



## **MINUTES**

British Judo Association Annual General Meeting took place:

**Venue:** *Henry Ford College, Loughborough University*

**Date:** *15<sup>th</sup> November 2009* **Time:** *13.45 hrs*

	<b>Present</b>	George Kerr	President	GK
		Richard Barraclough	Vice President	RB
		Mick Leigh	Vice President	ML
		Densign White	Chair	DW
		Eddie Awford	BJA Board of Directors	EA
		Mac Abbotts	BJA Board of Directors	MA
		Roy Inman	BJA Board of Directors	RI
		Barry James	BJA Board of Directors	BJ
		Brian Davies	BJA Board of Directors	BD
		Dave Clark	BJA Board of Directors	DC
		Jim Feenan	JudoScotland	JF
		Robbie Irwin	NIJF	RoI
		Scott McCarthy	BJA CEO	SM
		Colin McIver	BJA Technical Director	
		Mark Beecher	BJA Development Director	
		David Strain	BJA Financial Controller	
		Joyce Heron	BJA Technical Officer	
		Lisa Allan	BJA member/2012 Judo Competition Manager	
		Donald Steel	BJA Director of Corporate Affairs	
		Marina Dain	Midland Area Chair	
		Phil Mayberry	Western Area Vice Chair	
	<b>Clubs</b>	Dave Burge	Loughborough University	
		3 K's Sandwell Judo Club	Barnadiston Judo Club	
		Acorns Judo Kwai	Bolton Judokwai	
		Austin Longbridge Judo Club	Budokwai	
		Budokwai Junior	Croydon Judo Club	
		Carnegie Judo Club	Deeside Judo Club	



	Chichester Ronin	Dowty Judo Club	
	Exmouth Vikings Judo Club	Rochdale Judo Club	
	Ford Judo Club	Rosendale Judo Club	
	Fort Purbrook Judo Club	Ryton Judo Club	
	Frome Judo Club	S.K.K Judo Club	
	George Kerr Junior Judo Club Ltd.	Sportif Airdrie	
	Happidojo	Sportif Cupar	
	HMS Collingwood Judo Club	Sportif Dunbar	
	HMS Sultan Judo Club	Sportif Dunblane	
	Huish Episcopi Judo Club	Sportif Greenock	
	Lakeside Judo Club (Ren-Sei-Kan)	Sportif Judo Club	
	Leeds University Judo Club	Sportif Largs	
	Long Eaton Judo Club	Sportif Linlithgow	
	Long Tower Judo Club	Sportif Melrose	
	Longnake Judokwai	Sportif North Berwick	
	Loughborough Students Judo Club	Sportif St. Andrews	
	Melbourn Judo Club	Sportif Tranent	
	Meopham Judo Club	Sportif Troon	
	Moreton Hall Judo Club	St. Pauls School Judo Club	
	New Star Bristol	Stowmarket Judo Club	
	New Star Bristol (Sea Mills) Judo Club	Stowmarket School Judo Club	
	North Wales Police Judo Club	Swinton Judo Club	
	Oxford City Judo Club	Tamar Judo Centre (Saltash)	
	Oxford University Judo Club	Wellingborough Shudan	
	Plymouth Judo Club	Wells Judo Club	
	Portsmouth Judo Club	Windsor Judo Club	
	Rainhill Rockets Judo Club	Wolverhampton Judo Club	
	Redcar Judo Club	University of Bath Judo Club	
	Ren Sei Kan Judo Club	University of Sheffield Judo Club	
	Renzoku Judo Club	Yate Star 2	



		Retford Judo Club	Yate Star Judo Club	
	<b>Apologies</b>	Arthur Tompkinson	Vice President	
		Colin Draycott	Vice President	
		Reuben Davison	BJA Board of Directors	
		Keven Williams	Welsh Judo Association / BJA Board of Directors	
		Malcolm Collins	BJA Schools Commission	
		Simon Smith	North West Area	
		Alan Stanbra	Y&H Area	
		Graham Thacker	Ramsey Judo Club	
		David Martin	Felixstowe Judo Club	
		Steve Wilkins	Edgewood Judo Club	
		Malcolm Limrick	Samurai Judo Club	
		Ray Topple	Ryecroft Judo Club	
		Derek Coult	Melbourn Judo Club	
		Mark Thompson	Winchester College	
		Roger Houston	Midlands Area	
		Andrew Haffner	Samurai Judo Club	
<b>1.</b>	<b>Introduction of the BJA President</b>			
	1.1	The President welcomed the attendees and gave thanks to all the clubs, staff and individuals who made the effort to attend this AGM.		
<b>2.</b>	<b>Presidents Address</b>			
	2.1	<p>GK asked the delegation to stand for a minutes silence to pay respect to those who have passed away over the last year and in respect to those fighting in Afghanistan:</p> <p>Alan Campbell Ernie Croft Tom Acamovic Captain John Davis Sergeant John Manual - killed in action, Afghanistan John Appleby Jim McQuaid Harry Randall</p>		
	2.2	GK reports that it was discussed in the Council meeting on Friday night the structure of the Council/Technical/AMG weekend and whether other formats could be considered. GK requests that the Board of Directors will be looking into this and considering all options.		



	2.3	GK gives his congratulations to Dennis and Tina Penfold on their appointment as IJF judges for Kata.
<b>3. Those Present and Apologies</b>		
	3.1	Please see list at beginning of minutes.
<b>4. Minutes of the Previous Annual General Meeting</b>		
	4.1	GK asks for any comments on the previous year's minutes.
	4.2	Minutes proposed by Jim Mackenzie, Redcar Judo Club. Minutes seconded by John Thacker, Long Eaton Judo Club.
<b>5. Matters Arising from the previous AGM minutes</b>		
	5.1	No matters arising.
<b>6. Reports</b>		
		<b>Chairman's Report:</b>
	6.1	<p>DW thanks the delegates for attending the AGM and helping to make the event quorate.</p> <p>6.1.1 The Beijing Games were a big disappointment for British judo, especially after a successful World Championships in the build up. The post-games review showed that the BJA needed to take direct ownership of high performance. Going into Beijing we allowed personal coaches to work closely with the players and gave these coaches huge responsibility for their preparation. Since then the BJA have centralised the training facility at the British Judo Performance Institute (BJPI) at Dartford and hired Patrick Roux and a specialist team to help deliver the highest levels of training to our performance athletes. By the middle of 2010 all of the 2012 squad will have re-located to the BJPI to deliver the same training plans and techniques to the whole squad. We must deliver medals at milestone events to guarantee future funding support.</p> <p>6.1.2 We won three medals at the Junior World Championships and Gemma Howell had a very successful year winning three medals on the international circuit.</p> <p>6.1.3 The 2008 GB Women's World Cup struggled with entries as it had to run so close to the Beijing Games. The organising team worked very hard and managed to get very good spectator levels in to the event. The volunteer awards dinner was very successful and in 2009 new categories were added.</p> <p>6.1.4 The British Judo Trust is still running events to help raise money but participation levels have not been as high as we had hoped. We are hoping that the events run in 2010 will attract further participation.</p> <p>6.1.5 The 2008 Technical Congress was placed six months in to the technical grading syllabus and we were able to see what a positive impact the syllabus was having on the number of women grading. The technical restrictions have</p>



been widely accepted although there have been some teething problems but there has been a big decrease in the number of injuries. British Judo is now ahead of the game with the new rulings brought in by the IJF. High grades have always been contentious but the new objective criteria are working very well.

6.1.6 In coaching the UKCC levels 1 and 2 are being run and level 3 has now been launched. Work will start soon on the level 4 qualification. Colin McIver is working on the instructors awards for volunteers who are running a club as a formalised qualification.

6.1.7 The first group completed the foundation degree this year. The course will no longer be run at the University of Bath but it is looking like it will be run at the University of Wolverhampton possibly for the 2010 academic year.

6.1.8 The G4S FTSE 100 partnership is still going strong and it provides us with a big opportunity to reach a new audience. We have the opportunity to complete self defence training with the G4S personnel and some of their clients; this is something we are still pursuing.

6.1.9 Financially the BJA have never been stronger with our surplus in excess of £60,000 and our reserves nearing the £300,000 mark. Areas received record rebates and they have huge reserves, this money should be reinvested into judo in the area for e.g. by funding coaches to attend the Technical Congress.

6.1.10 In International Affairs the quarterfinal Repechage system is now in place, therefore for any chance of winning a medal the competitor has to reach the quarter final stage. This makes world rankings even more important with rankings determining who you face in the first round of competition. The Olympic qualification system has also changed with the top 20 men and top 14 women gaining automatic qualification making it more universal. New contest rules were piloted at the Junior Worlds and since then further rules have changed. DW reported that he is arguing against the quarterfinal Repechage system being run in the cadet and junior age categories as it is not constructive in this age group, they should be getting as many fights for as much experience as possible.

6.1.11 The BJA areas have responsibilities with the new funding packages we now have from UK Sport and Sport England. We all need to work together to meet our targets and this needs to be a priority. Areas have to mirror the BJA in order to do this.

6.1.12 DW closed his presentation by thanking the Board of Directors, the staff, Scott McCarthy especially for his work on the funding applications, Donald Steel for the accounts work, the volunteers and our World Cup sponsor William Tudor Smith. We are still searching out a long term sponsor but it is difficult at this time. Finally DW expressed his thanks to our funding partners Sport England and UK Sport.

6.1.13 SW also notes the brilliant Paralympic Bronze medal secured by Sam Ingram in Beijing.

6.1.14 GK gives his thanks to Densign for his address and asks if there are any questions from the floor.



6.1.15 Dominic Quinn, Derry Judo Club asks whether that Paralympic medal counted towards the three medal Olympic target. DW answers that counts against our Paralympic specific target but not towards our Olympic target.

6.1.16 Mike Callan, University of Bath Judo Club states that there is good news for the British Judo Trust, the club is auctioning off a sculpture and 10% of what is raised will be donated to the Trust. Brian Davies gives thanks on behalf of the Trust.

6.1.17 Peter Salter, Dowty Judo Club, states that everything seems very upbeat but the achilles heel seems to be high performance on the international stage. Judo either stands up or falls down on our international performance. Successful sports such as cycling came up with some very challenging ambitions pre-Beijing, he asks have we got a vision at elite level and if so what is it and who writes it? DW notes that Margaret Hicks reported on this in her presentation at the congress and Patrick Roux has his philosophy for judo.

6.1.18 Peter Salter, Dowty Judo Club, asks if our vision is out there for people to see and is it challenging? We have reached our targets but that does not satisfy British Judo, not many people know our profile needs to be out there. DW confirms that information is going on to the web and our RTOs and RDOs out in the field are putting the message out there. Our problem is that not everyone buys in to our plan, people are knocking the BJPI. We need everyone to have confidence in our vision and our plans but there are no guarantees of success. If we only had the BJPI for our top athletes then we would improve greatly as our players would have to improve as they are constantly up against the best players. We have to take the hard line but the problem we have is that everyone knows best.

6.1.19 Tony Quinn, asks if there are any high profile clubs that have refused to send their players to the BJPI? DW replies that Patrick Roux has given people time to make the change but by the given date every player that wants to be in the 2012 squad has to be relocated there.

6.1.20 Bill Taylor, Ford judo club asks if coaches have been invited to work with the players at the BJPI. DW states that they have.

6.1.21 Bill Taylor, Ford judo club asks whether the fact that the team did not attend the opening ceremony and take in the Olympic atmosphere had an effect on their performance at the Games? DW replies that he is not sure whether non-attendance was a factor but many of the athletes were taken in to a holding camp hosted by the BOA. In DW's view this is not good practice for the judoka as they only have their team mates and training partner and that is not good enough preparation. In London we have already opted not to go in to the BOA holding camp.

6.1.22 Matthew Clempner, Bolton Judo Club, asks why the players have until next year to relocate to Dartford, they should be there now. DW replies that every situation is different and that's why athletes have been given time to relocate, as jobs and degree courses etc need to be tied up beforehand.

6.1.23 Matthew Clempner, Bolton Judo Club, asks if there are packages in place for players relocating to Dartford. DW confirms that there are some packages in place and Dartford Council have been very helpful offering housing benefits to all elite athletes.



	<p>6.1.24 Mike Callan, University of Bath Judo Club, asks what is the impact of this central training facility on the players based at Ratho. DW confirms that all players must relocate and there are no exceptions.</p>
<p>6.2</p>	<p><b>CEO Report:</b></p> <p>6.2.1 The staff and resources have grown massively over the past year and especially in the last 6-8months. The next generation of volunteers needs the support of our staff to help push the sport forward. With the correct resources in place and we need to recruit, train, reward and retain our volunteers every step of the way.</p> <p>6.2.2 Our new Memos and Articles are up and running successfully after the changes were voted upon in the previous fiscal year. There were a few tiny issues but in general the legal documentation is providing a strong legal foundation for the Association.</p> <p>6.2.3 The BJA had a full audit completed by AHL and it was largely successful. We came away with a few minor points for us to consider and improve on.</p> <p>6.2.4 We completed our annual assurance process for one of our funding partners Sport England, this process helps to ensure the principles of sound governance. This was again largely successful and we came away with a GREEN rating along with a couple of action points to complete as we expand as an organisation. Tracey Forman and Jess Fack have been employed respectively as Human Resources Manager and Executive Assistant.</p> <p>6.2.5 We will receive approximately £10.8 million from Sport England for the four year cycle until March 2013. We were given a specific remit to align our objectives to focus on sustain, grow and excel outcomes. We were given a very specific remit by Sport England where we had to deliver a number of interventions for us to achieve the targets we have set. The interventions are as follows: Widening the Market, Delivery System, London, People, Enhancing Delivery, PESSYP/Young People and Excel. These interventions will help us deliver our key objective, which is to achieve 20,000 new 16+ members by 2013. We are currently in the process of capacity building to help develop the coaches and volunteers as well as the professional staff to boost our 16+ membership and retain them in the sport, this is being done through key partnerships and developing the volunteers who deliver judo in the UK.</p> <p>6.2.6 This year the BJA have been awarded the NSPCC Advanced Standards in Child Protection, we are only the second NGB to be given this accolade and this is largely due to the very hard work of Julie Moores and this important contribution should be recognised.</p> <p>6.2.7 Our individual membership applications increased by 3.4% over the last fiscal year and the G4S employee retention scheme is being developed. We have a high service standard in the membership team with enquiries being dealt with efficiently and effectively. In the last fiscal year we had 866 clubs in total and our website was achieving 90,000 hits per month. Paul Keeton is now employed as our I.T Support and Web Development Officer.</p> <p>6.2.8 The 2008 Technical Congress at the Henry Ford College proved to be a great success, we are still pushing to improve this event every year and encourage more people to attend.</p> <p>6.2.9 The introduction of the technical grading syllabus has greatly improved the number of people grading in the past year by 17.5% and there have been dramatic increases in the number of people being retained. This is greatly encouraging. Our Regional Technical Officers are now fully up and running in</p>



their respective areas. The Instructors award has been run six times and there have been 150 candidates who have completed it. The Widening the Market Intervention has produced three programmes to aid membership in our key target groups- Women & Girls campaign, which is due to be launched in January 2010. Shape up for Success in Judo and Personal Safety programmes are also being developed.

6.2.10 The Coach Education programme is being run at Level 1 and Level 2 and Level 3 has been agreed in principle. 248 people have attended to date and 72 people have attended the assimilation during its pilot phase. Pathways and education programmes are also being developed for coaches and officials. Elaine Down has been appointed as our Volunteer Manager and Stefan Newbury has been employed as the Young Volunteer Development Coordinator.

6.2.11 We now have a much larger development team with a regional development officer in each area and a team working on the London intervention to help increase the membership in this area. 135 clubs reached ClubMark status with 35 of these clubs being new. We now have 11 coaches delivering the Enjoy Judo scheme in schools across England. The Premier League for Sport project is launching as we speak, where teams in the Premier League encourage participation in four sports, with judo being one of the four, by forging links with clubs in their local area. British Schools Judo is now in a transition phase and the Schools to Dojo project is running successfully with 72 clubs linking up with 320 schools. Facilities development has also been positive with £1.2 million invested in Long Eaton and Westcroft Judo Clubs.

6.2.12 In communications, we prepared a bid for the 2013 World Championships to be held in London, to do this we completed a presentation at the IJF Congress in Rotterdam. We also created a bid book and had badges made to support our bid. We are currently still waiting to hear back as the Championships are voted on by the Executive Committee. The Facebook/BUCS project targeting the HE and FE group. We now have filming capabilities and we are aiming to drive participation through the social media. We are developing our website, Matside, E-newsletter, Facebook, Twitter and we now have the capability to have live streaming at events. Nicola Turner has been employed as Communications Assistant and our plans for internal and external communication are becoming further developed.

6.2.13 The GB World Cup was not as successful as the previous year's event and this was due to it having to run so close to the Olympics. Still we managed to run one mat area and the crowd numbers we had in were impressive so there was a good atmosphere at the event. The British Open attracted a 300 strong field last year and we are currently discussing options for the future of the event. It is an important event for British Judo but with the GBWC now the primary event we need to position the BO correctly. The UK School Games event was successfully held in Bath and Bristol. The Youth Sport Trust has employed 225 Competition Managers and judo is one of the 16 sports to be included in the work programme for this cadre. The next UKSG's will be run in house by our events team from 2010 onwards. The British Championships, Senior Trials and U20 Trials are all being run in house and an online entry system has recently been developed for the events in 2010. The National Schools Championships were held at the EIS, Sheffield and there were a total of 300 competitors. James Sills was hired as our events and PR officer.

6.2.14 Commercially we have sold over £10k per month in merchandise and we now have the systems and merchandise lines in place to grow the business. We have a good amount of advertising in the Matside publication and

at events, we are still actively searching out more advertising opportunities. The British Judo Trust is still developing slowly and donations are still being received. We are currently still searching for a sponsorship partner but in the current economy this is not easy. Emma Davies-Carolan has been appointed as our Commercial and Merchandising Manager.

6.2.15 In the last fiscal year we reached a turnover of £3,987,636 with a surplus of £60,939. Our reserves now stand at £284,078 so we are well on our way to our target of £500,000 by 2013. We are distributing record area rebates totalling £92,322 and the areas have reserves of £304,509 so financially everything is looking very sound. Our insurance is getting busier with more accidents being reported to Head Office. David Strain has been hired as our Financial Controller.

6.2.16 In high performance we have been granted £9 million for the four year period and after Beijing with a 5<sup>th</sup> and 7<sup>th</sup> place being our best results we had a performance review and restructured the methods we had in place. Patrick Roux was appointed the GB Head Coach in November 2008 along with a new coaching team of Jane Bridge, Aurelien Broussal and Go Tsunoda. We now have a centralised training facility at Dartford, the British Judo Performance Institute was officially opened in August 2009. Margaret Hicks was appointed as Performance Director in March 2009. In the Paralympics Sam Ingram achieved a bronze medal at Beijing, which was a great achievement. The Paralympic Programme Manager is Dave Sanders and the VI programme is fully integrated. Now we have the centralised facilities at Dartford we really now need to find the extra gear to perform at the highest level at 2012. The England Excel Programme is now underway and the performance cells in each area we are extending our reach and impact.

6.2.17 SM then thanks the Board, Commissions, Areas, Clubs, Coaches, Staff, and support partners for the excellent work during the year.

GK thanks the CEO and asks the floor if there are any questions.

6.2.18 Peter Gardiner, Sportif Judo, comments that he is very supportive of the positive changes that are being brought about in the BJA but on the membership front are we currently on a plateau? SM clarifies that over the past 6 years we have grown on average 5% per annum and this compares very favourably to other governing bodies. Many have had zero or negative results.

6.2.19 Peter Gardiner, Sportif Judo says we have only had 3.4% growth with a huge amount more resources available to increase the membership. SM explains there is a significant reason why we did not grow as much as we wanted and that's because we were largely a performance unit without any other funding. Now is the first time that we have the participation pyramid right with having a reach at the participation end of the pyramid. The key resources for membership growth have only just arrived and now is the time to get the big growth results.

6.2.20 Peter Gardiner, Sportif Judo, asks what we are going to do over the next four year cycle to double the membership. SM clarifies that we have to double the 16+ membership and not the membership as a total. So even though it is an ambitious target it is not unrealistic as it is only 5/6 new 16+ members per club per year that have to be recruited and retained. The results will be measured by Active People Survey and our membership figures will serve as a proxy measure – that reflect about 40% of the overall total of adult activity in England.

6.2.21 Tom Goodwin, Loughborough Students Judo, states that there are



	<p>increasingly more undergraduates that are going through the university system and asks whether the BJA are improving their university strategy. SM says we are targeting this area as a key area of growth and the Facebook and BUCS project is directly working to this remit. There will be much more to follow on this front. Tom Goodwin, Loughborough Students Judo, comments that he is looking forward to seeing this strategy over the universities.</p> <p>6.2.22 Mike Callan, University of Bath Judo, asks whether the funding from UK Sport is spread across the home countries. SM clarifies that UK Sport is centrally spent on the Podium programme and that no direct funds are transferred to the HC bodies. The programme is centrally run and this is reflected in the allocation of funds. SM notes that each HC has a but for Elite Performance and they are contributing at all levels of the performance pathways. Scotland in particular has received generous elite performance funding.</p> <p>6.2.23 Jim Feenan adds that there are a number of players based at Ratho, some of which are funded by JudoScotland who get their funding from Sport Scotland. Both of these bodies are fully supportive of the British Programme.</p> <p>6.2.24 John Thacker, Long Eaton Judo Club, expresses his thanks on behalf of the club for the development of their new facility.</p>
6.3	<p><b>Annual Report 08-09:</b></p> <p>GK asks for any comments on the annual report and clarifies that there is nothing to be approved.</p> <p>No comments are put forward.</p>
6.4	<p><b>Annual Accounts 08-09:</b></p> <p>GK reports that the Council members will be receiving the management accounts with further itemisation and breakdown. GK then asks if there are any questions over the accounts.</p> <p>No questions on the accounts.</p> <p>66 delegates in favour 0 votes against 0 abstentions</p> <p>Postal votes: 38 votes in favour 0 votes against 0 abstentions</p> <p><b><u>Total vote</u></b> 104 in Favour 0 Against 0 Abstentions</p>



	6.5	<p><b>Re-appointment of auditors-Newby Castleman</b></p> <p>65 delegates in favour 0 votes against 1 abstention</p> <p>Postal votes: 38 votes in favour 0 votes against 0 abstentions</p> <p><b><u>Total vote:</u></b> 103 in favour 0 against 1 abstention</p>
<b>7.</b>		<b>Election Results</b>
	7.1	<p>GK comments that it seems like it was a poor turnout in this year's election but it was actually much higher than usual and we had six candidates standing for two positions so it was a very healthy election.</p> <p>The voting statistics were as follows:</p> <p>846 eligible voters 283 postal ballots 71 online ballots 354 votes cast 354 valid votes 41.8% turnout</p> <p>The results were:</p> <p>Eddie Awford – 154 (elected) Nick Fletcher – 46 Peter Gardiner – 140 Roy Inman – 161 (elected) Sarah Newbury – 71 Ian Rose - 63</p> <p>GK gives his congratulations to Roy Inman and Eddie Awford for being re-elected to the Board of Directors.</p>
<b>8.</b>		<b>Resolution</b>
	<b>8.1</b>	<b>Management of Director's Conflicts:</b>



		<p>GK asks the CEO to explain the resolution.</p> <p>SM explains that a new company’s house law has come into effect whereby if you are a limited company then the Board of Directors cannot manage day-to-day, weekly or monthly conflicts without approval of the membership. Currently there is a system in place where the Board declares any conflicts at the beginning of each meeting and this is documented in the minutes. We no longer have the ability to do this and the Board would have to the list of conflicts to the AGM to be approved by the membership. This resolution authorises the Board to manage their own conflicts as and when they arise.</p> <p>Peter Blewett, London Area Chairman, asks if this resolution was implemented would the conflicts be documented. SM confirms that this would be the case.</p> <p>GK asks for a vote on the resolution.</p> <p>66 in favour 0 votes against 0 abstentions</p> <p>Postal Votes: 35 votes in favour 1 vote against 2 abstentions</p> <p><b><u>Total Vote:</u></b> 101 in favour 1 against 2 abstentions</p>
<p>GK concluded the meeting by saying that he hoped everyone enjoyed the weekend. GK was a little disappointed with the numbers of delegates but that we would be aiming for more next year. GK then gave his thanks to everyone for a successful weekend.</p>		
<p><b>Meeting Closed 1620 hours</b></p>		