

UNITED STATES JUDO ASSOCIATION

MINUTES OF OCTOBER 8,2003

**RIVIERA HOTEL & CASINO
2901 LAS VEGAS BLVD.
LAS VEGAS NEVADA, 89109**

PRESIDENT: MICHAEL SZREJTER

**MINUTES PREPARED BY:
GENE FODOR
SECRETARY USJA**

NOVEMBER 4, 2003

A meeting of the United States Judo Association was held October 8, 2003 at the Riviera Hotel and Casino, Las Vegas, Nevada.

President Michael Szrejter chaired the meeting.

The following Board Members and Officers were in attendance;

President Michael Szrejter

Vice President Thom Layon (arrived late but attended both meetings).

Secretary Gene Fodor

Treasurer James Webb

Board Members

Tom Reiff

Jessie Jones

Steve Cunningham

Virgil Bowles

James Bregman, COO

George Weers

Ernest Smith (arrived late and did not participate in the membership meeting).

George Harris

Terry Kelly, (arrived late but attended most of the membership meeting, left early)

Executive Office Manager, Katrina Davis

Patrick Szejter, Absent

President Szejter called the meeting to order at 1:30PM. There is a quorum being present to conduct the business of the United States Judo Association.

The minutes of the last USJA Board Meeting was previously accepted as submitted, on a motion by Mr. George Weers and published on the USJA Headlines. Voting to accept, President Szejter, COO Bregman, VP Layon, Treasurer Webb, Secretary Fodor, Steve Cunningham, Virgil Bowles, George Harris, George Harris, George Weers, and Jessie Jones.

The President opened the meeting of the USJA, and since there were a number of issues of the Ethics Board, moved into Executive Session to take up the business of the Ethics Committee and personal issues. The meeting was cleared at this time and was to resume at 4:00PM.

The Board heard a number of issues clarified by Council Thom Layon, and agreed with his assessments. The Board heard from Mr. Tony Zimkowski and the investigations conducted by his committee, and accepted his recommendations. The Board also cleared up the past contract settlement with former Executive Director Edward Szrejter. Mike Szrejter abstained from voting.

After concluding numerous job and personnel issues, the Executive Session was concluded and a short intermission was called before the General Membership meeting. Meeting concluded at 4:00PM.

After a sort intermission, the Board reconvened into General Membership and Board Meeting.

Presidents Report.

President Michael Szrejter gave a short report regarding the past few months. Mike told the audience that he is very proud to serve the USJA as it's president and is looking forward to the challenges ahead. And he told the body, that the USJA has a fantastic Board of Directors to work with and they should be proud of the professional attitude. Mike stated that the USJA is slowly moving ahead and that membership is being increased each month. We just had a record-breaking month for memberships. We are finally on solid financial ground, the first time in many years.

Mike then turned to the new COO for his report.

Mr. James Bregman, new C.O.O, CHIEF OPERATING OFFICER

Jim began by praising the office staff in Colorado Springs, at the USJA headquarters. Getting the back logs cleared up, sending things out in as little as 2 days, 877 members in the past month, the Life Membership and Special memberships gave us the biggest month in ages. The JA has recently sold the two office buildings, which were fast becoming a liability for the JA. He has entered into a rental agreement, which will keep us stable for years to come. Jim sets goals for \$5,000,000 for an endowment fund, and 100,000 members for the JA.

Jim stressed the most recent finishing of athletes, not winning more than 1 match in the World Championships. He is getting calls from Judo leaders all over the world about the sad state of US Judo. We have to get funds to fund athletes to train, and get them on National and Olympic teams. We need the loyalty of all the USJA members to achieve these goals, then and only then will we have standing in the Judo community, we do not need to compete with the other organizations to meet these objectives. In 6 months we will provide a higher level of services to our members, also we have to get a magazine out to all our members, not only those that have a computer. We need to build grass roots judo development, we need to get our Coaches certifications up, and it is not based on judo organization affiliations. The coach symposium is a great program

Watch for next years date. The Ethics Committee, has cleared all of its investigations, all committees are functioning well. Our Insurance is all settled, in fact the other organizations did not have their Insurance up to date, and we did not cancel the agreements with them, that they did with us. Our Pal programs will be up and running and we now need sponsors to run them.

Vice President Report;

Thom Layon, has no report at this time.

Secretary Report;

Gene Fodor, wants to thank everyone for getting things out to him, thank CONNIE HALPORN for her help, addressed the cooperation with the JI for the rooms for the various meeting rooms. Advised the body, that the next meeting will be in San Diego Calif. at the Sr. Nationals, and if you plan to attend, make reservations, hotels are at a high cost, the host hotel is on Hotel Circle, and is the Red Lion Hotel, last check was at \$125 per day.

Reservations can be made on line at the JI web site. Jessie Jones indicates that there are many lower cost hotels in the area if you check.

The secretary asks that all board members vote on issues promptly when they are posted on the web site. Report concluded.

Treasurer Report;

James Webb, Jim spoke on the funds the JA has on hand, we have come a long way. The endowment is about \$9,000 and growing. Financially we are doing well. Membership is up as in all areas of promotions and sales. Report concluded.

Corporate Council;

Thom Layon, Thom is pleased to report that there are no pending litigation cases. He says that with the help of Connie Halporn and Steve Cunningham, that we are close to having an agreement relating to property rights issues. Creating a new set of forms for the office, to have everything uniform. Report concluded.

Executive Office Manager;

Katrina Davis, Katrina indicates that together, Jim, Dana, Jessie and the Insurance people have renewed our Insurance and it complies with all the USOC requirements and IT WAS ON TIME. The office is reviewing all the forms in the office, getting them streamlined. Promotions are sent out as soon as the paper work

Electronic Service Committee;

Tom Reiff, Tom says that we are still using OLM as our server; we will have more e-mail accounts and increased bandwidth. He has assisted many members with downloading documents and so on. Clubs are listed as to total active members, and they can be downloaded.

The shopping catalog is growing, more Café accounts that provide income as part of a commission. The HQ staff is being trained on how to process orders, therefore having a shorter turn around time.

The USJA database, it is stable and backups are done daily. On line

Membership and Promotion Processing, the membership specials will be good until November 2003. The ESC is processing electronic club rosters, these are mailed to the club secretary or coach, and they are in a text file format.

The ESC has set up user areas for KATA, STAMPS, CAMP, TOURNAMENTS and PAL. E-mail accounts are available to USJA Committees. As well as email lists for committee members. Jujitsu and Judo Promotion Board Restricted Areas are on line and running. ESC has submitted quotes for upgrade of office workstations. Corrected membership renewal letters printed from the database to include credit card renewals.

Promotion Board;

Virgil Bowles, Mr. Bowles defers to Promotion Board Secretary James Webb, Jim gives the results of the Promotion Boards action, and there were promotions for Yodan and above.

Yodan, Remy Gallix, Ronald Cooley, David York, Hans Vogt, Mindy Bushman, Tomothy Byrne, needs retesting.

Godan, Mark Dantzler, not a member of a charter club, needs more member time to qualify, David Wolfe, passed.

Rokudan, Randy Leatherwood, pass, pending a coaches signature, Mark Tripp, pass.

Shichidan, Humberto Becerra, Charles Carper. Gene Fodor, Gregory Fernandez, Donald Trussell, needs to retest, not passed.

Hachidan, Virgil Bowles.

A motion by James Bregman, 2nd by Thom Layon, Legal Council and Board Member. The USJA Promotion Board has recommended to the USJA Board of Directors that a strict policy be enforced, that dues must be retroactively paid by any applicant who has had a lapse in time, to satisfy continuous membership requirements for promotion.

This motion was passed by the Board of Directors, at the General Membership Meeting. This is just a policy change.

Dr. Gary Berliner, a member of the Promotion Board was removed because his Medical Practice caused him not to be able to attend meetings of the Board. He was removed without prejudice. This is not an adverse action. Mr. Pete Lecriox tendered his resignation from the Board; he was removed without prejudice.

Minutes submitted by Mr. James Webb, Secretary for the Promotion Board. Minutes accepted as presented by the Board.

Women's Task Force, Constance Halporn;

Connie spoke to the board on the mentoring program for women, she indicated that they will have an E-mail system in place for mentoring where women can get advice on a number of subjects. They will seek a group of volunteers that could possibly go to a dojo to give talks and advice to women. She indicated that volunteers should be required to commit for 1 year. There was concern to the fact that women should be getting advice that is relevant and up to date.

Connie stressed that they will insure that any advice that is given is correct and legal for everyone. Connie thanked Hope Kennedy for her inclusion of the task force in the recent symposium that was conducted in Indianapolis Ind. Curriculum development has been put on hold, because of a lack of funds. Posters are selling well, but there are problems with mailing providers. Tapes of the 1964 Olympic are going well, this includes Jim Bregman and George Harris. There are some minor marketing problems with using the name Olympics, but they will be resolved.

Jim Bregman would like to push these tapes at the US Sr. Nationals in California in April 2004, and have them sign autographs there. End of report.

Camps and Clinics, Gary Monto;

Gary indicates that he has a problem with USJA members that go and volunteer at camps and clinics, Gary asks that he be notified, so that he knows who is doing something, he says that only 5 people have bothered to make contact and tell him of the activity. Gary spoke on the numbers of the promotions and various certifications at these clinics. Gary indicates that if he does not hear from them that they are doing clinics, he will assume that they are doing nothing and that he will drop these people from the active clinicians lists.

Terry Kelly commented that in each packet for sanction of events, that there are documents that are supposed to be filled out and returned, however it was noted by others, that not every one applies for a sanction for a clinic or camp. Gary indicated that he would work with the central office to get the information he needs.

Jim Bregman injects that we should collect the information that is requested and filed with the office in the event future needs dictate collection, i.e. Insurance. Jim also notes that if the information is not received, completely filed, they will not be able to obtain another sanction.

The USJA Senior Nationals will be shifted to the Arnold Classic in Columbus Ohio, 2004.

Symposium, Hope Kennedy.

Hope was not present, but Mike Szrejter just gave an overview on the last symposium, it was a very good event, 20 minute learning sessions, 5 minutes allowed for questions, and a 5 minute break after each session. The 2004 Symposium will be held in conjunction with the Jr. Nationals in Chicago Ill.

Awards, Dr. Ronald Allen Charles;

Dr. Charles was not present, no written report, Tom Reiff gave an overview for Dr. Charles, he said that the committee has added some new categories such as Kata and deleted some others, made refinements and so on. Requests for candidates will soon be available

for coaches to nominate members for recognition.

Steve Cunningham, Magazine.

Steve gave his verbal report, the magazine has been bogged down because of his workload but it will eventually be produced on line.

Needs articles, tournament results, committee reports and any other information from as many people that can contribute, no date for publication is available at this time, but hopefully soon.

Terry Kelly, Competitive Committee;

Terry says he is working on Foreign contacts, and has had some response, that is in relations to have an Foreign Exchange program, where by athletes from our country and from overseas countries can train and get benefits from other coaches. Terry, is attempting to develop contacts in other countries, prospects look good. Use of our web site so someone could click on it and get locations where training is available. Note, Insurance coverage is not always available, so shop. We, are not sending people for this training, it is up to each individual. Terry has one person from his club that may be going overseas to train. In January, Gary Goltz will do a masters clinic.

College Judo, trying to get information is like pulling teeth. Need a contact base of contacts, which colleges have programs for judo and so on.

Coach Education Committee, Dr. Chris Dewey;

Dr. Dewey was not present, no written report, George Weers stepped in to elaborate on what was going on, George indicates that about 10% of the USJA is currently certified in one category or another of coaching. The programs are moving along, nothing further to speak on.

Kata, Gary Monto;

Gary indicates that Virgil Bowles has accepted the task of getting

things out on the computer, as Gary is not too proficient on doing program entries. Nothing Further.

Examiner Certification Committee; Charlie Robinson - No Report.

Referee Certification Committee; Richard Celotto - No report.

Club Accreditation Committee; Raymond Conte - No Report.

Jujitsu Committee; Ben Bergwerf;

No report, the secretary notes that the committee has agreed to hold its annual meeting at the North Carolina Camp every year, it will make its decisions and reports at that camp. There is a new jujitsu manual for Juniors, being developed and will be available, it may be available on disc when completed. Details will be forthcoming.

USJA Masters Committee; - No Report.

Funding Committee; Gary Goltz - No Report.

High School Committee; Lee Wheeler - No Report.

Aikido Committee; Edward Wilkes - No Report.

Thom Layon makes a motion that those committee members that have made or submitted reports be accepted as submitted, Steve Cunningham 2nd. Motion passed. Voting to accept were, President Szrejter, COO Bregman, VP Layon, Treasurer Webb, Secretary Fodor, Terry Kelly, Steve Cunningham, Virgil Bowles, George Harris, Tom Reiff, George Weers and Jessie Jones.

Agenda Items George Weers;

George Weers motion as submitted.

During the next election of members of the USJA Board of Directors the following items be included for the decision of the membership.

1) Designation of the number of members of the Board of Directors

Members shall be given the choice of setting the number at seven (7), nine (9), eleven (11), thirteen (13) or fifteen (15) members of the Board.

2) Designation of the duration of term for the Board of Directors. Members shall be asked to set the term of the Board of Directors at four (4) or six (6) years.

Rationale:

The current Board of Directors is faced with a conflict of interest in deciding size of the Board or Directors or the duration of term for members of the Board. As the United States Judo Association Board of Directors is selected through democratic process so should the size of the Board and duration of term be determined through democratic process.

If the Board of Directors of the United States Judo Association is to serve the membership of the organization then we must seek the input and approval of our membership in establishing the governing body for the USJA.

Comments. The By-laws would have to be amended to accept and change the terms or members. Legal Council points out that the manner in which Mr. Weers suggests, would cause great confusion in voting members on the application ballot.

Mr. Weers counters that the top vote getters would get the appointment on whatever terms members select. Mr. Weers motion, that at the next election, members can choose the terms of office, suggested at 4 or 6 years, and the numbers of Board members to serve on it, be selected by the highest vote getter and then descending numbers till the numbers selected is reached. There was much discussion on this subject without a seconded being called. Point of order was called for. A call for a second was made three times.

There was no second to this motion, and it failed for the lack of a

second.

OLD BUSINESS;

George Weers, called for the abolishment of inactive committees, namely, the Finance Committee, National Standards Committee, National Coaching Staff, National Board of Examiners, High School Committee, Collegiate Judo Committee, Club Accreditation Committee, Law Enforcement Committee (already removed), and the Tournament Committee.

Motion:

That the USJA Board of Directors dissolve the following committees.

- 1) Finance Committee
- 2) National Standards Committee
- 3) National Coaching Staff
- 4) National Board of Examiners
- 5) High School Committee: Mr. Lee Wheeler, Chairperson
- 6) Collegiate Judo Committee: Philip M. Rasmussen, Chairperson
- 7) Club Accreditation Committee: Mr. Raymond Conte, Chairperson
- 8) Law Enforcement Committee: Mr. Richard Fike, Chairperson
- 9) Tournament Committee: Mr. Jessie Jones, Chairperson

Where the Board of Directors deems necessary the Board shall recruit new Chairpersons and committee members in accordance with the Operating Procedure and Guidelines for Filling USJA Leadership

Vacancies.

Rationale:

The above listed committees have made no report to the USJA Board of Directors nor have the listed Chairpersons responded to requests for reports of progress for a period of over two years.

Seconded by James Bregman.

It was noted by Mr. Bowles that the USJA By-Laws gives the duty to select and appoint members to various committees, subjected to the approval by the board. It was also noted by Mr. Fodor, that 1 year earlier he had made a similar motion to remove inactive members, but it was rejected by this same board, also that the Law Enforcement Committee had already been dropped by Ed Szrejter former Executive Director because of inactivity and a lack of persons to be on the committee.

Mr. Monto said that several committees are very viable; we just need to get other people appointed.

Bregman called for the question, President Szrejter, COO Bregman, Treasurer Webb, Terry Kelly, Steve Cunningham, George Harris, Tom Reiff, George Weers, Jessie Jones, and Virgil Bowles. Abstentions Layon and Fodor, motion passes.

NEW BUSINESS;

President Mike Szrejter, the current membership special is going very well. Make all membership at the same fee, \$30 per year keeping Life Membership at \$400 per year. Seconded by Tom Reiff, Thom Layon makes the motion for the President. There was a lot of discussion on this matter; as a result, a motion to vacate the original motion was made till December 1, 2003 after the expiration of the special.

After that the Board can entertain a motion to revisit the question and implement a membership fee for regular members and life members.

Motion passed to withdraw.

Legal Council Thom Layon, asks for a point of order on the first motion, to delete 9 Committees, Mr. Layon points to the fact, that several of these committees are standing, they are the National Standards Committee, the National Coaching Staff, the National Board of Examiners, the High School Committee and the Collegiate Committee, and they are imbedded in the USJA By-laws and cannot just be eliminated. On a motion by Mr. Layon, seconded by Steve Cunningham to comply with the USJA By-laws, the committees were reinstated by the Board. Voting to amend the motion were President Szrejter, COO Bregman, VP Layon, Treasurer Webb, Secretary Fodor, Terry Kelly, Steve Cunningham, Virgil Bowles, George Harris, Tom Reiff, George Weers and Jessie Jones.

Mr. Tom Reiff makes a motion to accept the current By-Laws that are posted on the USJA Web site as the official By-Laws, 2nd by Geroge Weers. Council Thom Layon and Mr. Fodor are to review the By-laws for content and if there is a conflict to correct the same. Question called for, Motion passes, voting to accept were, President Szrejter, COO Bregman, VP Layon, Treasurer Webb, Secretary Fodor, Terry Kelly, Steve Cunningham, Virgil Bowles, George Harris, Tom Reiff, George Weers and Jessie Jones, with no abstentions or nay's.

Motion to create a National Point Rooster System for the USJA, 2nd by George Weers. President Mike Szrejter steps down to make the motion, Mr. Layon assumes the Presidents position. After much discussion on the subject and what constitutes points to be awarded, the question was called to allow Mr. Weers to formulate the data to be used. Motion to accept passed by the Board. Voting in favor, President Szrejter, COO Bregman, VP Layon, Treasurer Webb, Secretary Fodor, Terry Kelly, Steve Cunnungham, Virgil Bowles, George Harris, Tom Reiff, George Weers and Jessie Jones.

Jessie Jones and Walter Dean spoke on a motion the USJI will bring up at the Member meeting. USJI is to propose a Megan Type Law for

the association, which includes all Class A members. People will have to submit to a background check to belong. Preliminary conversations indicate that the USJF will oppose the motion, Walt Dean makes motion that the USJA join the USJF to oppose this motion, seconded by James Bregman, motion passed by the Board. Motion passed by President Szrejter, COO Bregman, VP Layon, Treasurer Webb, Secretary Fodor, Terry Kelly, Steve Cunningham, Virgil Bowles, George Harris, Tom Reiff, George Weers and Jessie Jones.

There was a motion to develop a Referee's Badge, similar in nature to the USJI Referees Badge, but it died for lack of a second, no further action taken. Also under new business, the referee's clinics were discussed on ways to upgrade and develop the program for USJA members, but no committee was formed.

Jim Bregman makes motion to have all dormant life members contacted, telling them of the benefits of membership activity and belonging to the association, a second was made by Steve Cunningham. Mr. Bregman to work on a letter that would be sent to each inactive member and advise the board of content to be sent out. Motion passed. Voting in favor, resident Szrejter, COO Bregman, VP Layon, Treasurer Webb, Secretary Fodor, Terry Kelly, Steve Cunningham, Virgil Bowles, George Harris, Tom Reiff, George Weers and Jessie Jones.

There was talk on the position and a name designated for Mr. Bregmans new position, there is a conflict with the By-laws, as it designates Mr. Szrejter, the President as also the CEO of the Association.

Mr. Jessie Jones spoke to the issue, he had been the COO for the Association, he told the Board that he wished to step aside, thereby opening up the position, the Board decided to make Mr. Bregman the new COO of the Association, Jessie Jones makes the motion, 2nd by George Weers and passed. Voting to accept, President Szrejter, COO Bregman, VP Layon, Treasurer Webb, Secretary Fodor, Terry Kelly, Steve Cunningham, Virgil Bowles, George Harris, Tom Reiff, George

Weers and Jessie Jones.

In other business, Mr. Tom Reiff visits an issue brought up earlier in the Board meeting about removal of inactive committees, Mr. Weers makes a motion, 2nd by Tom Reiff to add Tournaments to the Camps and Clinics Committee, chaired by Mr. Monto, motion passed by the Board. Voting to accept, President Szrejter, COO Bregman, VP Layon, Treasurer Webb, Secretary Fodor, Terry Kelly, Steve Cunningham, Virgil Bowles, George Harris, Tom Reiff, George Weers and Jessie Jones. Mr. Monto added members Gene Fodor, Lowell Slaven and President Mike Szrejter to the committee because of their vast experience in tournament performances.

Connie Halporn speaks on the issue of a Video of the 94 Olympics, she proposes to sell the tapes for the USJA at a cost of \$25, there is a fee of \$15 to produce it, and the USJA will realize a profit of \$10, these will be available to Dojo's upon request. The motion to sell the tapes was made by George Weers, 2nd by Terry Kelly and passed. Voting to accept were, President Szrejter, COO Bregman, VP Layon, Treasurer Webb, Secretary Fodor, Terry Kelly, Steve Cunningham, Virgil Bowles, George Harris, Tom Reiff, George Weers and Jessie Jones.

The President called for further New Business, hearing none, a call was made to adjourn, Mr. Thom Layon made the call to adjourn, meeting closed at 8:30PM.

The minutes were recorded from the taped meeting by current USJA Secretary, Gene Fodor