

DRAFT

THE BRITISH JUDO ASSOCIATION ('BJA') ('ASSOCIATION') MINUTES OF THE ANNUAL GENERAL MEETING HELD ON SATURDAY 2 NOVEMBER 2024 AT 16:30 SCARMAN CONFERENCE CENTRE, WARWICK UNIVERSITY, COVENTRY, CV4 7SH

Council Members:

Rowena Birch, Honorary President	Brian Davies, Vice President
Rick Kenney, Vice President	Colin McIver, Vice President
Jim MacKenzie, Army Judo	Raymond Taylor, Eastern Area
John Gibson, Northern Area	David Rance, Northern Home Counties
Andy Moss, Police UK	

Board Members:

Gerry Gualtieri, Chair	Neil Fletcher, Vice Chair	Delia Wright
Russell Brown	Marc Preston	Ben Quilter
Garth Illingworth	Rebecca McCreath	Paul Ajala

In Attendance

Andrew Scoular, Chief Executive	Karen Roberts, Development Director
Tim Ellis, Operations Director	Joyce Heron, Head of Technical & Education
Justine Lynch, Executive Officer	

Other Attendees:

Warren Schofield	Dave Duffy	Neil Malone
Cath Clark	Peter Holme	Dan Powell
Tony Prosser	Chris Skelley	Mercedes Martinez Monroy
Chris Milward	Sarah Newbury	Martin Rivers
Lisa Rivers	Andy Scott	Ronnie Saez
Shaun Davies	George Jack	Fiona Chan
Dave Clark	Peter Blewett	Mark Brien
David Gibson	Martin Rance	Jim Crompton
Stan Cantrill	Dave Edmonds	Mac Abbots (in part)

Clubs Represented:

Rochdale Judo Club	Hibari-Kan Judo Club	Renzoku Judo Club
Kendal Judo Club	Phoenix Judo Club	Pudsey Judo Club
Haltemprice Judo Club	Samurai Judo Club	High Wycombe Judo Club
Kin Ryu Judo Club	Bellahouston Judo Club	Limavady Judo Club
Kinsa Judo Club	Budokwai Judo Club	Destination Judo Blackhall
Destination Judo Kirkcaldy	Destination Judo Boness	Destination Judo Glenrothes
Edinburgh Judo Club	Hereford Judo Club	Destination Judo Dundee North
Wolverhampton Judo Club	Jersey Judo Club	Torakan Judo Club
Токеи Judo Club	Shiro-No Judo Snodland	Ely Dojo

Apologies Received:

Dr Colin Draycott	Mick Leigh	Tony Sweeney
Richard Barraclough	Darren Dean	Alex Slade
Dave Allen	Matt Clempner	Robin Newett
Diana Hunter	Lee Shinkin	

1. Welcome

Rowena Birch (RBi) welcomed everyone to the 2024 British Judo AGM adding that she hoped attendees had the opportunity to participate in the other activities during the day.

2. Apologies

RBi advised of the apologies received as noted above.

3. Respects for friends and colleagues who have passed away

John Dearden	Tom Cotton
Pete Salisbury	Brian Daley MBE
Harry Hobbs	Paul Johnson
Jonathan Goodwin	Phil Smithson
Marc Aguilar	Dennis Penfold
Harry McIntyre	Andy McKenna
Ian Grant	

4. President's Address

RBi opened by reflecting on her own recent personal experience of welcoming more new people into the judo family, whereby she had recently taken in two lodgers who were new to the area, missing their friends and family and feeling the pressure of taking on new jobs so RBi had taken them to judo classes. Not only has this provided them with a social circle, they have also gained a grandfather in the form of the coach at the club! This is what makes judo a home and a family.

Earlier in the year, RBi advised that she had attend the awarding of an Honorary 6th Dan to Joe Glynn in the Northwest Area. At this event, there was reflection on how many people's lives he touched, lives he had influenced and ensured that these people always knew they had a safe place at the dojo and that he was always there for them. Many of those people are now coaching themselves.

Another time earlier in the year when the judo family had come together was at the Craig Fallon Cup with people putting their hearts into making this a special day. With this being an Olympic year also, there was an opportunity for the young players to stand side by side with their heroes.

RBi concluded that it is you the judo community that make the clubs and events feel like home and for that RBi thanked everyone on behalf of British Judo.

5. Minutes of the Annual General Meeting held on 11 November 2023

Amendment to be made: Fiona Chan to be noted as apologies.

With the above amendment made, it was **UNANIMOUSLY AGREED** that the Minutes were an accurate record of the 2023 AGM held on 11 November 2023.

PROPOSER: Brian Davies JP, Vice President

SECONDER: George Jack, High Wycombe Judo Club

6. Matters Arising from the Minutes of the Annual General Meeting held on 12 November 2022

No matters arising.

7. Reports

7.1 Chairman's Report

GG advised that he had been reflecting on the fact that it is just under a year ago that he was formally appointed as Chair and how quickly that year has passed. GG added that he feels honoured and privileged to hold this position,

with it being the pinnacle of his career in judo and would endeavour to do his best for judo.

GG then raised the Olympics which had been the subject of much discussion within the judo family, before and after the Games. GG acknowledged that the experience was not quite as expected, however he wished to note the amount of unseen work in regard to preparation and the struggle for the athletes to qualify. GG continued that he and AS had also spent a lot of time with other sports and concluded, perhaps with bias, that judo is one of the hardest sports to qualify for. Athletes have to be ranked in the Top 18 in the world and only find out approximately two months prior to the Games, if they have qualified. We should all keep in mind that the athletes did a great job to qualify, should congratulate them for that. There will of course be reflection as well as addressing the issue of not qualifying any men.

GG continued that he had also attended his first Paralympics which had left him in awe of the athletes across all the sports. GG noted that there were two of the judo Paralympians present, Chris Skelley and Evan Molloy, who had a fantastic performance and congratulations noted for Chris on his Bronze medal and Dan Powell for his Silver.

GG moved on to the new strategy, which AS would provide more detail on, however he had attended some of the initial sessions to look at what we need to do going forward. GG had also had useful and refreshing discussions whilst travelling around the country visiting clubs, including getting on the mat himself. Whilst, there are differences of opinion, the passion for judo is always present and this is what we need to collaborate on and that is how we can make great changes.

GG then raised one concern from his first year, that being some behaviour of coaches at competitions, and whilst passion is encouraged, this should be controlled and in line with our judo values. GG advised that he would be recording a message to be sent to the judo community in regard to behaviour expectations, what is not acceptable and that reiterating that in judo we have special values that we must abide by.

GG then acknowledged Peter Holme's resignation from the Conduct and Complaints Commission, thanking him for his many years of support and contribution to British Judo. PH thanked GG and added his agreement to the need for behaviour at competitions to be addressed.

RBi thanked GG and also acknowledged that discipline is all of our responsibility and we should not accept a culture where our values are not upheld.

7.2 Chief Executive's Report

AS shared a presentation and highlighted the following key points:

Governance

- There have been two new members on the Board, Rebecca McCreath and Delia Wright, who were formally appointed at last year's AGM
- British Judo is fully compliant with the updated UK Sport Governance Code which is important as it impacts on our funding applications

Strategic Plan

- We are looking to produce an 8 year strategy – Los Angeles and Brisbane cycles

- We have conducted one meeting with the club coaches, with another planned
- We have held a Talent club development session that raised some good ideas
- We are also consulting with the athletes
- There have been meetings with UK Sport
- There is a Board, Home Nations and Executive Staff meeting planned for 30 November
- The next steps are to go out to consultation and allow Council members to feedback at the February 2025 meeting

International Relations

- Ronnie Saez is on the European Judo Union (EJU) Executive Committee and expect him to be re-elected later in November
- We have representation on the EJU Sports Commission, Coaching Commission, Human Resources and the Police & Military Commission
- We are building a very good relationship with the French Judo Federation

Events

- EJU Junior Cup and Camp will take place in July 2025. We have been awarded the slot that was previously taken by Berlin. The timing is better for us as it does not conflict with school exam times
- We have Introduced new software for events, JudoManager and will now be rolling out for clubs to use
- British Championships this year will be held at Warwick University
- Held a very successful European Adaptive event in Swansea
- We were contacted in regard to hosting the Commonwealth Judo Association competition in 2026, however, we were unable to cover this financially
- Commonwealth Games (CWG) 2026 has been awarded to Glasgow which is a great opportunity for us. Also, hoping that we will have some British representation amongst the referees

Stakeholder Management

- We continue to have good relationships with our two major funders UKS and Sport England (SE), with no conditions on our funding awards
- We have submitted our UKS funding application prior to the Games and will be informed of our indicative figure on 12 December
- We have received a small uplift for Talent from SE
- SE also have a pot of money for the CWG 2026 which we will be able to access

CRM Development

- We now have 80% of our membership going via NEST
- There has been an uplift in gradings
- We are continuing development to include direct debits and a prospecting tool

Budgets

- This year we have made a surplus of £41k
- Next year's budget will be challenging as costs have increased, funding is relatively flat and the National Insurance increases will cost the Association £50k

Finance

- 62% of our income comes from our stakeholders
- Membership is showing growth and now back to pre-Covid levels
- High percentage of our expenditure is on events – can only use the membership income for events as UKS and SE income is ringfenced
- Gradings income is increasing thanks to the great work that Joyce Heron and her team are doing, as well as the growth in coaching courses and Kata participation

- The British Judo Trust continues to support a range of activities and athletes and we will be looking at how we can utilise the Trust more and increase income to it
- Deferred income is money that we have already received from membership but release it monthly
- Hit minimum reserves level which now gives us 3 months operating costs should we have another disaster
- Cash is currently at just under £1m
- £0.5m has been placed in a high interest account

Performance

- We did not have good Olympic results, however all other competition milestone targets were hit along the way, with medals on the run up to the Games
- We do need to recognise the Paralympians achievements and only just missed out on qualifying a female. Also, to acknowledge Jack Hodgson, who also qualified, however we could only take one athlete in each weight category. This was also the case for Kelly Petersen-Pollard who qualified at the same weight as Emma Reid

Safeguarding

- Excellent work in this area, led by Andrew Bowly
- Launched MyConcern for recording all incidents
- Fully compliant with Child Protection in Sport Unit
- Club Welfare Officers (CWO) are now in place in all but 8 clubs which equates to just 198 members not having access to a CWO. Scotland also engaged and have until December to get up to date
- SafeLandings has been reviewed which has included feedback from our Young Leaders Group
- Adaptive Judo going very well, with Kerry Tansey being a driver for this across Europe with her work with Virtus and the EJU
- Diversity & Inclusion Action Plan has been signed off and work with now commence on delivering the actions

Marketing & Communications

- Our social media platforms are getting more traction
- New website launched which is a lot cleaner and easier to read. We will continue to review and update
- Now offering two merchandise options: Adidas premium brand; and Team Elite range that can be personalised for clubs

Staffing

- Lynn Madeley has left the Association to return to the corporate world
- Ben Pollard will be rejoining as Head of Communications
- Tom Llewellyn is joining shortly as Media & Communications Officer

AS then asked if there were any questions.

CM raised the issue of the decrease in referees and officials in Areas and clubs and whether there was any way to generate support? AS responded that there is currently a review of the England Areas which will include this issue and feed into the new strategy.

SN commented that it requires buy in from the clubs. From a Commission perspective, events can be targeted but it has to come up from the clubs as well, adding that their promotion work required as the resource is getting more and more stretched.

GG added that this is part of the looking at behaviours work and reinforcing our values to take away any barrier to recruitment.

SN responded that as a Competition Controller, you are not always made aware of bad behaviour. Also, need to give ownership to people that allows them to speak up knowing that there will not be any repercussions as well as having trust in the British Judo systems.

CM added that whilst it is great if we can recruit new officials, we also need to look at how they are retained and understand the reasons why we lose them. Perhaps, look at the introduction of a role of Mat Manager that's a conduit between coaches and referees. RBi thanked AS for his presentation.

8. Approvals

- **BJA Annual Report & Accounts included in the Annual Report**

Proposer: Dave Edmonds, Club

Seconded: Ray Taylor, Ely Dojo

No votes against or abstentions

Dave Edmonds (DE) raised that there was a 30% increase on the cost of the audit. AS advised that appointment of the auditors goes out for tender every cycle and this would happen next year. DE suggested putting a cap on annual increases they can make. NF commented that he had carried out some research and all audit fees have increased significantly and it is also hard to find auditors to work with NGBs.

- **Appointment of Auditors**

Proposer: Neil Fletcher, Pudsey Judo Club

Seconded: Dave Clark, Renzoku Judo Club

No votes against or abstentions

AS advised that the main change to the Memorandum & Articles was to allow us to publish all the paperwork for the AGM digitally rather than printed and posted. All other amends very minor.

- **Amendments to Memorandum & Articles**

Proposer: Sarah Newbury, Samurai Judo Club

Seconded: Peter Blewett, Budokwai Judo Club

No votes against or abstentions

9. Any Other Business

No items raised for Any Other Business.

17:40 RBi thanked everyone for giving up their time to attend and looked forward to seeing them at the Awards Dinner shortly.