 the President, publish any motion and the results thereof at the earliest convenience in  
7 any public form available.

8 A motion was presented by Director Szejter and seconded by Director Holtze to approve the Email  
9 Voting Procedure as presented. Upon call members of the Board voted unanimously to approve the  
10 report and the Chairman declared the motion carried.

#### 11 **4) Review of current Back Ground Screening Requirements: USJA Standards and** 12 **Ethics Committee**

13 On discussion of current background screening requirements, a motion was presented by Mr. Eugene  
14 Fodor, Ethics Committee Member, and seconded by Director Contardo to require all candidates for  
15 promotion to Shodan, or higher, have a current, and successful, background screening on record prior to  
16 granting of the promotion. Upon call members of the Board voted unanimously for approval and the  
17 Chairman declared the motion carried.

#### 18 **F. New Business:**

##### 19 **1) Requirement of Membership Referendum For Approval of Momentous Board** 20 **Actions; Mr. James S. Bregman**

21 Motion: That the USJA Board of Directors provide clear information for edification of the membership, as  
22 well as solicit input from, members of the United States Judo Association where any action of the Board  
23 of Directors may momentarily and profoundly impact the viability of the United States Judo Association.

24 The motion was seconded by Dr. DeMars.

25 Upon call members of the Board voted unanimously in favor of approval and the Chair proclaimed the  
26 motion carried.

##### 27 **2) Review and Recognition of Referee Procedural Manual: Mr Peter Contardo (see** 28 **7-6-07Addenda.pdf)**

29 A motion was presented by Director Contardo and seconded by Director Holtze to approve the Referee  
30 Procedure Manual as presented. Upon call members of the Board voted unanimously to approve the  
31 manual and the Chairman declared the motion carried.

##### 32 **3) Discussion: Redundancy of High Dan Promotion Application Information: Ms.** 33 **Katrina Davis as presented by a USJA Member**

###### 34 **Excerpt from member email;**

35 "I may however, address this to whom ever the powers may be (at a later date) as it seems somewhat  
36 redundant for an individual to continue to provide the same information promotion after promotion  
37 especially past the Godan. There are virtually no competitors past Godan. From Rokudan and above  
38 Judoka are then in the role of teacher, coach, etc."

1 Upon discussion President Webb requested the Promotion Board to review the potential redundancy and  
 2 suggest procedural amendments to the Board of Directors at the next meeting.

3 **4) Review of Promotion Procedures:** During discussion of promotions for Ms. Bonnie Korte and  
 4 Mr. Noriyasu Kudo. Directors Bregman and DeMars raised questions of potentially uneven application of  
 5 promotion criteria. President Webb tasked COO Goltz to organize and execute a review of current  
 6 promotion procedures.

7 **5) Promotion Board Appointment:** President Webb noted that an opening on the Promotion  
 8 Board was created with the passing of Mr. Jacques LeGrand. Mr. Webb went on to nominate Director  
 9 Michelle Holtze for position. On request for confirmation of the nomination the Board responded  
 10 unanimously in the affirmative and the Chairman declared Ms. Holtze appointed to the Promotion Board  
 11 by acclamation.

12 **6) Meeting Schedule:** President Webb proposed the USJA Winter Nationals, November 30 through  
 13 December 1, 2007, Ontario, California as the venue for the next scheduled meeting of the USJA Board of  
 14 Directors. Upon request of approval the Board voted as indicated below and the Chairman declared the  
 15 proposal 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		√		James Bregman	√		
Robert Spraley		√		Mike Szejter		√					

16 A motion was presented by Director Szejter and seconded by Director Contardo to conduct a meeting of  
 17 the USJA Board of Directors at the US Open Tournament. Upon call members of the Board voted  
 18 indicated below and the Chairman declared the motion failed.

	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	√			James Bregman		√	
Robert Spraley	√			Mike Szejter	√						

19 **G. Executive Session:** At 17:00 hours the Board entered Executive Session to discuss matters and  
 20 subjects of confidential nature.

21 Mr. Neil Simon, President US Judo Federation provided the appended synopsis of  
 22 discussion.

23 Here is the wording I used for our minutes regarding the executive committee resolution. I hope your  
 24 minutes reflect the same or similar wording - I tried to clarify all the point we discussed:

1 USJA Motion

- 2 1. History: USJA at last week's board meeting passed a resolution in response to the joint  
3 organizational effort stating the following:  
4 a) That USJA will at a minimum passively support USA Judo and its efforts. This means that  
5 they will remain a Class A organization, continue paying dues and will take the joint board  
6 seat.  
7 b) USJA will only move forward with joint talk and relationship negotiations with USJI so long as  
8 USJF is included at the table.  
9 c) USJA will continue to pursue its developing relationship with USJF in areas of mutual  
10 interest and benefit  
11 d) USJA with USJF will aggressively pursue the developing mutual Grass Roots Relationship.
- 12 2. It was moved by Richard Muller and Seconded by Julie Koyama to pass the following Executive  
13 Board Resolution:  
14 a) That USJF will at a minimum passively support USJA Judo and its efforts. This means that  
15 they will remain a Class A organization, continue paying dues and will take the joint board  
16 seat.  
17 b) USJF will only move forward with joint talk and relationship negotiations with USJI so long as  
18 USJA is included at the table.  
19 c) USJF will continue to pursue its developing relationship with USJA in areas of mutual  
20 interest and benefit  
21 d) USJF with USJA will aggressively pursue the developing mutual Grass Roots Relationship.
- 22 3. Discussion - Neil Simon shared his experience at the closed USJA board meeting last week that he  
23 was invited to attend. The USJA board is unanimously united to this joint effort for the benefit of judo  
24 in the United States.
- 25 4. Motion Unanimously passed

26 **Discussion of Corporate Counsel:** Board members expressed concern over a lack of direct  
27 response from Corporate Counsel. Dr. DeMars recommended that Ms. Stacy Knapp, be invited to assist  
28 Mr. Nakiwaki in Counsel duties. Secretary Weers will contact Ms. Knapp and report to the Board at the  
29 next meeting.

30 **H. Adjournment:** At 21:00 hours, there being no further business before the USJA Board of Directors  
31 Director Contardo moved to adjourn the open meeting. The motion was seconded by Director Szejter.  
32 Upon call all Directors responded in the affirmative and the Chairman declared the meeting adjourned.