

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

BOARD OF DIRECTORS MEETING

Michael Szrejter, Chairman

July 11, 2002

Boca Raton Marriott Hotel

Boca Raton, Florida

Thom Layon, Acting Secretary

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CALL TO ORDER

Vice President Michael Szrejter called the meeting to order at 4:20 p.m. The roll was called and reflected that the following members of the Board of Directors were in attendance:

Michael L. Szrejter
Board Member
Vice President
Boynton Beach, FL

Ernest R. Smith
Board Member
Barstow, CA

Virgil J. Bowles
Board Member
Indianapolis, IN

Patrick E. Szejter
Board Member
Mathews, NC

Eugene S. Fodor
Board Member
Toledo, OH
Steve Cunningham
Board Member
Ashford, CT

Tom Reiff
Board Member
Ladson, SC
Thom Layon
Board Member
National Counsel
Tulsa, OK

Board Members and Staff absent from the meeting were:

Jim Bregman, Board Member and President, Arlington, VA.

Katrina Davis, USJA Executive Office Manager, Colorado Springs, CO.

George Harris, Board Member, Brick, NJ.

Jesse L. Jones, Chief Operating Officer and Board Member, San Diego,
CA.

Terry J. Kelly, Board Member, Santa Rosa, CA.

James R. Webb, Board Member and Treasurer, Dallas, TX.

George Weers, Board Member and Secretary, Canton, IL.

OFFICERS' REPORTS

President's Report. Mr. Bregman was not present. No report submitted.

Vice President's Report. Mike Szejter reported that the USJA National Symposium was successfully conducted in Boca Raton last month. The presentations and discussions were recorded for educational purposes and will be available for purchase from Committee Chairperson Hope Kennedy later this summer in both VHS and CD formats. Mr. Szejter also reported that the Symposium Organizing Committee is considering scheduling the 2003 symposium in conjunction with the USJA Senior National Championships in Toledo, Ohio. The Board will be kept advised of further developments for the 2003 symposium program by Ms. Kennedy. The Board thereupon unanimously resolved to thank and commend Hope Kennedy for her exemplary work regarding this year's symposium.

Secretary's Report. Thom Layon, Acting Secretary, reported that the minutes of the April 9, 2002, meeting of the USJA Board of Directors were

approved via internet vote on May 26, 2002, with the following Directors voting in favor: Jim Bregman, George Harris, Pat Szejter, Jim Webb, Tom Reiff, Mike Szejter, Gene Fodor, Thom Layon, Terry Kelly, and George Weers.

Treasurer's Report. Since Treasurer Jim Webb was not present, no formal report was received. However, the available financial reports for the period ending May 31, 2002, were received via facsimile transmission from the staff in Colorado for informal review by the Board of Directors.

National Counsel's Report. By Thom Layon. There is no litigation pending in which the USJA is a party. Interestingly, the IJF has now declared that it is not mandatory that fighters bow at the edge of the contest area.

Executive Office Manager's Report. Katrina Davis was not present, No report submitted.

COMMITTEE REPORTS

Standards and Ethics Committee. Dr. Anthony Zimkowski, Chairperson, reported that three (3) new complaints have been received since the last SE Committee meeting. These complaints have already been disposed of during the investigative stages, without need for referral to the Board of Directors or any formal action. Further, that investigation of two other (2) pending cases will be concluded and recommendations for disposition will be submitted to the Board of Directors at the October meeting.

Chairman Zimkowski then recommended that:

- (1) the SE Committee be expanded to include two more members, preferably women with legal and/or law enforcement experience and training, and that
- (2) the USJA Ethics Booklet should be printed and distributed to all USJA clubs.

Whereupon Mr. Reiff moved to accept the SE Committee report and recommendations; seconded by Mr. Cunningham, and passed.

Electronic Services Committee. Mr. Thomas Reiff, Chairperson, reported that activity and sales are up on the USJA Supermall web site with 529 items sold to date, and further, that the USJA database has been converted to FoxPro 7.0 through the efforts of John Baird and Chris Lester.

Whereupon Mr. Cunningham moved to accept the ES Committee report; seconded by Mr. Bowles, and passed.

Promotion Board. Promotion Board members Virgil Bowles, Gary Monto, Ernie Smith, and Jacque Legrand were present and advised that the promotion board had not formally met yet today, but that it was anticipated that said meeting would be convened at some time later today or tomorrow. Mr. Monto reported that promotion applications for the following candidates were scheduled for review: to 4th Dan - Bruce Bender and Sam Exnios; to 6th Dan - Wayne Maxwell; to 7th Dan - Ed Griffin, Lee Frakes, and Jim Lynn.

Mr. Monto further stated that paper work for these candidates had not yet been received from the staff at USJA headquarters in Colorado, but that said documents were expected to be received and a formal meeting called by Chairman Colgan later today.

He also advised that recommendations had been received for promotion of Mr. Ed Szejter to 9th Dan and Mr. George Hamm to 8th Dan. Following discussion among the Directors, it was noted that promotions to 8th and 9th Dan ranks are the exclusive province of the Board of Directors rather than the Promotion Board.

Whereupon Mr. Pat Szejter moved that the Board of Directors of the Corporation promote Mr. Edward N. Szejter to 9th Dan; seconded by Mr. Reiff. After further discussion, the following resolution was adopted and unanimously approved: In recognition of his fifty-four (54) years of service to judo in the United States and his outstanding contributions to the USJA and development of grass roots judo, Mr. Edward N. Szejter is hereby promoted to the rank of 9th Dan.

Thereupon Mr. Virgil Bowles moved that the Board of Directors of the Corporation promote Mr. George Hamm to 8th Dan; seconded by Mr. Fodor. After further discussion, the following resolution was adopted and unanimously approved: In recognition of his years of outstanding service and contributions to judo and the USJA, Mr. George Hamm is hereby promoted to the rank of 8th Dan.

Discussion was had by and among the Directors of the Corporation about the continuing failure of the USJA staff to forward the hard copies of all candidates' promotion history and activity files to the Promotion Board within ten (10) days of receipt of same in the Colorado office of the Corporation.

In particular, it was noted that such lack of compliance with the Board of Directors' prior directive mandating this procedure only serves to unduly and unfairly delay consideration of worthy applications, and further that the leadership of the Corporation and this Board of Directors is committed to rendering better and timely service to its members. It was also noted that another such failure by staff to timely transmit promotion paper work to the Promotion Board will not be tolerated by the Directors of the Corporation.

It was also noted that Promotion Board meetings are required (by previous resolution of the Corporation's Directors) to be held **PRIOR TO** the regularly scheduled meetings of the Board of Directors, and that all members of the Board of Directors are to be copied on all email correspondence regarding promotion matters.

It was also noted that the responsibilities of the USJA Staff as well as the Promotion Board were clearly defined at the meeting of the Board of Directors of the Corporation held on July 11, 2001.

In light of the discussion generated as well as ongoing misunderstandings about the roles, requirements, and interaction of the Promotion Board, the USJA Staff, and the Board of Directors of the Corporation, the following passage has been excerpted from Secretary George Weers' minutes of the July 11, 2001, meeting and reproduced below by Mr. Layon, Acting Secretary, in order to engender a better understanding by and among all the parties.

- 1) The USJA Promotion Board shall meet not less than annually, at the USJA Junior National Championships.
- 2) Upon receipt of requests for promotion the Central Office will review documentation for satisfaction of administrative requirements.
- 3) Copies of applications for promotion, with all pertinent documentation, will be forwarded to members of the USJA Promotion Board within 10 business days.
- 4) Promotion Board members will discuss and review candidate requests for promotion within twenty (20) business days via email.
- 5) All email traffic;
 - a. Shall be copied to members of the USJA Board of Directors
 - b. Shall be archived by the Secretary of the Promotion Board

6) Results and completed documentation shall be returned to the USJA Central Office at the conclusion of the review process.

7) All requests for promotions, which have been denied by the Promotion Board shall be forwarded to the Board of Directors, via email, with a narrative explanation.

8) Candidates for promotion shall be notified of results, by the Promotion Board, immediately on conclusion of the review process.

9) Promotion reviews not concluded within 20 business days, due to failure of the Promotion Board to act within a timely manner, shall be granted to the candidate without further review.

Whereupon Mr. Cunningham moved that the applications of Messrs. Bender and Exnios, Maxwell, Griffin, Frakes, and Lynn currently awaiting action by the Promotion Board be provisionally approved pending the receipt of the required paper work from the USJA Staff in Colorado Springs and subject to review and approval of same by the Promotion Board. Seconded by Virgil Bowles and passed.

Clinics and Camps Committee. Mr. Gary Monto, Chairperson, reported that the Tomodachi, Carolinas, and Bushido summer camps are often scheduled too close together. These and other scheduling considerations regarding camps and clinics will be addressed for 2003.

National Symposium Committee. Ms. Hope Kennedy, Chairperson, was not present. However, the Symposium Committee report was presented by committee member Mike Szejter as part of his Vice President's remarks.

Publications Committee. Dr. Steve Cunningham, Chairperson, reported that final editing on the new American Judo magazine will be completed and publication accomplished shortly. He also expressed his concern about the USJA's need to remain sensitive to and considerate of the intellectual property rights of all contributors to our multi-media publications, programs, symposia, and clinics.

Whereupon Mr. Mike Szejter moved to accept the Publications Committee report; seconded by Mr. Reiff, and passed.

Coach Education Committee. CEC member Thom Layon reported on behalf of the Chairman that the manuals for Level One and Two of the

Coach Education Program have now been revised and field tested. Further, that additional editing will be ongoing with new changes incorporated as the programs continue to evolve.

Discussion followed regarding USJA membership as an eligibility requirement for participation in the USJA coaching program as well as pricing considerations relating to membership status

Whereupon it was moved by Mr. Fodor that participation in the USJA Coach Education program shall be available to all members of the judo community without any requirement of membership in the USJA, and further that one price will be charged all participants. This was seconded by Mr. Layon, and passed unanimously. Whereupon Mr. Fodor moved to accept the CE Committee report; seconded by Mr. Pat Szejter, and passed.

Kata Certification Committee and Kata Judge Certification Committee. Mr. Gary Monto, Chairperson of the Kata Certification Committee, advised that he is continuing his efforts to reach a working agreement with the USJI kata sub-committee leadership regarding reciprocal status for USJA certified kata judges. Mr. Monto then recommended that the Kata Certification Committee and the Kata Judge Certification Committee be combined and re-named the USJA A Kata Committee. Upon inquiry from those Board members in attendance, Mr. Monto agreed to serve as the chairman of the newly constituted committee.

Whereupon Mr. Cunningham moved that the USJA Kata Certification Committee and the USJA Kata Judge Certification Committee be combined and re-named the USJA Kata Committee, and that Mr. Gary Monto be appointed to serve as the chairman of said committee. This motion was seconded by Mr. Bowles and passed unanimously.

Whereupon Mr. Pat Szejter moved to accept the Committee report; seconded by Mr. Cunningham, and passed.

OLD BUSINESS

#1. Posting Form 990's on the USJA Official Documents page. ESC Chairperson Tom Reiff advised that he has not yet received the Form 990's from Executive Office Manager Katrina Davis. He will follow up on this matter with her and see that these items are posted to the web site asap.

#2. Approval of Promotion Board Minutes. Minutes of the Promotion Board meeting conducted April 9, 2002, were approved on Tuesday, April 16, 2002. Directors of the Corporation voting in favor of approval were: Jim Bregman, Jim Webb, Terry Kelly, Tom Reiff, Virgil Bowles, Thom Layon, Steve Cunningham, Gene Fodor, and George Weers. The minutes have been posted to the Official Documents web page.

#3. PAL Club members to register at family rates. This motion was passed on May 18, 2002, with the following Directors voting approval: Jim Bregman, George Harris, Gene Fodor, Tom Reiff, George Weers, Pat Szejter, Jim Webb, and Terry Kelly.

#4. Motion to amend the USJA Bylaws by Mr. Terry Kelly. Since Mr. Kelly was again absent, it was moved by Mr. Reiff that this item be stricken from the agenda; seconded by Mr. Smith, and passed.

#5. Motion to review a proposed contract with Ed Szejter for USJA Clinic and Camps by Mr. Gene Fodor. Since Mr. Szejter was absent this item was withdrawn by Mr. Fodor.

#6. Resolution of outstanding compensation issues regarding former executive director Ed Szejter. Preliminary discussion developed, whereupon Mr. Fodor moved that the meeting of the Board of Directors be suspended and that the Directors of the Corporation convene in Executive Session; seconded by Mr. Reiff. After discussion among the Directors acknowledging that this was a personnel matter and thus appropriate to proceed in executive session, said motion was passed. After considerable and wide ranging discussion in Executive Session, said session was concluded and the regular meeting of the Board of Directors was re-convened.

Mr. Fodor then moved that: As funds become available, the USJA shall pay Mr. Szejter for his unused vacation time and the thirty (30) days following the transmittal of notice of termination of his position, SUBJECT TO review by the Corporation's Legal Counsel and Treasurer. This motion was seconded and passed, with Messrs. Mike Szejter and Pat Szejter abstaining.

NEW BUSINESS

1. Proposal for out-sourcing of merchandise operations. Mr. Reiff

initiated discussion regarding exploring the possibility of selecting and contracting with a reputable third party to have the Corporation's merchandising operations handled outside of the Corporation's facility in Colorado Springs. This will be explored and discussed again at the next meeting of the directors of the corporation.

2.Question: Should members of the USJA Board of Directors be recused from voting for approval of minutes of a meeting from which that member was absent? By Mike Szejter and Jim Bregman.

After much discussion, the Directors asked Mr. Layon to conduct appropriate research and report his findings to the Board. The Chairman deferred any formal action on this matter until such time as Mr. Layon's findings are communicated to the Directors of the Corporation.

3. Proposal to amend promotion policy statement, by Mr. Jim Webb.

Since Mr. Webb was absent, it was moved by Mr. Pat Szejter that this item be stricken from the agenda; seconded by Mr. Cunningham, and passed.

4. Discussion regarding inactive Life Members and USJA membership statistics. Moved to table by Mr. Reiff; second by Mr. Pat Szejter, and passed.

ADJOURNMENT

Whereupon, the meeting was adjourned by Chairman Mike Szejter at 9:10 p.m. pursuant to motion by Mr. Bowles, seconded by Mr. Pat Szejter, and unanimously approved.

Respectfully submitted,

Thom Layon, Secretary