

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

James R. Webb, PRESIDENT

January 8, 2006
12:15 to 17:05 hrs

Riviera Hotel
Las Vegas, Nevada

Submitted by George Weers, Secretary
gweers@theramp.net

A. Call To Order:

Acting Chairman Michael Szejter called the meeting to order on Sunday, January 8, 2006, at 12:15 hours. The roll was called and reflected that the following members of the Board of Directors and guests were in attendance:

Virgil J. Bowles
Board Member
Indianapolis, Indiana

Michelle Holtze
Board Member
Minnetonka, Minnesota

Robert Spraley
Board Member
Tipp City, Ohio

Jim Bregman
Board Member and President
Arlington, Virginia

James Pedro Sr.
Board Member
Salem, New Hampshire

Michael L. Szejter
Board Member
Boynton Beach, Florida

Peter Contardo
Board Member
East Greenwich, Rhode Island

Lowell Slaven
Board Member
Lebanon, Indiana

James R. Webb
Board Member
Dallas, Texas

AnnMaria De Mars, PhD
Board Member
Santa Monica, California

George Weers
Board Member
Canton, Illinois

Meeting attendees:

Gerald Lafon; Chairperson, Coaching Education and Certification Committee
Gary Goltz; Chairperson, USJA Funding Committee
Gary Monto; Chairperson, USJA Clinics and Camps Committee
Eugene Fodor; Former Secretary USJA Board of Directors
Rick Blais; Member, USJA Standards and Ethics Committee
Glenn K. Nakawaki
Hayward Nishioka

Seating of the New Board of Directors and Election of Officers

The new members of the USJA Board of Directors were seated and sworn in accordance with the Bylaws of the United States Judo Association. Directors Webb, Bowles, Contardo, Spraley, Holtze and Szejter took the oath of office as presented. Directors DeMars, Slaven, Pedro, Bregman and Weers declined to swear such oath on grounds of personal preference and conviction. Officers of the Corporation were elected as follows.

President: Mr. James R. Webb was appointed President by unanimous acclamation.

Vice President: Nominated for Vice President were Ms. AnnMaria De Mars and Mr. Virgil Bowles. Ms. De Mars was elected by a 6 to 5 vote margin.

Treasurer: Mr. Lowell Slaven was appointed Treasurer by unanimous acclamation.

Secretary: Nominated for Secretary were Mr. Peter Contardo and George Weers. Mr. Weers was elected by a 6 to 5 vote margin.

Amendments to USJA Bylaws

- a) A motion was made by Director Szejter and seconded by Director Webb that the Bylaws of the Corporation be amended to reflect that Corporate Counsel shall not be a member of the USJA Board of Directors. Upon call all members present voted "aye" and the Chairman declared the motion carried.
- b) A motion was made by Director Szejter and seconded by Director Holtze that the Bylaws of the Corporation be amended to reflect that the Chief Operating Officer shall not be a member of the USJA Board of Directors. Upon call all members present voted "aye" and the Chairman declared the motion carried.
- c) A motion was made by Director DeMars and seconded by Director Szejter that the Bylaws of the Corporation be amended to reflect that Special meetings of the Board of Directors shall be convened in accordance with the majority decision of the entire Board of Directors. Upon call all members present voted "aye" and the Chairman declared the motion carried.
- d) A motion was made by Director DeMars and seconded by Director Szejter that the Bylaws of the Corporation be amended to reflect that meetings of the USJA Board of Directors shall be conducted in accordance Robert's Rules of Order. Upon call all members present voted "aye" and the Chairman declared the motion carried.

E. Old Business: No old business was pending before the Board.

F. New Business:

Motion: A motion was made by Director Bregman and seconded by Director Holtze that, **effective immediately**, USJA records shall reflect Life Membership credits for, only, the actual amount of money donated. Upon call all members present voted "aye" and the Chairman declared the motion carried.

Motion: A motion was made by Director Holtze and seconded by Director Szejter that the USJA Board of Directors create a Women's Committee and appoint Ms. Deborah Fergus to the Chair of the committee. Upon

call all members present voted “aye” and the Chairman declared the motion carried.

Motion: A motion was made by Director DeMars and seconded by Director Bregman that the USJA Board of Directors create a Military Committee and appoint Peter C. Mantel, USCG to the Chair of the committee. Upon call all members present voted “aye” and the Chairman declared the motion carried. The Board of Directors further requested that Mr. Mantel draft a mission statement for the Military Committee at the earliest opportunity.

Motion: A motion was made by Director Contardo and seconded by Director Szrejter that the USJA Board of Directors restrict reciprocity and recognition of background investigations to, only, such investigations as accepted by USJA, USJI and/or USJF. Mr. Contardo explained that the current practice and scope of reciprocity and recognition is unwieldy and trying on all parties involved. Upon call all members present voted “aye” and the Chairman declared the motion carried.

Motion: A motion was made by Director Holtze and seconded by Director DeMars that the USJA Board of Directors create the position of “Coordinator for Volunteer Activities”. Upon call all members present voted “aye” and the Chairman declared the motion carried.

Procedural Request: Director Contardo suggested that the USJA Registration for be amended to include a request for volunteers with an area to describe personal expertise. President Webb will relay the request to the Central Office for revision of registration forms.

Treasurer's Report:

As former Treasurer Director Webb presented the Treasurers report.

Motion: A motion was made by Director DeMars and seconded by Director Contardo to accept the Treasurers Report. Upon call all members present voted “aye” and the Chairman declared the motion carried.

Procedural Request: Director Weers requested that a financial synopsis be created for regular publication to the membership. Mr. Webb agreed to work with Treasurer Slaven to generate such report on a quarterly basis. The Board of Directors unanimously endorsed the creation of such report.

Litigation Report:

Former USJA Corporate Counsel, Mr. Thom Layon submitted the report, appended here, via email.

FINAL REPORT FROM COUNSEL

01/05/2006

To: THE USJA EXECUTIVE COMMITTEE
THE USJA BOARD OF DIRECTORS

From: Thom Layon, Legal Counsel
Member of the Board of Directors (1999 - 2006)

I am pleased to report that at the present time we have no litigation related claims pending against the USJA. This is in contrast to much of the previous six years when our corporation was forced to expend considerable monies and energy as a party to four lawsuits: two in Philadelphia, one in Boston and, of course, the Akiyama bowling case on the West Coast. Ultimately, all of these matters were favorably resolved.

Enough has already been written elsewhere about the need for improved election protocols and fiscal oversight, so I shall not waste time re-visiting those issues at length. However, I do recommend that from a legal perspective, the new Board work toward meaningful changes in those areas. I also strongly recommend that contributions to the “Endowment Fund” be maintained in a separate bank account for greater ease of reporting, interest allocation, etc. Finally, I urge that Board to continue the good work of the Standards and

Ethics Committee and its outstanding Chairman, Dr. Anthony Zimkowski.

I am confident that the new Board and Executive Committee will do their best to move the USJA forward toward continued success in the areas of grass roots development, fiscal health, and administrative services. My recent years of service on the Board of Directors have been challenging, very fulfilling, and most enjoyable. I have met many new friends and come to know outstanding judo and community leaders throughout the United States - including the past, current and members-elect of the Board of Directors of the USJA. For that I thank all of you.

It has been an honor to serve the USJA membership, and I thank all the members of the Board, as well as the staff at USJA Headquarters and the Committee Chairpersons and Members with whom I have had the pleasure of working. I look forward to assisting this Board and Executive Committee in the future as circumstances dictate.

Respectfully submitted,
Thom Layon
National Legal Counsel

Committee Reports

USJA Funding Committee; Chairperson Gary Goltz

Mr. Goltz presented a synopsis of the activities of the USJA Funding Committee and summarized benefits realized by USJA through sales agreements negotiated by the Funding Committee. (appended here)

The Funding Committee have negotiated partnerships with Hatashita, Ikon, Adidas, Golden Tiger Martial Arts, giving the JA a % profit of everything sold via our website. The Golden Tiger Martial Arts agreement is clearly the best overall for the JA and its members. It offers a 10% discount to all members off retail and a 10% stipend to the JA on all sales regardless if they came from the website or direct. They are willing to sign-up all club leaders as wholesale accounts in which the JA would still get a 10% stipend.

To date GTMA has sent out 1,500 letters to coaches of the JA. In the first 6 months of the GTMA agreement the JA made approximately \$1,000. GTMA carries a full line of it's own gis as well as Adidas and Mizuno. They also carry mats and can make our tee shirts and patches. We are looking at expanding the GTMA agreement to make them the main supplier of the JA.

We must also recognize the big donors to the JA such as Dr. James Lally who gave \$70K to date on behalf of Goltz Judo Club. It is important that big donors like Dr. Lally be acknowledged on our website.

USJA Grassroots Development; Co-Chairperson AnnMaria DeMars, PhD

Report to USJA Grass Roots Development Committee

January 8, 2006

AnnMaria De Mars

Accomplishments:

Clinics

The following clinics have been held in October through the present:

LOCATION	MONTH	Event
Rhode Island	October	Three-day camp at Mayo Quanchi organized by committee member Serge Boussyou. Clinician: Jimmy Pedro, Jr.
Connecticut	November	Kata clinic with Heiko Rommelman and Jeff Giutani organized by committee member Joan Love

Washington, D.C.	December	Clinic with committee members Jim Bregman & AnnMaria De Mars, organized by Marshall Coffman
Southern IL	December	Clinic by AnnMaria De Mars & Ronda Rousey at USA Stars judo club, organized by George Stanich
Kansas City	December	Clinic by AnnMaria De Mars, organized by Steve Scott
Long Beach, CA	January	Clinic by AnnMaria De Mars, organized by John Ogden
Anaheim, CA	January	Kata clinic by Greg Fernandez & Kenji Osugi at Disneyland, organized by committee member Gary Goltz

The above clinics netted \$570. Of this, \$268 was paid by check toward hotel rooms in Rhode Island for the USJA junior national team. The remaining \$302 was donated to the USJA Grass Roots Development fund.

Regional coordinators

Joan Love has completed a draft of a regional coordinator job description. The following individuals have volunteered (been volunteered) as regional coordinators

- Southern California – Lisa Guerrero
- Northern California – Destinee Tartuffe, Terry Kelly
- New England – Joan Love
- Midwest – Bill West

Coaching Newsletter

George Weers continues to produce the Grass Roots Coaching newsletter, although not with the frequency he would like. All – consider this a hint to send him articles.

ACTIVITIES IN PROGRESS

Clinic series in southern California

Committee member Gary Goltz has organized a series of clinics one Saturday per month for 2006.

Beginning Instructor Program

Bill Montgomery is developing an outline of a beginning instructor program, with input from Jerry Lafon and Jim Pedro, Sr.

Regional mini-camps

One suggestion for increasing judo opportunities for both recreational and competitive players has been a series of grass roots mini-camps around the country. The following have volunteered the use of their facilities for such activities:

- Mountain Judo, Frazier Park, California (Mark & Lisa Guerrero)
- Antelope Valley Judo, Lancaster, CA (Steve Bell)
- Santa Rosa Community College, Santa Rosa, CA (Terry Kelly)
- USA Stars, Granite City, IL (George Stanich)
- Mayo Quanchi, Providence, RI (Serge Boussyou)
- Welcome Mat Dojo, Kansas City, MO (Steve Scott)

Humberto Lopez (FL) has volunteered to coordinate these mini-camps, assisting host clubs with recruiting coaches, publicity, camp scheduling and other areas of implementation. We have tentatively scheduled the first camp for March 11-12 in Frazier Park.

AGENDA: GRASS ROOTS DEVELOPMENT MEETING

- Presentation of beginning instructor program – Hayward Nishioka
- Presentation of program for club development – Jim Pedro, Sr.
- Report on fourth quarter activities - AnnMaria De Mars

MEETING MINUTES

Hayward Nishioka presented a program for teaching beginning instructors. This program offers a standard curriculum for teaching how to teach judo. It includes a manual, on-site instruction and certification testing.

Jim Pedro, Sr. presented a comprehensive program for marketing, recruitment, retention and training. This would fit well with Hayward's program as, when our clubs increase in membership, they are going to need more instructors to teach. Also, Jim Pedro's program includes advanced training and conditioning while Hayward's is focused only on beginning instructors.

It was the consensus of the committee that both programs complement one another and should be supported by the committee. Jim Webb, USJA treasurer, agreed to meet with both Jimmy Pedro, Jr. (author of the club development program) and Hayward Nishioka to discuss specific details of how the programs would be funded and what percentage or dollar amount would be paid to the USJA.

(Note: The USJA Board of Directors meeting was following the Grass Roots Development Committee meeting. Jim Webb was elected president and Lowell Slaven elected treasurer. Based on these results it was agreed at the Board of Directors meeting that USJA President Jim Webb and USJA Treasurer, Lowell Slaven meet with the authors of these programs to finalize financial details and submit a proposal to the board for approval.)

USJA Coaching Certification Committee; Chairperson Gerald Lafon

Coaching Certification Committee Vice Chairman, Gerald Lafon, addressed the Board of Directors. Mr. Lafon has maintained Coaching certification activities since the resignation of Dr. Dewey and urged the Board to appoint Dr. Dewey's replacement at the earliest opportunity.

Electronic Services Committee; Chairperson Chris Lester

Mr. Lester submitted a 'hard copy' report for review of the Board. Mr. Lester's report summarized project status and offered future plans of action. Director Webb also presented a request from Mr. Lester that he, Mr. Lester, be allowed authority to change passwords and perform duties as necessary. The Board of Directors agreed that Mr. Lester should be afforded such authority.

Promotion Committee; Chairperson Virgil Bowles

Promotion Board Chairperson Virgil Bowles presented a synopsis of promotions awarded by the USJA for the year 2005. Names of promotion recipients are appended here.

Promoted to Yodan

David Baker
Dan C. Brown Jr.
Paul Drescher
David Ellis
Roy Hash
J. Irvine-Calcotte
Melvin E, Keach
C. L. Ledger
Donald MacLeod
James D. Nagy

Promoted to Godan

Sam R. Exnicious
Frederick Fries
Richard Kennedy
Jacques Legrande Jr.
Clinton Main
William Montgomery
Mark Oermann
William P. Romaine
Bruce Voelker
Igor Yakimov

Promoted to Rokudan

Dr. Lawrence Beard
Russell D. Burke
James Haynes
Bernie Semel
Eric E. Shellum
Mehran Viseh

Hugh Reed
Scott Lee Smith
Ed Thibedeau

Promoted to Shichidan

Richard Celotto
Jesse Goldstein
Jason Morris
Dr. Paul Terse

Promoted to Kudan

Walter Dean
Jesse Jones
Jacques Legrande

Publications; Chairperson Constance Halporn

To: United States Judo Association
From: Constance H. Halporn
Re: Report to the Board
Date: January 03, 2006

First and foremost, I would like to ask the USJA Board of Directors to allow me to continue as the Director of Publications. These are skills that I can offer to the organization, and have many ideas that I would like to see implemented for the future.

As many of you knew, I was unemployed for the better part of a year. In June of 2005, I was hired back at Columbia University at a significantly lower salary. As such, I am unable to attend this Board meeting. Please forgive my absence, but be assured that I am working very diligently for the USJA.

Unfortunately, due to unforeseen circumstances, Rob Reilly had to withdraw as the editor of American Judo magazine. I am pleased to announce that there were several people who had expressed an interest in taking over the reins as Editor, and although many of them were terrific,

I have decided to produce the magazine myself for the short term. I will not be taking the honorarium that we arranged of \$400.00 for the four issues.

Once I am confirmed by the Board, I will put together a publication schedule for the year, and finalize the process of finding a new Editor.

I am not sure if this correction ever made it to the minutes so I am placing into this report again.

"It was listed that I asked for myself to receive a \$400.00 honorarium for American Judo Magazine. Please correct this to read that these monies were to be given to Rob Reilly in its entirety. (But, of course due to his resignation, he will not be receiving these funds). I am serving without remuneration."

Update on the publication dates for American Judo magazine: The first AJ was issued early for the 4th of July cover. Sadly that was the only issue we got to the membership this year. I encourage everyone to submit photos and articles for possible inclusion in the magazine.

I created an email address for the magazine that can handle big files: americanjudomag@gmail.com

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

The first 2006 USJA calendar is available for sale from the National Office.

It costs \$9.00 each plus postage. There are 12 months of interesting and exciting Judo images on each page. I encourage you to purchase our inaugural issue. There is a tiny sample page on our web site. If the sales reflect a desire to make another issue, we will get the bid on a 2007 version.

The company that produced our calendar is interested in becoming the official printer for USJA. They are offering us a 10% rebate on all printing. If there is real interest on the part of the Board, I will get specific bids from them.

We had discussed recreating the “brand” of the USJA —I am beginning the work on that and should have samples for the Board within the next two months.

I heard from Chris Lester that he is in the process of moving the USJA website to a new ISP.

I think while Chris has done a good job, I believe it is time for the USJA to find and hire a full-time professional web master. Keeping a site current and fresh is a key to success.

Material must be posted quickly for our members. When there are issues that need immediate attention, the web site is one of the ways we can communicate efficiently.

Then there is the database—When we are ready to do mailings, the list must be in a format that a professional mailing house can use. It must be accurate and up-to-date. I do not know if the migration to something other than FoxPro has been accomplished. This also should be done by an outside firm or persons: not our National Office staff. They have enough to do maintaining the day-to-day operations.

I also request direction from the Board. I cannot work in a vacuum. I would like a prioritized list of things that we would like to accomplish: both for the coming year and in the near future.

Respectfully submitted,
Constance H. Halporn, Director of Publications

USJA Camps and Clinics; Chairperson Gary Monto

Mr. Monto presented an extemporaneous synopsis of Camps and Clinic activities since the previous meeting of the Board of Directors.

USJA Kata; Chairperson Gary Monto

Mr. Monto presented an extemporaneous synopsis of Kata Committee activities since the previous meeting of the Board of Directors. Of particular import is the level of cooperation and recognition that Mr. Monto and his group have earned with USA Judo.

USJA National Symposium; Ms. Hope Kennedy

Ms. Kennedy has tendered her resignation as Chairperson of the Symposium Committee. The Board of Directors unanimously proclaims Ms. Kennedy’s untiring efforts and selfless dedication in executing her office as Chair of the Symposium Committee.

USJA Awards Committee; Chairperson Ronald Allen Charles, PhD

Dear Board of Directors:

I thank you for the support and guidance you have given us over the years and continue to provide. We are in the process of choosing our National honorees at this moment. I await database information from Chris Lester, our Web site and Electronic Services Committee leader, so I can determine eligibility of award honorees. I ask that you help spread the word to coaches to nominate Outstanding State Competitors for both shiai and kata categories.

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

Plaques and individual congratulatory letters for National honorees should have been presented or sent by the time of your April meeting. It is important that we maintain objectivity and not choose only our students and friends for awards.

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

Respectfully submitted,
Ronald Allan Charles, Chairman
USJA Awards Committee

Juido Committee; Chairperson Robert Spraley

Chairperson Spraley presented a synopsis of recent committee activities. At the conclusion of the synopsis Chairperson Spraley requested that, because the Juido Committee has accomplished the objective of its mission statement, the committee be removed from the list of active USJA Committees. By acclamation the Board of Directors accepted Chairperson Spraley's resignation and recommendation to close the committee.

Appointment of Committee Chairpersons;

The following committees and chairpersons were appointed by the USJA Board of Directors.

Standards and Ethics Committee; Chairperson Peter Contardo
Funding Committee; Chairperson Gary Goltz
Development; Chairperson AnnMaria DeMars, PhD
Coaching Development Committee; Chairperson James Pedro, Sr.
Coaching Certification Committee; Chairperson Gerald Lafon
Promotion Committee; Chairperson Virgil Bowles
Tournament Committee; Chairperson Lowell Slaven
Electronic Services Committee; Chairperson Chris Lester
Publications; Chairperson Constance Halporn
Camps and Clinics; Chairperson Gary Monto
Kata Committee; Chairperson Gary Monto
Military Committee; Chairperson Peter C. Mantel, USCG
Awards Committee; Chairperson Ronald Allen Charles, PhD
Examiner Certification; Chairperson Charles Robinson
Business Planning; Chairperson Peter Contardo
Jujitsu Committee; Chairperson Ken Nazmeth
National Symposium; Chairperson to be named
Election Committee; Chairperson to be named
Referee Certification; Chairperson to be named

National Board of Advisors

The following persons were named to the USJA National Board of Advisors

George Harris
Vince Tamura
Ben Nighthorse Campbell
Gene LeBell
Edward Szejter
Charles Robinson

Eugene Fodor

Motion: A motion was made by Vice President De Mars and seconded by Director Slaven to name Mr. Glenn K. Nakawaki to the position of USJA Corporate Counsel. Upon call all members present voted "aye" and the Chairman declared the motion carried. The Board informed Mr. Nakawaki that, as Corporate Counsel, he also served on the Standard and Ethics Committee.

Motion: A motion was made by Director Bregman and seconded by Director De Mars to name Mr. Gary Goltz to the position of Chief Operating Officer of the United States Judo Association. Upon call all members present voted "aye" and the Chairman declared the motion carried.

Procedural Request: Director Contardo requested that the responsibility for notification of results of an Ethics investigation be assigned to the President of the Board of Directors. President Webb accepted such responsibility.

Procedural Request: Vice President De Mars requested that Director Contardo, as Chair of the Business Planning Committee, generate a business plan for the corporation. Director Contardo accepted the assignment with a request to Treasurer Slaven for a 12 month projection of corporate expenses. Directors Contardo, Slaven and Webb will work together to generate necessary materials and reports.

Motion: At 16:15 hours Director Szejter moved that the Board of Directors enter closed session to receive the report of the Standards and Ethics Committee. The motion was seconded by Director Contardo. Upon call all members present voted "aye" and the Chairman declared the meeting move into closed session.

Standards and Ethics Committee; Chairperson Peter Contardo

During closed session, Committee Chairperson, Peter Contardo, discussed progress regarding current and recent investigations.

Motion: A motion was made by Director Szejter and seconded by Director Slaven to accept the report of the Standards and Ethics Committee. Upon call all members present voted "aye" and the Chairman declared the motion carried.

Adjournment:

At 17:05 hours, there being no further business before the Board of Directors, a motion was made by Director Szejter and seconded by Director Holtze to adjourn. Upon call all members present voted "aye" and the Chairman declared the meeting adjourned.

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