



**USA Judo Board of Directors Meeting Minutes
March 21, 2024 via Teleconference**

Attendees:

Joe Ragan, Chair
Colton Brown
Ben Goodrich
Shannon Hondl
David Johnson
Jeff LeForce
Marti Malloy
Ari Miller
Gerry Navarro
Nicole Stout
James Webb

Absent:

Joon Chi

USA Judo Staff:

Keith Bryant, Executive Director/CEO
Nicole Jomantas, Director of Communications, Marketing & Development
Melissa Jones, Director of Finance, Compliance & Office Operations
Ed Liddie, Director of High Performance

I. Quorum was established and Board Chair Mr. Ragan called the meeting to order at 10:02 am MT.

II. Strategic Plan

Mr. Bryant suggested that we begin the basic steps to review and update the strategic plan. The recommendation is to hire an independent consultant familiar with NGB's/USOPC to help guide the process.

Mr. Webb pointed out that on two occasions, the organization went through the strategic planning process and plans were created and then an election occurred with turnover in board members and the plan wasn't followed. Mr. Webb suggests that structure and processes are put in place to ensure that once the plan is finalized that it is adhered to.

Mr. Bryant shared the areas in which he thinks that we have made progress with the strategic plan that was created in 2020. These areas include growing the sport, promoting the sport and growing the infrastructure. There have been some improvements in improving the structure and development of high performance, but to have greater impact, we must make some changes to our culture.

The board discussed high level thoughts on some of the areas of the current plan and suggested additional strategic initiatives like winning medals.

The board would like to hold a strategic planning session that is separate from the regular board meetings to dive into the strategic plan and have an independent advisor to help guide the process. The board would like to hold this meeting at the Olympic & Paralympic Training Center and asked Mr. Bryant to send out an availability poll to the board to select dates. The meeting in May at the Senior National Championships will be used to prepare for the retreat.

The board moved to Executive Session and staff left the meeting.

In Executive Session:

Mr. Ragan raised the issue of setting a meeting to conduct a review of Keith Bryant.

Meeting Adjourned.