

1 Board of Directors, Elect Meeting
2 December 5, 2009

3
4 La Verne, CA

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6 Board Elect in attendance:

7
8 Dr. AnnMaria Rousey DeMars

9 Gary Goltz

10 Marc Cohen

11 Lowell Slaven

12 Paul Nogaki

13 Neil Ohlenkamp

14 Roy Hash

15 Bill Montgomery

16 Joan Love

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18 Absent:

19 James Pedro, Sr.

20 Dr. James Lally

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22 The meeting was opened by Current Board Member and President,

23 AnnMaria Demars.

24 Mrs. Demars spoke at length about the following topics:

- 25 • Introduction of the USJA Corporate Counsel, Glenn Nakawaki.
- 26 • AnnMaria explained the reason that this meeting was not an
- 27 official Board meeting was because Mr. Nakawaki had read over
- 28 the Bylaws and they gave the current Board of Directors a term
- 29 of four years and so the new Board could not take office until
- 30 after the first week of January, 2010.
- 31 • January 23, 2010 would be the official first Board meeting for
- 32 the new Board.

- 33 • Discussion on the bid of the USJA to take over the NGB from
34 USJA Judo due to repeated attacks against the USJA from the
35 management of USA Judo.
- 36 • In addition, Paul Nogaki found large discrepancies in the USA
37 Judo's financials that need to be explained.
- 38 • USA Judo has tried to dismiss USJA's motion a total of four
39 times, but the USOC has denied all of their motion to dismiss
40 and will require USA Judo to go to mediation (the term
41 arbitration was used inadvertently).
- 42 • USJA will go forward upon our charges against USA Judo
43 because of monetary damages and damages to the reputation of
44 the USJA and its management.
- 45 • The USOC has scheduled mediation (the term arbitration was
46 used inadvertently) by January 15, 2010 and USJA will have to
47 report back to USOC on whatever USA Judo agrees to. If the
48 Board Elect does not agree with the mediation (the term
49 arbitration was used inadvertently) conditions, the Board can go
50 forward with the USOC on the charges.
- 51 • One of our main goals for the NGB is for them to focus on
52 athlete development and Olympic Goals.
- 53 • A much greater part of the funds of the NGB must be spent on
54 direct athlete development.

- 55 • The USJA would like to certify referees up to the national level
56 and would like the USJF to support that goal.
- 57 • USJA is doing the National Coach's Conference in Las Vegas and
58 we got a very good deal on the hotel.
- 59 • We need to develop more and better coaches.
- 60 • Four judo clubs were created out of the West Coast Training
61 Center. This fits with our mandate to create more Judo clubs
62 and Judo players.
- 63 • John Moe was introduced as the USJA Web Master along a with a
64 re-introduction of Glen Nakawaki, General Counsel.

65 Gary Goltz was introduced as our Chief Operations Officer and spoke
66 on the following topics:

- 67 • Top 20 USJA Clubs.
- 68 • Date base is up to date.
- 69 • Attached PPT shows details of membership & financial details as
70 of the date of the meeting.
- 71 • Proposal is under consideration to review LM status.
- 72 • 77 new registered clubs since the beginning of 2009.
- 73 • New sanctions for this year are 199.
- 74 • USJA financially in the black.
- 75 • Funding Committee Report:
- 76 ○ GTMA

- 77 ○ Zebra Mats
- 78 ○ Individual donors
- 79 ○ Donation of \$1000.00 from Soft Judo by Nick Michling.
- 80 ○ Black Belt Magazine offering and support. 167 subscribers
- 81 to BB as a result of the partnership between USJA and BB.
- 82 • Short Terms Goals Met:
- 83 ○ Fair Election
- 84 ○ Motion to review LM voting status
- 85 ○ Junior and Senior Handbooks being re-done:
- 86 ▪ President DeMars requested that a current and
- 87 edited manuscript be sent to her for review. She
- 88 also stated that she would arrange for the pictures to
- 89 be done for the Jr. Manual.
- 90 ▪ Member Gerald Lafon asked whether or not the
- 91 Junior System should be reviewed prior to
- 92 publication and asked whether or not the manual
- 93 would be sold and if so, if it can be sold through the
- 94 Internet.
- 95 • Grassroots Judo™
- 96 ○ Senior members of the USJA and USJF serve on the
- 97 Grassroots Committee.
- 98 ○ Points are on the USJA Web Site

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- John Moe demonstrated the new Coach Portal system
 - System is in the Beta Stage and testers will be solicited to help development the system.
 - Demonstrated the use for tournament registration.
 - Demonstrated club management portion.
 - Phase 3 will cover additional enhancements including things like Kyu promotions and on-line registration.
 - Discussions ensued with regard to using the data base to automatically fill out tournament applications and waiver information to fulfill the needs, among other things, or the insurance requirements.
 - Lowell Slaven spoke about the Sports Jujitsu Program:
 - Committees are established and contact information is being developed.
 - Financial development as a funding effort for the USJA is being developed.
 - Some Brazilian Jujitsu organizations will be included.
 - Seminars are being developed.
 - A discussion ensued with regard to identifying how money is being brought into the USJA and how it can be traced back to the Jujitsu Committee as an example.
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- 121 • Arrangements will be made by Paul Nogaki to set up
122 a way to manage all incoming funds by classification
123 and by origin.
- 124 • Both John Saylor and Steve Scott will partner with
125 USJA Jujitsu.
- 126 • SAMBO systems will also be invited to become part
127 of the USJA Jujitsu.
- 128 • Neil Ohlenkamp was introduced in order to speak about the USJA
129 Internet Web Site. What software to use, where it might be
130 hosted and what information he can get as feedback from
131 members and committees.
- 132 • Paul Nogaki spoke about the financial aspects. Making sure that
133 we are government compliant and use easy to read financial
134 statements among other issues. Making certain that we have
135 financial accountability and responsibility.
- 136 • Long term goals are to be certain that we are
137 spending responsibly.
- 138 • Possible Long term investments in the future.
- 139 • Using our money in the most efficient and
140 responsible manner.
- 141 • Bill Montgomery was introduced to speak about the coaching
142 programs. With the help of Gerald Lafon and George Weers there

143 will be a new coaching manual of about 50 to 60 pages in length.
144 To compliment that, there will be an on-line section that will
145 contain all of the information including the tests so that when
146 someone comes to a coach certification, all they have to do is the
147 on-mat part of the test. Everything else will be done prior to the
148 candidate getting to the test area. There will be portions that will
149 be free to members and portions that can be purchased on-line.
150 There will be rough outline by the time of the Coaches Conference
151 this coming January.

- 152 • Joan Love was introduced to speak on the volunteer programs.
 - 153 ○ Regional Coordinator Program for real growth across the
154 nation.
 - 155 ○ Most the U.S. is covered with Regional Coordinators.
 - 156 ○ More cooperation is needed between the Committees and
157 the Regional Coordinators.
 - 158 ○ Since the end of the last election, a number of new
159 volunteers have come forward.
 - 160 ○ Reviewed Committee structures drafted a rough plan to re-
161 structure the committees.
 - 162 ○ Report is attached for further review.
 - 163 ○ Letter went out to all current Committee heads and
164 members thanking them for their service and asking them

165 what else they would want to do. So far about 60 people
166 have responded. The responses were categorized by
167 various groups.

- 168 • Roy Hash was introduced to speak about Development.
 - 169 ○ Will reach out to club coaches and owners to get advice
 - 170 and their concerns.
 - 171 ○ Mentoring groups of successful club owners to help newly
 - 172 developed clubs begin and succeed.
- 173 • Marc Cohen was introduced and spoke about the long term
174 assignment of re-writing and updating portions of the USJA
175 Bylaws and presenting them to the Board of Directors for review
176 and possible approval.
- 177 • The report of the Standards and Ethics Committee could not be
178 read to the Board Elect because there was no closed session.
179 The report has been sent to the current Secretary of the Board
180 of Directors. That will report will be sent to Neil Ohlenkamp for
181 his opinion as to whether or not it can be published on the USAJ
182 Web Site.
- 183 • The report of the Awards Committee was forwarded to the entire
184 Board Elect as well as the current Board of Directors by Gary
185 Goltz.

- 186 • Deb Fergus spoke reported on the Women’s Committee.
187 Committee Report will follow.
- 188 • Katrina Davis was introduced as the Executive Office Manager.
189 Meeting was adjourned with announcement of upcoming installment in
190 Las Vegas January 23, 2010.

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