

December 30, 2004

Dear Florida Judo Leaders:

If you are concerned about developing Florida judo in 2005, and how YOU can sincerely help, then you have become one of our leaders. Whether a white belt, or black belt, coach, competitor, referee, parent, or volunteer we all have a stake in seeing judo develop in Florida.

As I mentioned this past November at the first Florida Judo Leaders meeting in Clermont it comes as no surprise to anyone in Florida judo that the state USJI, USJF, and USJA organizations don't work well together. To ignore this fact, and leave it unaddressed, will only lead us down the same unproductive path that we have traveled in the past. If we want different results we have to try a different approach. It is this principle that has given rise to the Florida Judo Leaders "Article of Cooperation" which follows.

What I have attempted to do is to spell out in a rough draft outline the beginnings of a framework for judo leaders to use to guide their efforts and interactions. In theory this framework provides the specifics needed for the state organizations and individual club leaders to follow to ensure they are working in a positive and productive manner. It also calls for a set of ethics that must be followed to ensure long term success and disciplinary protocols for a breach of these ethics.

As you review this please keep in mind that this has been a brainstorming exercise of one person, Brian Germain. It is by no means complete or set in stone. Some points might not even be easily understood because it was written while trying to think in a free flowing, outside the box, manner. It is intended though to trigger your thoughts so you can make it better and take ownership in it.

Our next scheduled meeting is Friday, February 4, in Boca Raton. This is the night before the Cherry Blossom Championships and the meeting will be held from 7 – 9 PM. I propose that all the leaders that choose to make a difference come prepared having at least reviewed the following outline and given thought as to how to make it better. As a group we should try to achieve the following that night:

- Write a well defined mission statement and adopt it as the guiding premise for continuing our efforts.
- Fill in the blanks (where shown in the outline) with defined timeframes.
- Add your *specific and written* items where appropriate to further develop this outline.
- Break into focus groups, appoint a group chairperson, and become responsible for the development of specific outline items.
- Create an event calendar for already sanctioned events.
- Plan into the calendar other events yet to be sanctioned.
- Schedule the next forum for the focus groups to report on their progress.

Remember if you are not part of the solution you become part of the problem. I look forward to receiving your feedback.

Sincerely,

Brian Germain
GE Judo

Florida Judo Leaders “Articles of Cooperation”

(Other names to be considered)

Draft Outline – To be further Developed

All Entities, organizations, clubs, or individuals bound by “Florida Judo Articles of Cooperation”:

1. United States Judo Inc. state affiliate Florida Judo Inc.
2. United State Judo Federation state affiliate: Florida Yadanshakai.
3. United State Judo Federation state affiliate: Florida State Yadanshakai.
4. United States Judo Association, Florida state affiliated clubs.
5. All registered clubs of any named Florida judo entity.
6. Head Senseis and all Assistant Senseis representing the registered clubs.

Mission Statement (to be developed) – Points to include:

1. Mutual benefit and welfare
2. Spirit of cooperation
3. Support growth of FL judo by supporting its events
4. Help judo to represent itself well.
5. Become a national leader by providing an example to all national judo organizations the benefits of effective cooperation

Pledge of Support

1. Type of Sanctioned Events to Support
 - a. FL state open tournaments
 - b. FL state open clinics
2. Criteria of support:
 - a. Always maintain spirit of mission statement
 - b. Adhere to event planning standards (see below)
 - c. Club leader’s responsibilities
 - Calls / emails event director within _____ weeks of initial receipt of event flyer stating expected degree of club participation.
 - Calls / emails event director _____ weeks prior to event with total estimated number of participants (pre registrations / late registrations) to attend from respective club.
 - Try to accommodate requests for help from event director as able or qualified to give. Volunteer requests are at the discretion of the club being asked. It is recommended that club directors requesting help provide stipend of some kind to the club / individuals providing the help.
3. FL Judo Leaders planning meetings attendance
 - a. Open forum
 - b. All state wide governing bodies send at least one representative from respective executive board.
 - c. All state wide governing bodies send at least one respective regional representative as able.
 - d. All registered clubs and registered members send representatives to attend as able.

Event Planning Standards

1. Minimum Standards
 - a. Minimum notice for event _____ days, weeks, months i.e. FJI requires 45 days prior to event for sanctioning paperwork.
 - b. Sanction application date sets event priority on statewide calendar.
 - c. Consideration given to previously held events up to _____ months in advance of previously scheduled month.
 - d. Press release / post results following completion of sanctioned event
2. Semi annual / annual calendar planning – Communication of Events
 - a. Semi annual Florida Judo Leaders meeting
 - b. Emails to *Ki no Fuda*

FL Judo Leader's Meeting Schedule / Submission of Agenda Items

1. Semi-annual meeting (once group is established)
 - a. Sunshine State Games, June
 - b. Rotating meeting (with clinic?), December
2. Agenda Items
 - a. Submitted through a registered club
 - b. Submitted by a certified coach / leader
 - c. Submitted to qualified intermediary (David Ellis – TBD)
 - d. Agenda closed _____ days, weeks prior to meeting.

Communication - *Ki no Fuda*, designated communication vehicle

1. Recent news
2. Event results
3. Editorial page
4. Minutes of meetings
5. Event calendar

Ethics

1. Organization, club, head sensei, assistant sensei bound
2. Officer, administrator or Instructor responsible to follow up on any actions of any member of their bound entity
3. Specific items to include / adopted codes already defined
 - a. Club / Coach governing ethics.
 - b. No email attacks
 - c. No calls for boycotting
 - d. What else?

Conflict Resolution

1. Defined mediation group to hear specific complaints
 - a. One representative from each state organization's executive board
 - b. Specially elected / appointed individuals (TBD)
 - c. Elected chair person to communicate decisions as needed
 - d. Mediation board members communicate in an on-going fashion as conflicts arise
 - e. Meets at next scheduled sanctioned event if warranted
2. Disciplinary Actions
 - a. All actions to be sponsored by mediation group's unanimous / majority vote
 - b. Verbal warning to offending party – Chair person delivered
 - c. Reprimand letter / email to offending party – privately delivered
 - d. Reprimand letter / email to offending party – Privately delivered, publicly posted
 - e. Offending party restrictions / sanctions (TBD)
 - Event specific vs. defined duration
 - Restrict participation in events

Signature Line

1. Judo organization officers personally sign pledging organizational support
2. Club leaders, coaches, personally sign pledging club support
3. Club leaders, coaches personally sign pledging individual support
4. Failure to endorse results in mediation board review

Items for Future Consideration after initial framework proven successful , workable:

Fundraising

Contributions

Voluntary Growth Fees

Control / Use of Funds

Off site weigh ins for state wide tournaments

What else?