



**British Judo Association
Annual General Meeting
Saturday 9th October 2004**

Brockington Lecture Theatre
Loughborough University

Agenda

1030 hrs Registration for Open Forum & AGM

1100 hrs Open Forum

- 1. Welcome by BJA Chairman**
- 2. Discussion Topics – One Stop Planning & Structural Review**
- 3. Question and Answer Session**

1300 hrs Conclusion of Open Forum

Lunch Break

1400 hrs Annual General Meeting

- 1. Introduction of BJA President**
- 2. President's Address**
- 3. Those Present and Apologies**
- 4. Minutes of Previous Annual General Meeting**
- 5. Matters Arising from the Minutes of the Previous AGM**
- 6. Reports**
 - Chairman's Report
 - CEO's Report
 - Annual Report 2004 (previously circulated by mail)
 - Annual Accounts 2004 (previously circulated by mail)
 - Re-appointment of Auditors – Newby Castleman
- 7. Election Results**
- 8. Resolutions**

Please note that there have been 13 Resolutions put forward for this year's AGM. The 13 are listed below and the Member Clubs have the option of voting by mail, by completing the MAIL VOTING FORM and forwarding it to the Head Office no later than 1 October 2004 as per the mailing instructions at the end, or they can bring this form to the AGM and exchange it for a voting card and vote in person. There will be no proxy votes registered for the AGM.

We would ask the Club Chairman or Club Secretary to complete the details as requested on the Mail Voting Form and also to vote on each of the resolutions by signing in the appropriate box below under one of the three headings; agree, disagree or abstain.

If there is any uncertainty regarding the box selected to vote on a particular resolution, it will be considered as invalid or spoiled. Therefore please ensure that you carefully sign in the appropriate box. Of course, a vote would not be spoiled due to a minor infraction such as signature overlapping the lines, as long as it is perfectly clear which box is the intended target.

Resolution 1

The Board of Directors proposes that the memorandum and articles be changed to reflect a stricter payment schedule for club affiliations. It is proposed that the appropriate articles will read:



6. (a) All annual subscriptions for Member Clubs shall be payable in advance by the 31st day of January of every year, except that in the case of a new Member Club its first subscription shall be payable upon its application at any point during the year. If the application of a club is refused the first subscription shall be returned to the applicant.
- (b) A Member Club ceasing for any reason to be a Member of the Association shall not be entitled to a refund in whole or in part of any annual subscriptions or other monies already paid by it to the Association and it shall remain liable for payment of all annual subscriptions or other monies due from it to the Association at the date on which it ceased to be a Member Club.
7. If any Member Club liable for payment of an annual subscription shall not have paid the same on or before the 31st of January of the applicable year, it shall cease on that day to be entitled to any of the rights and privileges of membership until the subscription shall have been paid. This includes all rights and privileges to include voting rights, insurance coverage, etc. Clubs may re-join the Association after the 31st of January but will be charged an additional administrative fee of £50 over and above the yearly affiliation fee.
8. A Member Club shall cease to be a Member of the Association and its name shall be removed from the Register of Members accordingly if:
 - (a) By notice in writing to the Board of Directors it resigns its membership.
 - (b) Its annual subscription remains unpaid after the 31st of January in any given year when it became due, and the Board of Directors resolves that its membership be terminated.
 - (c) It is expelled from the Association by the Board of Directors under the powers hereinafter contained.

Board Comments:

The Board believes that we are creating potentially devastating insurance issues by not forcing our clubs to affiliate on time per the articles of Association and that the current articles are too soft in giving the perpetrators up to 6 months before final expulsion. This is unfair to the clubs that do pay and puts thousands of players at insurance risk each year. The Board proposes that we set a hard and fast rule that clubs must send the £50 fee and affiliate to the Association by the 31st of January of the applicable year. We will start the affiliation reminders much earlier in the year (September/October) and give each club 2-3 months to submit the simple affiliation form and fee. If the form is incomplete and we have to seek some additional information this will not prevent the affiliation by the 31st, as long as the affiliation fee and form has been received. This will apply to all clubs in England, Scotland, Wales and Northern Ireland. We recommend that you vote in favour of this amendment to give the Association the ability to enforce our affiliation requirements earlier in the cycle.

Resolution 2

The Board of Directors proposes that the new Dan Grade Scheme as developed by the Promotions Commission be approved for implementation effective immediately. The Promotions Commission has completed an extensive consultation process and the feedback has been very positive.

Board Comments:

The Board believes that the new system will encourage more female players to remain on the Dan ladder and create greater opportunities to gain promotion points without compromising the standard and integrity of the grades. It will also ensure that Promotion Exam results are inclusive of contest players as well as those who compete exclusively in Promotion Exams. It will improve the requirements and processes concerning the technical assessment of candidates seeking promotion, and ensure a consistent standard of assessment across the country. It will also ensure that an individual's grade will reflect any and all success at European, World and Olympic level.

Resolution 3

The Board proposes that the BJA Chairman should receive an Honorarium up to £12,000 per annum effective after the next election for Chairman in October 2005. This would be a taxable stipend.

Board Comments:

The Board believes that the recent growth of the BJA has necessitated the individual occupying the position of Chair to be available and work largely in excess of the commitment that would be expected of a volunteer. The current Chairman is committed to judo business, between BJA and EJU, of at least 3-4 days per week. Assuming that a volunteer may elect to work every weekend on behalf of a chosen sport this still leaves 2 days per week over and above a reasonable workload. The Board believes that the Chair has a tremendous representational and strategic role to play in the development of our Association, and would also suggest that we want the position to be open to anyone who chooses to run for election with some energy and ideas – not just those who are independently wealthy or retired. Many sporting organisations do pay their elected Chairs a yearly stipend, ranging from 5k – 75k per annum. We believe that with the current level of activity and financial constraints, a reasonable and fair remuneration



would be up to £1,000 per month. Please note that this stipend would begin effective 1 January 2006 – after the next election. We strongly encourage all clubs to vote in favour of this resolution.

Resolution 4

The Board proposes that the Age Band “A” competition should be removed from the Nationals and moved to a separate weekend to alleviate the pressure on these young children.

Board Comments:

The Board concurs fully with medical evidence and EJU guidance that suggests that in this age group the emphasis should be on fun and skill acquisition and that competition, specifically national competition, should be minimised. It is cruel to have very young players standing around all day waiting for a turn to fight after travelling in many cases long distances to get to the venue. We have nearly completed our Long-Term Athlete Develop Plan and it is crystal clear that we need to keep the pressure off young players while giving them an enjoyable and technically rich training programme – introducing competition in the right measure at the right point in time. The Board is not totally against competitions for this age group, but it should be club or locally based for short periods with an emphasis again on enjoying the experience – not travelling the length and breadth of the country to secure medals. We need to look to the long-term on this one, and the Board believes that some of our coaches are burning out many outstanding prospects through over-competing at a very young age. Please vote YES on this resolution.

Resolution 5

PROPOSED BY: Samurai Judo Club (Sarah Newbury, Chairman)

SECONDED BY: Abbey College Judo Club (Andrew Haffner, Secretary)

In all competitions run by the BJA, BJA clubs or areas, excluding the British Senior Open and any EJU or IJF events hosted by the BJA, hansoku make will result in the player losing the contest but will not result in the player being disqualified from the competition, unless the offence was sufficiently grave as to warrant a report to the conduct & complaints commission or similar body.

Board Comments:

We concur with this proposal and in fact our national competitions are generally run according to these rules. There is some flexibility with the Tournament Controller on this one and we encourage this to remain the standard.

Proposer Comments

We feel that to penalise a player twice for the same infringement is unduly harsh. For example, a novice at his/her first competition walks out for their first match having forgotten to remove a watch, only to be told that not only have they forfeited that contest, but they cannot compete at all again that day. Try keeping a new player in the sport after they have experienced that! Similarly, recent rule changes now mean hansoku being given for infringements that previously only earned keikoku, so a novice who for example sweeps the supporting leg from the inside, unaware of the dangers of so doing, is immediately drummed out of the entire event in disgrace. We have received considerable verbal support for this resolution. One person suggested that IJF rules should not be altered, but the BJA already does this, for example by not allowing strangles and armlocks in junior events, and most European countries amend the rules further to suit their own needs. This rule is written by the IJF for international events with seasoned competitors, most of these events being straight knockouts anyway, and is not suited or intended for domestic events. In the event of a player committing a serious offence such as verbal abuse or deliberate violence or dissent, the tournament director should always have the power to disqualify and hence our rider at the end of both resolutions.

Resolution 6

PROPOSED BY: Samurai Judo Club (Sarah Newbury, Chairman)

SECONDED BY: Abbey College Judo Club (Andrew Haffner, Secretary)

In all junior (-16) competitions run by the BJA, BJA clubs or areas, hansoku make will result in the player losing the contest but will not result in the player being disqualified from the competition, unless the offence was sufficiently grave as to warrant a report to the conduct & complaints commission or similar body.

Board Comments:

We concur with this proposal and in fact our national competitions are generally run according to these rules. There is some flexibility with the Tournament Controller on this one and we encourage this to remain the standard.

Proposer Comments:

We feel that as a matter of natural justice this should apply to both junior and senior players, but others may feel that only juniors should be thus protected, so resolution 2 is offered as a middle ground should resolution 1 fail. If resolution 1 succeeds, the second resolution will be withdrawn. It has been pointed out that this ruling is already in place. However, if senior referees are aware of it, it is being interpreted inconsistently and we feel needs clarification.



Resolution 7

PROPOSED BY: Bingham Judokwai (Karen Walker, Secretary)
SECONDED BY: Ryecroft Judokwai (Raymond Topple, Secretary)

All Staff and Directors to wear BJA uniform, including current tie and badge at all national events, (uniform blue/black blazer, white shirt, grey flannels, black socks and shoes) effective immediately.

Board Comments:

The Board believes this is an unnecessary resolution as all of our Board and Staff Members dress appropriately when representing the BJA at events. We have discussed the concept of a uniform for the Directors but never came to any firm conclusion. This should not really be an AGM resolution and we would encourage everyone to vote NO – hopefully with the confidence that we will not let this Association down by dressing inappropriately while representing the Association in public.

Resolution 8

PROPOSED BY: Bingham Judokwai (Karen Walker, Secretary)
SECONDED BY: Ryecroft Judokwai (Raymond Topple, Secretary)

At all National events official's and referee's expenses to be paid at a minimum of the same rate as BJA Directors, effective immediately.

Board Comments:

The Board believes this is a reasonable resolution and would agree to implement it should it be voted in. The reason why, many years ago, the BJA adopted a system of one rate for Staff/Directors and a second rate for volunteers is that it would be impossible to pay the slightly higher rate to an army of volunteers without creating serious financial pressure. The Board believes we should be reaching out and developing more local and regional officials and referees and with that policy in mind it would be possible to implement the higher rate, knowing that we will be funding a lot less overall travel to events. We would encourage all clubs to vote for this and we will use this as a catalyst to bring more new referees and officials (locally based) into our national events to give them experience and training so we can develop a much larger officials pool. Vote yes.

Resolution 9

PROPOSED BY: Bingham Judokwai (Karen Walker, Secretary)
SECONDED BY: Ryecroft Judokwai (Raymond Topple, Secretary)

The BJA to form a subcommittee, to look into the welfare of all officiating table officials, referee's etc, (expenses, accommodation, catering, and workload).

Board Comments:

The Board sees no problem with this. It has been suggested that the Referee's Commission might be well placed to form a sub-committee to investigate this issue and make some suggestions. The Board will always support progress. Vote yes.

Resolution 10

PROPOSED BY: Bingham Judokwai (Karen Walker, Secretary)
SECONDED BY: Ryecroft Judokwai (Raymond Topple, Secretary)

All competitions to look for finals to start around 4pm excluding unforeseen circumstances. (To facilitate this provide more mats or less competitors per mat i.e. something like the competition handbook whose numbers should be considered a maximum) effective immediately.

Board Comments:

The Board believes this is already a matter of policy – but it is often abused. We see no great benefit in voting this resolution in at an AGM but we are doing an extensive re-write of the Tournament Handbook as we speak and have developed some creative ideas on how to limit the number of competitors at events through the tournament licence scheme. We do have issues in this area and we are looking for solutions. It is not as simple as putting a resolution to the AGM. The Board doubts there is a single person in the Association that would not agree to this resolution – but putting it into practice is the difficult part. The Board recommends that you vote no because this is not a practical resolution – but assures the membership that we are working on ways to improve the efficiency and timing of competitions..



Resolution 11

PROPOSED BY: Willesden Judo Club (Lesley-Anne Alexander)
SECONDED BY: Parkside Judo Club (Leigh Davies)

It is proposed that English Area licence rebates (payable to English Areas from the BJA) should be 22% of individual membership revenue unless two thirds of the English Chairmen agree, in writing, to any such changes.

Board Comments:

The Board believes this is not a legally sound resolution and strongly recommends that it be rejected. The Board has a duty and obligation to protect the Association and its member interests at all times and this specifically involves financial decision-making. There has been a lot of consultation regarding this subject with the CEO and Head of Corporate Affairs attending English Area meetings where they discussed the issue on a number of occasions. A detailed presentation was made to the English Area Chairman who at that time acknowledged that it was most unlikely 22% of related income would ever be paid in the future. The Board has every intention of honouring this 22% commitment to the best of its ability but at times in the past the Association has not been financially strong enough to do so. It should be emphasised that over the past year the areas received the largest rebate that has ever been paid, substantially higher than during any of the four years that the proposer of this resolution was the Chair of the Association. This Board is fully committed to providing as much funding as possible for the development of grassroots judo, but it is dangerous and unnecessary to take power out of the hands of the Board. Individuals who want to make Board decisions should run for election to the Board of Directors, not try to hijack the Board's powers through negative and unproductive resolutions.

Proposer Comments:

Scotland, Northern Ireland & Wales issue BJA membership licences & keep 100% of the fees to run their areas. The BJA centrally collect licence money from English members and should give 22% of this to the English Areas for them to spend on Area activities. It is acknowledged that it is difficult for the BJA to pay this money to the English Areas because it is one of the few sources of unrestricted cash that comes into the Association. However £92,000 is now owed and it is clear that the Association is unlikely to be able to pay it. There have also been recent suggestions from the BJA to set aside this debt and to reduce the percentage. This situation is intolerable and is placing another huge financial strain on the English Areas. Whilst the financial predicament of the Association is recognised it is not right for the English Areas to continue to subsidise expenditure decisions that reflect the Board's priorities rather than the Areas. This resolution does not demand that the debt is paid in full or that the percentage rebate is never changed. It simply seeks to ensure that the principles of consultation and democracy are used and that the views of the English Areas' are considered in the decision making process. This resolution was first put to the AGM in 2003 but it was withdrawn following an assurance from Brian Davies (Board Member and Chair of the BJA Finance Commission) that meaningful consultation would take place during the year. There has been no consultation.

Resolution 12

PROPOSED BY: Willesden Judo Club (Lesley-Anne Alexander)
SECONDED BY: Parkside Judo Club (Leigh Davies)

It is proposed that all medallists at the BJA Junior National Championships (Bands 'B', 'C' & 'D') earn the right to a place on the BJA Cadet Squad.

Board Comments:

The Board believes this resolution cannot be implemented under the terms and conditions we have signed with Sport England in order to avail of the Start Grant. One of the key tenets of the Start application was the need to beef up our talent ID and selection programmes and in fact this was the reason why the original Start funding application failed. The Board strongly recommends that you vote 'NO' to this resolution and also notes that if it is passed it will simply render the squad system as meaningless since we will still maintain a robust and multifaceted selection process for the cadet level teams and events. We must give the players in this age the group continuous opportunities to gain entrance to the programme if they are of a high enough standard – and that is what we intend to do. Players with outstanding talent may be co-opted onto the programme at any time based on natural ability, commitment and potential. Competition results will be secondary at this age level. The Board must protect the Association at all costs and this resolution is dangerous and counter-productive to the development of our elite programmes.

Proposer Comments:

This year the BJA Board introduced a new system for selection onto the British Cadet squad. In the past the four medallists from each category at the Junior National Championships won a place on the National Cadet Squad. The new system only takes the gold medallist from each category onto the squad and fills up the rest of the squad places using the results from several other cadet events. Although there is merit in having a selection system that is not limited to one selection event the new system is inherently unfair because potential squad members have to pay for multiple competition entry fees, travel and accommodation and for the poorer, disadvantaged members of the



Association, or even those on average income, this is a significant amount of money to find, particularly where players and their parent have great distances to travel. This resolution seeks to find a compromise between the old and new systems. If the squads were automatically made up of the four medallists in each weight category at the Junior Nationals Championships plus those who achieved significant results in other designated Cadet Squad Selection competitions a fairer system would evolve because most of the Areas help pay for some or all of the costs associated with going to the Nationals, thus allowing players from all backgrounds to enter. Some of Britain's best fighters come from poor backgrounds and it is not right to discriminate against them.

Resolution 13

PROPOSED BY: Willesden Judo Club (Lesley-Anne Alexander)

SECONDED BY: Parkside Judo Club (Leigh Davies)

It is proposed that the secondary appeal stage of the BJA's selection policy apply to all national squads and be amended to state:

If a player wants to progress this further, they may make a secondary appeal to the Sports Disputes Resolutions Panel (SDRP) for consideration. An Appeal can be referred to this body by any interested parties and the BJA, in the spirit of openness, will always agree to take full part in the process.

Board Comments:

This resolution displays a serious lack of knowledge about elite performance and the potential role of the SDRP to solve selection issues. The SDRP cannot select players, it can only indicate if the stated selection procedures were adhered to. It is the opinion of the Board that there are fair and honest people in the BJA who make reasonable selections based on solid adherence to the criteria, and if there is any doubt we can assemble a fair and honest appeal panel to review the case. Very few if any selection appeals can be solved by the SDRP, and reference to this body will be removed from all future selection documents. This is an insult to our selectors, Board and Council members who have implemented a solid selection system for many years without any major complaints. It should be noted that in a recent case involving selection the BJA was brought to the High Court over a selection issue and we won the case convincingly – with the judge ruling clearly that we had carried out our duties as per the Selection Criteria without fault. He also ruled that we were under no legal requirement to move such a case, which involved a Cadet Boy, to the SDRP level. The net result of this was a convincing victory for the BJA and we were awarded costs. It is important to emphasise to our young players that they might not always be selected and in the event they are not should train harder and come back stronger. This type of legal recourse sends the wrong message to our young players and weakens our Association. Vote NO.

Proposer Comments:

The BJA has a selection procedure for picking teams for international events, which includes an appeals procedure for players to follow if they need to challenge a selection. The appeals procedure has a number of stages but final stage reads: "If the player wants to progress this [the appeal] further, they may make a secondary appeal to the Sports Dispute Resolution Panel (SDRP) [an independent body] for consideration. An appeal can only be referred to this body if all interested parties are willing to sign up to the process ...". The phrase "all interested parties" means that not only the player challenging the selection but the selected player and the BJA must all agree to attend the independent appeal hearing. This is clearly unfair because there is absolutely no reason why a selected player would risk their place by agreeing to attend an appeal hearing and the BJA, having made the original selection, is under no obligation to attend a meeting where they may have their original decision overruled. In order for the whole selection procedure to be open, transparent and fair a final appeal procedure to an independent body should be the right of all players. The current procedure needs to be reworded to ensure that a player challenging a selection can be the sole instigator of an appeal to the SDRP. This would mean that the BJA must take part and the requirement for the selected player to agree to the appeal taking place would be deleted.

Please mail the enclosed voting form in the enclosed self-addressed return post envelope by the 1st of October 2004.

Note: These specially marked envelopes will be opened and counted by 2 employees of the BJA and a third independent from another sport on 4 October 2004. The results will be compiled and put in a sealed envelope to be opened by the President at the AGM during the voting process.