

**Meeting Minutes of the
UNITED STATES JUDO ASSOCIATION, INC.**

BOARD OF DIRECTORS MEETING

JIM BREGMAN, PRESIDENT

April 9, 2002

3pm

Marriott Downtown Key Center

Cleveland, Ohio

Submitted by George Weers, Secretary

george.weers@usja-judo.org

A. Call To Order: President Jim Bregman called the meeting to order 3:15pm.

The roll was called and reflected that the following members of the Board of Directors and guests were in attendance:

Jim Bregman
Board Member and President
Arlington, Virginia

Thomas A. Layon
Board Member
Corporate Counsel
Tulsa, Oklahoma

Virgil J. Bowles
Board Member
Indianapolis, Indiana

Michael L. Szejter
Board Member and Vice-
President
Boynton Beach, Florida

George Harris
Board Member
Brick, New Jersey

Steve Cunningham
Board Member
Ashford, Connecticut

George Weers
Board Member and Secretary
Canton, Illinois

Tom Reiff
Board Member
Summerville, South

Patrick E. Szejter
Board Member
Mathews, North Carolina

Carolina

James R. Webb
Board Member and Treasurer
Dallas, Texas

Eugene S. Fodor
Board Member
Toledo, Ohio

Katrina Davis
USJA Executive Office
Manager
Colorado Springs,
Colorado

Absentee Members -----

Terry J. Kelly, Jesse L. Jones, Ernest Smith, Ron Hansen

Meeting attendees

Mr. James J. Colgan; Vice-Chairperson USJA Promotion Board
Anthony Zimkowski, PhD; Chairperson USJA Standards and Ethics Committee
Chris Dewey, PhD; Chairperson USJA Coaching Education Committee
Mr. Gary L. Monto; Chairperson USJA Kata Judge Certification Committee & Camps and Clinics
Ms. Constance Halporn; Chairperson USJA Women's Taskforce
Mr. Pete Contardo; Member USJA Promotion Board & Standards and Ethics Committee
Ms. Marie Wick
Mr. Pete Lacroix; Member USJA Promotion Board
Mr. Robert Spraley
Mr. Henning Hennrickson

B. Officers' Reports

1. President's Report:

President Bregman reported the following items.

- a) Sale of USJA Buildings: The USJA has received two bids for the USJA buildings, located in Colorado Springs. One bid was for the 'dojo' building only and the second bid is for purchase of both buildings. Negotiations are in progress.
- b) Projected USJA Membership: Mr. Bregman noted that membership projections have increased to 6000 and possibly as many as 10000 members. The positive projection is believed to be attributable to, among other factors, the recent NAPAL/USJA cooperative agreement.
- c) NAPAL Agreement Impact: The USJA Central Office is now receiving inquiries regarding registration of PAL Judo clubs.
- d) Article for NAPMA Magazine: An article is being prepared for the magazine of the National Association of Professional Martial Artists. Mr. Bregman noted that

association with NAPMA holds a great deal of potential for expanding the USJA membership base.

- e) Insurance Coverage: Rumors have again surfaced that USJA insurance may be having problems. USJA INSURANCE IS IN FULL FORCE. OUR MEMBERS HAVE INSURNACE AND WILL CONITNUE TO HAVE INSURNACE.
- f) Event Support: President Bregman called on the USJA membership to support the National Team Competition and the AM-Can Tournament.
- g) International Tour: President Bregman and Mr. George Harris will soon be embarking on a Judo tour of France and England.
- h) Camp Bushido 2003: Mr. Terry Kelly will host Camp Bushido 2003 in Northern California. Guest Coaches under consideration include Neil Adams and a pair of Russian International Team Coaches.

2. Vice President's Report:

Vice President Szejter offered no formal report but expressed concerns over lack of follow-up over implementation of decisions reached by the USJA Board of Directors.

3. Secretary's Report:

Secretary Weers reported that he had procured tape recording equipment, as directed by the Board of Directors and that the meeting of April 9, 2002 was indeed being recorded.

4. Treasurer's Report:

USJA Treasurer Jim Webb, distributed and reviewed a Statement of Financial Position, ending March 31, 2002. Mr. Webb also commended Ms. Katrina Davis for her efforts in preparation of reports.

Vice President Szejter pointed out that two years ago we voted to have the Board of Directors receive financial statements and that this still has not been implemented. He stated concerns that the Board of Directors could not make viable financial decisions without them. Ms. Davis assured Mr. Szejter she was working toward implementation of the requested statements.

5. Litigation Report:

Mr. Thom Layon reported that both US and Canadian courts have ruled against the 'Akiyama Bowing Case'.

The USJA has no other litigation pending at this time.

Move to accept the report, Mr. Pat Szrejter, second Mr. Tom Reiff, approved unanimously

6. Executive Office Manager's Report:

Directors & Officers Liability: The underwriter's broker called. The effective date is March 9, 2002 and they indicated they did grant full prior acts coverage (acts that took place in the past are not excluded based on date of act). They have to re-issue the policy because of some errors. It will probably not be published until mid-April.

Move to accept the report, Mr. Pat Szrejter, second Steve Cunningham PhD, approved unanimously

D. Committee Reports

1. Standards and Ethics Committee; Dr. Anthony Zimkowski, Chairperson

Dr. Zimkowski distributed copies of the Standards and Ethics Committee report. Dr. Zimkowski also noted the following points.

- 1) Due to procurement of liability insurance coverage for committee members, the USJA Standards Ethics Committee has resumed full activities.
- 2) Standards Ethics Committee has two new investigations pending.
- 3) The USJA Code of Ethics and Procedures will be placed on the USJA web site.

Move to accept the report, Mr. Pat Szrejter, second Steve Cunningham PhD, approved unanimously

2. Electronic Member Services Committee: Mr. Thomas Reiff, Chairperson

Electronic Services Committee

Status Report

April 8, 2002

1) USJA WEB SITE:

Since last October, the USJA Web Site has changes hosting services three times. I currently in hosted by OLM. This web hosting services has email, Email list, FTP, SSL, MYSQL, HYPHP, Shopping cart and other services in one package cost of less than \$500/year.

2) SHOPPING CATALOG:

- a) The USJA Shopping Catalog in up and running at

<http://www.usja-judo.org/Merchant2/merchant.mv>, and this has been included into the new USJA SuperMall, which contains several merchandise features in one web page. The URL for this is <http://www.usja-judo.org/supersmall.htm>.

b) Although the merchandise web sites are up and running, the HQ staff has to be trained on how to process orders before releasing to the public/membership.

3) USJA DATA BASE

a. The current database has been repaired to the extent it is stable, and backups are done daily with weekly off-site archiving.

b. Mr. John Baird currently has a copy of the FoxPro V2.6 database, and is converting it to Visual FoxPro V6.0, analyzing the table and reports, and will be submitting a conversion that can be run in parallel with the current system for testing.

4) ON LINE MEMBERSHIP AND PROMOTION PROCESSING

a. The on-line membership and promotion (kyu ranks only) is integrated into the USJA Shopping Catalog, and is set up so only the registered Coach of a USJA club can register new members or submit promotions.

5) CLUB REPORTING AND SEARCHING CAPABILITY

a. The club reporting and search capability has been tested successfully. A new version will be implemented after the upgrade to VFP 7.0.

b. Currently, the ESC is processing electronic club rosters for the membership. These rosters are emailed to the club Coach or Secretary on record. This process will be automated with VFP 7.0.

6) USJA COMMITTEE SUPPORT:

a. Email accounts are available to USJA Committees, as well as email lists for the committee members.

b. Closed Chat Room capability is available for committees or boards to discuss issues in a secure manner via the Internet and in the comfort of their homes.

7) USJA CHARTERED CLUB WEB PAGE ASSISTANCE:

a. For \$15 more per month, the ESC can provide Web Hosting for USJA

Chartered Clubs. This can be done as a free service to the clubs, or a nominal fee can be charges to recoup the additional cost.

8) USJA MEMBERSHIP STATISTICAL ANALYSIS:

a. Statistical analysis capability will be built into the upgrade to VFP 7.0.

9) Mr. Reiff offered Commendation to Mr. Chris Lester for his efforts.

Move to accept the report, Mr. Jim Webb, second Mr. Virgil Bowles, approved unanimously

3. Promotion Board: Mr. Ronald Hansen, Chairperson

April 3, 2002

To: USJA Board of Directors

Subject: Promotion Board Report

On a positive note the number of complaints about our senior promotion process has declined which indicates to me that we are beginning to turn the corner with our own membership and also how we are perceived by the other organizations.

From the Promotion Board perspective our request remains the same. **We must receive accurate and factual historical information on each candidate to facilitate making the most informed decision. With accurate information and current supporting information the Board can vote the candidate's promotion request up or down.**

This is not an issue to debate. It is simply the only way to do business ethically and with integrity. I do not believe anyone on the Promotion Board will neglect to take into consideration what the candidate is accomplishing for the organization regardless of the time in grade adjustments that may have been made in the past. We simply must have the total facts concerning the candidate real history, and not accept a fraudulent presentation of the facts by the candidate or anyone else. Remember some of us have the responsibility of signing the promotion documents therefore attesting to the best of our knowledge the candidate has met the promotional standards.

It is my understanding that Jim Webb is reworking the promotion form and when completed the form will call for a photograph of the candidate, which will certainly be helpful in refreshing memories.

On a personal note, after having our house on the market for one year without any activity we received a surprise offer on Easter weekend. We close on the 15th of April and thirty to forty days thereafter move. We have not started construction so each day is extremely important to us as we have quite a bit of work ahead.

Please have a productive meeting.

Ron Hansen—Chairman, Promotion Board

Move to accept the report, Mr. Pat Szejter, second Mr. Tom Reiff, approved unanimously

Additional Discussion:

Vice President Szejter inquired regarding the disposition of the Promotion Board Procedures. Mr. Webb informed the group that a proposed procedure was to be reviewed during the Promotion Board meeting of 4/9/02 and a presentation made during the July meeting of the USJA Board of Directors.

President Bregman questioned the depth to which the Promotion Board should investigate and/or consider promotion history in considering a candidate for promotion. Mr. Thon Layon offered a motion that;

“For promotion purposes, only the last promotion, forward, shall be considered.”

Motion second Mr. Tom Reiff and approved unanimously.

4. USJA Women's Taskforce: Ms. Connie Halporn, Chairperson

Report from the Women's Task Force:

Presented to the USJA Board of Directors 4/9/02

by Constance H. Halporn, Chair, USJA Women's Task Force.

When we spoke a year ago, I committed our Task force to completing two objectives: A comprehensive survey of female judoka, with a compilation of results, a plan of action, and creation of a fund and consciousness raising poster titled "Throw like a girl" I am happy to report that we have accomplished what we set out to do. Thanks to Tom Reiff and Katrina Davis the poster is on the website and is being offered for sale. As of March 30, 2002, we have sold four, and I am hopeful that more will be sold as time goes by. We are selling them for \$25.00 a piece plus shipping. I am donating the printing and shipping and handling.

Bonnie Korte is working on the the manuscript for our children's book with a working title of "My mommy, My sensei." I do not have an exact time of when we will have it, but I have found a professional designer and artist to do the paintings or drawing for the book voluntarily.

I am hoping to present this to a publishing agent to get this printed and promoted by a major publishing house, rather spending our limited resources. (For those of you that do not know, my Mother runs her own publishing

house, and I have been involved with Book productions and book sales promotion for years.)

The survey was completed and a comprehensive paper was written by Dr. Penelope Klein a researcher from the University of Buffalo. Dr. Klein did all the work voluntarily, to help promote Women in Judo. The report she created from the data produced a report of such magnitude that it will be submitted to National peer reviewed scientific journals. We must delay publishing the entire report ourselves until these journals have either rejected or accepted the paper for publication.

IF the paper is published ANYWHERE before these journals, it will never see the light of day beyond our community.

I am recommending that we present the abstract and the draft recommendations to our coaches at the June National Coach's Symposium, and get feedback from that group. Once we have their feedback, I am personally committing the Task Force to finding the ways to implement the combined suggestions.

These are the Draft Recommendations from Dr. Klein:

- 1) Develop a brochure as help to inform dojo instructors, grass roots community.
[Goal : recruitment - increase awareness of the sport benefits for women and girls]
- 2) Promote Women and Girls in judo through by commissioning a tee-shirt design.
[Goal : recruitment and community identity. to be used in local recruitment and retention efforts]
- 3) Develop a continuing education program for dojo instructors on how to meet individual needs in the dojo including creating a women friendly dojo. [Goal: valuing, safety, and retention]
- 4) Investigate customizing a sport's curriculum program for judo to target middle school aged girls through Girl Scouts or Girls Inc and make it available on request to head instructors of judo clubs.
- 5) Recommend that at local tournaments they consider implementing two changes in how categories are assembled the purpose of which is to provide more opportunities for equal competition. (a) that competition categories for ages 6-12 be gender-free. The girls will come up to the task, and the boys, instructors and parents will learn to respect them; (b)

and that girls and women over the age of 12 have the option of competing in limited-open categories that include weight-matched young men under age 15 (boys ages 12-15 who have not fully matured are considered equal in strength to age matched and adult females: also girls strength peaks about 14, so teenage girls of equal weight are not disadvantaged against women of equal weight and skill-level. [Retention, valuing, skills development].

- 6) Revise and disseminate a code of conduct. (And find a way to enforce it!)
- 7) Recommend regular meetings with women and girl dojo members to identify issues of concern and ways to address them. [recruitment, retention, valuing, safety]
- 8) Implement Incentive programs for women and girls to join the club and bring a friend or family.

Certainly these initiatives will benefit both men and women, but the simple fact that women and girls as a group are under represented at the dojo level, and in many cases undervalued.

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

Chairperson Monto reported that the services of the Camps and Clinics Committee are severely under-utilized. Mr. Monto reiterated, when a person conducts a clinic he needs to know basic information of;

- 1) Who the clinician is
- 2) For whom the clinic is performed
- 3) Subject matter and/or type of clinic
- 4) When the clinic is conducted

Mr. Monto also requested input regarding providing assistance in organizing camps. Consensus of Camp Directors present is that the Camp Director should be responsible for selecting camp staff and then informing Mr. Monto of staff selections.

Move to accept the report, Mr. Thom Layon, second Mr. George Harris, approved unanimously

6. USJA National Symposium: Ms. Hope Kennedy, Chairperson

Date: March 27, 2002

To: Board of Directors

United States Judo Association

From: Hope Kennedy

Chairperson, Symposium Organization Committee

I'm pleased to report that all systems are go for the 2002 National Symposium, which will be held June 14-16 in West Palm Beach, Florida. Our theme this year is "Marketing Judo", a topic which is vital to the successful growth of American Judo. A complete schedule of events is now available on the USJA website.

This year's Symposium offers more than ever before. We are honored to have as our special guests USJA President Jim Bregman, and Rob Colasanti, Vice-President of the National Association of Professional Martial Artists. We have an outstanding line-up of presentations providing valuable information on how we can better market our sport. In addition, participants will be given the opportunity to earn Level I and Level II Coaching Certifications, as well as CPR Certification.

Due to lack of funding, advertising the Symposium has always been problematic. This year, thanks to the generosity of Jim Bregman and the USJA, we have been able to place ads publicizing the Symposium in USA Judo and Martial Arts Professional magazines.

I anticipate that the added publicity will help boost attendance this year.

We did encounter some unexpected and unfortunate delays in getting the Symposium flyer posted on the USJA website. I made an initial request to have the flyer posted on February 10, but it was not added to the website until early March. Because we rely heavily on the USJA's website to help us publicize the Symposium, this was a bit of a blow. However, I am happy to report that the flyer is now in place on the website, and it looks great.

To save time and postage, we plan to employ electronic mail for further publicity, using a database that has been compiled by Tom Reiff.

In closing, I hope that you all will make every effort to attend this year's Symposium. It promises to be the best one yet!

Sincerely,

Hope Kennedy

Move to accept the report, Mr. Gene Fodor, second Mr. Pat Szejter, approved
unanimously

7. USJA Awards Committee: Dr. Ronald Allen Charles, Chairperson

Awards Committee Report

NATIONAL AWARDS: Debbie Rucker of North Carolina was invited to join the Committee and is in the process of making our National Awards. For year 2001, the following were chosen to receive these:

Outstanding Male Competitor	Outstanding Female Competitor	Most Improved Male Competitor	Most Improved Female Competitor	Outstanding Life Member Contributor	Outstanding Kata Practitioner	Coach of the Year
Alex Ottiano	Christine Carrera	Daniel Gomez	Jill Collins	Gene Fodor	Alan J. Panackia	Leland Roth

VIRTUAL HALL OF FAME: I designed a virtual Hall of Fame for our Awards page on the USJA website which lists all **National** Awards recipients since the inception of this program. The section above is just one year from this page. This was ready for posting nearly two months ago, but I lacked one name and was unable to get anyone at the National Office to walk over to our Hall of Fame in the other building to get this for me.

STATE AWARDS FOR YEAR 2000: Our National Office mailed the wrong certificates to State Award recipients for year 2000. Instead of Most Outstanding Junior or Senior State Competitor of the Year certificates, awardees received Outstanding Tournament Player certificates, unsigned. These particular certificates are designated for issuance at tournaments and are to be signed by the tournament director. They have nothing to do with the USJA Awards Program. The State Award form somehow got lost at the National Office.

Our committee has designed a new one for this purpose. This has been sitting for some time at the National Office to be mailed to recipients from year 2000. I have received calls, emails, and letters from irate coaches and parents of awardees who received the wrong certificate or nothing at all. Names of those selected to receive these State Awards for Year 2000 have been posted on our USJA website for a year now.

STATE AWARDS FOR YEAR 2001: Although I had requested on August 5 that the National Office mail out State Award nomination forms during the last quarter of last year, following the departure of Executive Director Ed Szrejter, this was not done. It is best for these nomination forms to be sent with any club mailings that go out during September—December.

Certificates for year 2001 awards are designed, dated, and signed. I am eager to send these two certificates, one for Most Outstanding Junior and one for Most Outstanding Senior State Competitor of the Year 2001 to the National Office to mail to year 2001 recipients as soon as the awards for year 2000 are sent.

MATCHING VOUCHERS: I had requested that matching vouchers be increased to \$100 to accompany each of these State awards. The amount used to be \$50, but that was when we

were giving away Life Memberships for \$100. Now that they cost \$300 and we have been promised that the price would increase to \$400, giving vouchers for \$100 is reasonable. President Jim Bregman approved my request for this increase.

THE PROGRAM: Our Awards program reflects the stability of our organization. Timeliness in sending nomination forms to club coaches, responding to questions, acknowledging receipt of emails and answering letters, posting names of those selected for awards soon after the deadline, and sending certificates to State selectees and Plaques to National selectees allow the judo world to judge our competency and professionalism. Posting names of those receiving awards on our website is a positive thing for the USJA.

Continuance and support of this program lets the judo world know we are still in business. While pleas for funds, the impending sale of our building, and slowdown in mailings and service from our National Office give some judoka and coaches the idea that our ship is sinking, maintaining programs such as this one enhances our image.

Respectfully submitted,

Ronald Allan Charles, Chairman

Move to accept the report, Mr. Tom Reiff, second Mr. Pat Szejter, approved unanimously

8. Publications Committee: Dr. Steve Cunningham, Chairperson

Dr. Cunningham reported the following points.

- (1) potential copyright violations, discovered in the USJA Senior Handbook, have been rectified and that procedures are being implemented to procure all rights as necessary
- (2) publish the USJA Coach as a web-based magazine, presented in Adobe Acrobat format on its own web page,
- (3) change the name of the publication to "American Judo",
- (4) procure the domain name "AmericanJudo.com" which will be the address for the magazine, and
- (5) make the magazine available to the entire membership free of charge

9. Competitive Development Committee: Mr. Terry Kelly, Chairperson

Mr. Weers reported that the Competitive Development Committee "Waza of the Week" video clips are being well accepted with positive feedback from as far away as the Philippine Islands. He also noted that "Waza of the Week" customers have inquired regarding 'back

issues' of the video clips. Heretofore 'back issues' have been problematic due to server storage space. Mr. Reiff suggested we may, now, be able to store a backlog of video clips. Mr. Reiff and Mr. Weers will work together to explore possibilities.

Move to accept the report, Mr. Pat Szejter, second Mr. Virgil Bowles ,
approved unanimously

10. Coaching Education Committee: Dr. Chris Dewey, Chairperson

Report from Chair of
Coaching Education and Certification Committee
To
USJA Board of Directors

April 2002

1. Level One Course:

- Completed, edited, field-tested in Summer 2001.
- Both course and test loaded on password-protected page at www.starkvillemartialarts.com.
- Has been administered by clinic, at camp and as a distance-learning course.
- Ready for publication.
- Cover design chosen by committee.

2. Level Two Course:

- Writing done, editing in progress, not completely illustrated yet.
- Will be field-tested at USJA Coaching Symposium, Camp Bushido and possibly Camp Tomodachi.
- Will be tested with multiple choice, true and false and written lesson plans.

3. Level Three Course:

- Outline complete, initial writing begun.

- Aiming at Christmas 2002 completion.
- Will be tested with project work, proof of performance and written essays.

4. Level Four Course:

- Skeleton laid, promises of chapters from some authors secured,
- Aiming at summer 2003.
- Candidates will be mentored and provide proof of performance with student/tournament/school records.
- Course will be tested with thesis or presentation at USJA Symposium

5. Accreditation:

- Aiming at a folio presentation to NCACE by end of 2003.
- Will allow us to present a clean slate of coaches to NCACE (see later proposal).

6. Processing Certifications:

- Obtain blank certificates from the National Office together with a signature stamp for Jim Bregman.
- Print and send all certificates from my office directly and send approved forms and monies to Katrina.
- No certificates to be issued from the national office.
- Update my own database and authorize Tom Reiff to update USJA website.

7. Certified Coach List:

- Currently certified coaches are listed on the USJA web site.
- List is not entirely accurate yet, there are names on the list that I do not have in my database. I will need their information.
- Sort current list by certification level and add expiry dates
- Errors and omissions are dealt with case by case, as they are brought to

my attention.

- According to my records we have 267 certified coaches and 10 currently taking courses.
- All requests for credentials go through me before they go to the national office for data entry.
- All requests for credentials for use at JI functions have met with complete assistance from Corinne.
- Have had one “challenge” by a USJI member seeking Level IV certification at a Level I clinic on the basis of a USJI Level C course taken in December 2001 (see later proposal).

8. Course Equivalency:

- Corinne and I have begun work on creating equivalency.
- JA problems are that our Level I can be given to under Black belt students and we do not require CPR or First Aid until Level II.

9. Course reciprocity:

- See later proposal.

10. Coaching Ethics:

- Sub committee headed by Mike Makoid building a coaching ethics model using several codes from a variety of Olympic Sports and other Judo and Martial Arts organizations.
- Recognizes the goals of the USJA coaches may be more inclusive than simply building competitors.

11. Coaching Badge

- Design submitted to BoD last year as requested.
- Debbie Rucker and Gene Fodor collaborating to outsource issue of laminated coaching badge with picture I.D.
- Debbie Rucker will issue badges on my authority from her residence using laptop, JPEG or other digital image format of coach, and laminator.

Move to accept the report, Mr. Pat Szejter, second Mr. Virgil Bowles ,
approved unanimously

11. Kata Judge Certification Committee: Mr. Gary Monto, Chairperson

Chairman Monto reports that the Kata Judge Certification members have been selected and Kata Judge Certification web page, to be placed on the USJA web site, is under progress. Mr. Monto also assured those present that the USJA Kata Judge Certification will work with USJI counterparts to insure continuity of standards.

12. Jujitsu Committee: Mr. Ben Bergwerf, Chairperson

USJA Jujitsu Division – Report for April 2002 Board Meeting

Ben Bergwerf – Chair USJA Jujitsu Committee

1. New USJA Jujitsu Division Yudansha certificates that now include the Rank Board Members names, and have the AMA references removed, have been printed and are in use. Replacement copies to substitute for the inappropriate AMA certificates are available at the usual replacement fees, but require verification and approval by the chair to deselect earlier incorrectly or inappropriately provided certificates that were shipped without Rank Board review or proper approval. Mudansha certificates will need to be corrected similarly.
2. The USJA Jujitsu division's web page is under construction by Phil Rasmussen. The sample is already accessible and will shortly be able to be linked to directly from the USJA Web site, through USJA Web Master Tom Reiff's efforts.
3. A new policy for fees (the 1/3, 1/3, 1/3 option) and a tentative process for running Jujitsu clinics has been formulated and was approved by the USJA BoD. Revised details for the Jujitsu clinic process as defined by Dr. Chris Dewey, will become available on the JJ web page when both are completed.
4. The USJA BoD has accepted that Jujitsu is part of the USAJ Judo curriculum, and will remain as part of the supported programs. USJA Jujitsu is the only strain of martial arts that is explicitly supported and where formal rank testing, recognition and certification are in place. The only other martial art strain that also has an USJA committee in place, and where administrative support is provided, is Aikido. Any other martial art strains may solely have documentation filing support in place, for the convenience of cross-trained USJA members in need of certification storage.
5. The progress towards a 3rd revision of parts of the USJA Jujitsu manual (to include rank requirement recommendations for Yodan and up) and work towards additional chapters or alternative issues is progressing slowly, since it relies on free time availability of too few contributors. A perceived lack of the USJA's support for its Jujitsu division (e.g. not a single word about it in the "Plan") inhibits enthusiasm for all this from USJA's Jujitsuka and leaders.

6. Our efforts to affiliate with the USJJF have been blunted by their need to duplicate rank registration fees, regardless of the USJJF providing a window of opportunity for reduced fees. Nevertheless, several high ranking Jujitsu members and USJA clubs selected dual membership in that NGB for USJA Jujitsu. It remains to be seen if the USJJF will succeed in attracting the majority of US Jujitsuka.
7. The USJA committee list is in the process of being updated to include additional supporters, such as Mr. Terry Kelly and Dr. Ronald Conn, and remove several members who have not been able to devote time or support to the committee for an extended time.

Move to accept the report, Mr. Thom Layon, second Mr. Pat Szejter, approved unanimously

- 13. Kata Certification Committee:** Mr. Gregory Fernandez, Chairperson - *No report presented*
- 14. Examiner Certification Committee:** Mr. Charles Robinson, Chairperson - *No report presented*
- 15. Referee Certification Committee:** Mr. Rick Celotto, Chairperson - *No report presented*
- 16. High School Committee:** Mr. Lee Wheeler, Chairperson - *No report presented*
- 17. Collegiate Judo Committee:** Philip M. Rasmussen, Chairperson - *No report presented*
- 18. Club Accreditation Committee:** Mr. Raymond Conte, Chairperson - *No report presented*
- 19. Law Enforcement Committee:** Mr. Richard Fike, Chairperson - *No report presented*
- 20. Tournament Committee:** Mr. Jesse Jones, Chairperson - *No report presented*

E. Old Business:

The following items have been extrapolated from the meeting minutes of April 25, 2001.

- 1) Follow-up regarding the creation of a permanent Life Membership endowment fund as approved by the USJA Board of Directors during the July 25, 2001 meeting. Mr. Thom Layon pledged the first \$500.00 to open the account. Mr. Jim Webb was to open an account for the purpose of a permanent Life Membership Endowment and draft a charter, with the able input of Counsel, for said endowment.

The permanent Life Membership Endowment Fund account has been opened and the charter drafted. The fund holds, approximately \$9,000 at this time.

- 2) **Follow-Up regarding posting of Form 990 on the USJA Official Documents page**

Ms. Davis reports that the Form 990, for year 2000 is available for posting and that the form for year 2001 is being processed. Mr. Reiff will work with Ms. Davis to post the

forms.

4) Ed Szejter contract with USJA for Clinic and Camps; Gene Fodor

President Bregman reported that Mr. Ed Szejter has received a contract but has not yet returned the signed document. The item has been tabled until such time as Mr. Szejter has responded to the contract and/or can attend a meeting of the Board of Directors to discuss the matter.

5) Follow-up Regarding Bowling Policy of the USJA

The Bowling Policy issue remains under legal review.

6) Certification Fees Adjustment Follow-Up

Motion: Reduce Kata Certification and Referee Certification fees to \$10 while leaving the Coaching Certification fee at \$25.

Review of email vote on the above stated motion reflects the following results.

Votes in approval of the motion;

Terry Kelly, Tom Reiff, Virgil Bowles, Jim Webb, Jim Bregman, Gene Fodor, Mike Szejter, Pat Szejter, Ron Hansen, George Weers

No votes in opposition of the motion were received.

F. New Business:

1) Current Financial Position of the USJA; Jim Bregman

A full discussion of the current financial position of the association and development of a course of action for the next six months.

This item was addressed during the USJA Treasurer's report and the USJA President's report.

2) Proposal for outsource of Merchandise operations: Mr. Tom Reiff

Item tabled until members of the Board of Directors can review the proposal pertaining to the motion.

3) Review of USJA Executive Director Search; Jim Bregman

The USJA has received and reviewed five (5) applications to the position of Executive

Director. Due to financial considerations, selection of an Executive Director remains on hold.

4) Amend USJA Bylaws to the following points; Terry Kelly

- a) That the terms of Board members be reduced to a maximum of 4 years.
- b) That the number of seats on the Board be reduced to 10 elected positions.

That all reasonable Judo history of each member be posted on the web page, and readily acceptable to all of the USJA Membership. (I.E Rank History, and other Accomplishments that pertain to the individuals contribution to Judo and leadership skills.

Rationale: The current Board structure is unwieldy and far to large for effective management. 10 members would allow for some representation of all the membership areas and interests groups. It would also make the decision-making procedure more streamlined and manageable. A smaller number of members would be required for a quorum.

In light of the last five years of administrative problems, credibility issues, and the claims of the inaccessibility of board Members, I strongly suggest that each duly elected member post his or her Judo accomplishments and rank information on the web page, making it clear to all that we have nothing but the most impeccable credentials and service records, and have the courage to say so to any and all who would question our leadership ability!

A term of four years would avoid our members becoming "Burned out" or too firmly entrenched. Every four years would provide an opportunity for other USJA leaders to put their money where their mouths have been, step forward and be counted I say! Be prepared to lead by example. This shorter term would provide that venue.

Motion tabled pending Mr. Kelly's attendance for full discussion.

5) Publication of Promotion Histories; Thom Layon JD

Motion: That the promotion records, beginning with the rank of Shodan and continuing with each promotion thereafter up to and including the most recent promotion, of each and every member of the Promotion Board and the Board of Directors be published on the USJA website.

Rationale: In light of the ongoing high dan promotion controversies, our members and all the rest of the judo community in the entire world could see that their USJA leaders all received their promotions legitimately and in accordance with the published criteria of our organization.

Motion withdrawn

6) Promotion Board Membership Composition; Mr. Ron Hansen

Agenda item tabled pending Mr. Hansen's attendance for full discussion.

7) Review Schedule of Annual Events IAW USJA Event Bid Procedure

Annual USJA Events to be published for bid:

- a) Camp Bushido 2004 & 2005
- b) USJA National Symposium 2003 – 2005
- c) USJA Junior Nationals 2005 & 2006

Mr. Gary Monto, as Chairperson of the Camps and Clinics Program, has accepted responsibility to seek hosts for future Camp Bushido events.

The Board of Directors approved solicitation of bids to host the USJA National Symposium for years 2003 through year 2006. Bids are to be submitted to the Chairperson of the Symposium Development Committee and selection of venues will be conducted during USJA Symposia.

2005 USJA Junior Nationals have been awarded to Judan Judo, Ohio.

Board members approved solicitation of bids for USJA Junior Nationals for years 2006 & 2007.

Secretary Weers to proceed with solicitation efforts.

8) Resolution on back pay or other outstanding issues re Ed Szejter and the Executive Director position he filled. This will require all parties with challenges to come prepared with documentation to support their case as well as the particular contract, Bylaw article or other requirement clearly stated.: Tom Reiff

The item has been tabled until such time as Mr. Szejter can attend a meeting of the Board of Directors to discuss the matter.

9) USJA PAL Coordinator; Tom Reiff

I make a motion that Marc Cohen be formerly designated the USJA PAL Coordinator, and also to our National Board of Advisors. Friendly amendment: Make Mike Szejter the alternate USJA PAL Coordinator.

Item withdrawn from this agenda as Mr. Cohen has been designated USJA PAL Coordinator and Mr. Mike Szejter the alternate USJA PAL Coordinator, via previous Board of Directors email vote.

10) Grant Gold Star Club status and discounts to Judo clubs developed from the USJA

NAPAL cooperative agreement.; Tom Reiff

Item withdrawn from this agenda due to approval and adoption of the motion via previous Board of Directors email vote.

11) Setting of policy on official and non-official USJA web sites; Tom Reiff

Item remanded to Mr. Reiff, as Electronic Services Committee Chairperson, for disposition.

12) Update of USJA Online Store; Tom Reiff

No action required. This item was addressed during Mr. Reiff's Electronic Services Committee Report.

13) Unauthorized Release of Information by any Board Member; Mr. Gene Fodor

The board of Directors reached two points of consensus regarding this issue.

- 1) No item of potential sensitivity shall be released without prior approval of the Board of Directors.
- 2) When addressing and/or issuing messages regarding items of potential sensitivity or confidentiality members should designate messages as "ADMINISTRATIVELY CONFIDENTIAL". Such designation should appear in the 'subject' area of the message.

14) Removal of Persons from Committees that do not participate in USJA activities:
Mr. Gene Fodor

Item was withdrawn by Mr. Fodor.

15) New Memberships or Renewal of Insurance for a Life Member acquired on the day of a competition will take effect on the day of the event and contestants will be covered for said event.

No action required: Ms. Katrina Davis assured the members present that our insurance is structured as proposed by Mr. Bowles.

16) Review of Items Prior to Publication, Virgil Bowles

I propose that, any publications that are for membership or public viewing and would lead the general membership to think that this is BOD Policy should be reviewed by the Publication committee and a recommendation to the BOD to approve or disapprove said publications before being released.

Rationale, It is a known fact, as of late, that many people that aren't USJA members are privy to information being discussed among the Board and have a mind set before we as a Board have reached a solution. This would lessen confusion and misunderstandings.

Item withdrawn by Mr. Bowles as this issue was addressed during the discussion of #13 above.

17) **Committee Membership Requirement**, Virgil Bowles

Motion: I propose that anyone serving on a USJA committee must be a member in good standing of the USJA.

Second, Mr. Mike Szejter and approved.

18) **Create a USJA Competitive Development Committee**: Mr. Thom Layon

Motion: That the USJA create a Competitive Development Committee with Mr. Terry Kelly as the Committee Chairperson with full authority to staff the committee as he deems necessary.

Second. Mr. Pat Szejter, motion passed.

G. Adjournment: Move to adjourn Mr. Thom Layon, second Mr. Pat Szejter, meeting adjourned 8:20 pm 4/9/02