



**2003-2004 KONAN JUDO ASSOCIATION
GRANT REQUEST**

Prepared For

KONAN DEVELOPMENT COMMITTEE

Resubmitted by

**Neil Simon, President
Ron Blake, Development Chairperson**

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2003-2004 Development Grant Request**INTRODUCTION**

Konan Judo Association (KJA) through its Executive Committee and designated six developmental subcommittees are working to develop and evolve its organization into a proactive community of judoka and families whose *mission is to create an enjoyable judo experience*. Toward this end, in 2001 Konan developed a three-year strategic planning initiative under Tom Sheehan, former President of KJA. Several initial strategic planning sessions were conducted to assist in creating the concepts required for adoption of this type of management initiative and to provide the appropriate training. The initial organization, directions were created – vision, mission, guiding values, and strategy. Please see Appendix A for details.

In 2002, Mr. Neil Simon was elected as President of KJA. With the assistance of the Executive Committee Team a strategic planning model concept was created that presented the different aspects of strategic intervention for the organization. This model was cascaded throughout KJA which is staffed with volunteer Committee Heads. The strategy map developed by the President and 1st Vice President, Al Panackia, is presented as Appendix B. This map represents the segmented areas of KJA that eventually need to be addressed. It is composed of the KJA services and its constituencies.

Based upon the strategy map, a more intensive “Needs Analysis Survey” of the dojos’ senseis was created and executed by the President and the 1st and 2nd Vice Presidents (Al Panackia and Steve DeRaedt. The purpose of the survey was to define dojo needs based on the strategy map in order to create a customer service model for KJA. See Appendix C for a copy of the survey.

A copy of the results “Survey Finding and Report” is attached for the USJF Development Committee review in Appendix D. Based upon the findings, a strategy was created and the Executive Team commissioned its Committees through their respective chairs to develop a strategic plan. The Survey Finding and Report (summarized version) can be found in Appendix D.

A commission statement was then created by the Executive Team to help align all the Committees with the direction. The Commission Statement can be found in Appendix E.

An Operating Plan for 2002-2003 was then implemented and the successes, as well as potential course corrections, have been assembled for review. The focus for the first year of 2002-2003 was to:

1. Expand the sensei knowledge base
2. Create more teaching sensei's and enhance technical and interpersonal skills
3. Strive to provide a learning environment/opportunity for the judoka
4. Simultaneously create an identity for KJA that would attract new judoka and retain existing judoka
5. Promote judo in the local areas in order to assist in the growth effort.

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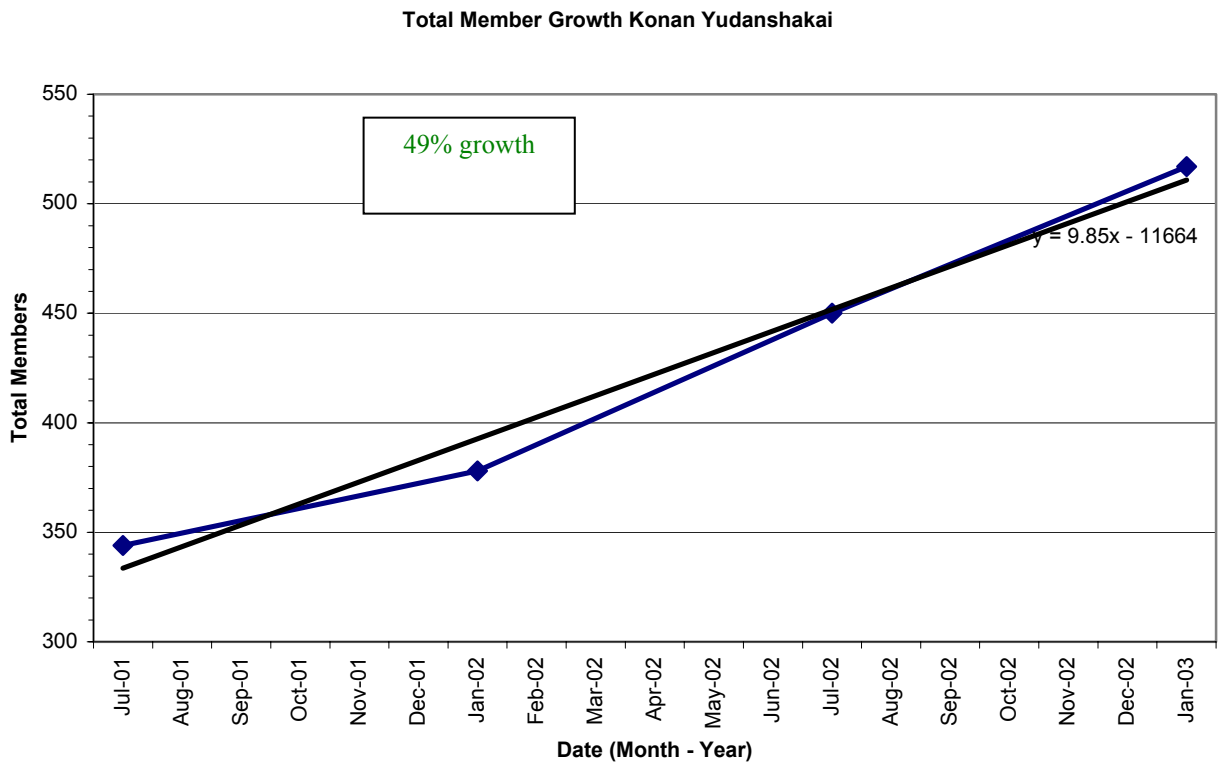
This then emerged into the overall strategy and related programs tailored to achieve our objectives. **Through its grants and general support USJF Development Committee was instrumental in assisting KJA in its successful year.**

The following is a “fact based” summary of the results to date of our progress. We strove to document our successes and needs with empirical evidence rather than conjecture, or opinion:

**PAST YEAR’S SUCCESS
Membership Growth**

As a result of executing our strategy, training, and activities, we have an overall 49% improvement from July 2001 to January 2003. We have measured our growth along the way. Our results are summarized below:

Month - Year	Total members	%Growth
Jul-01	344	
Jan-02	378	9.88%
Jul-02	445	17.72%
Jan-03	512	15.06%
		Total 49% Growth



Note the diamond represents the actual growth. The straight line represents the trendline.

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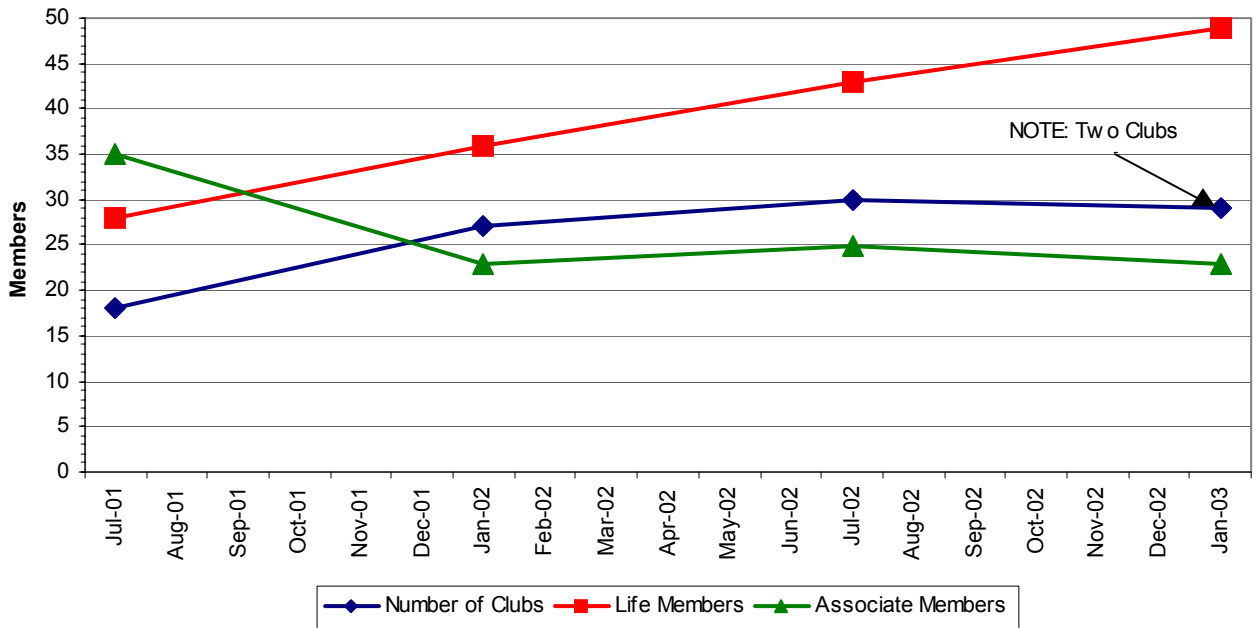
Club Growth, Life Members, and Associates

Month - Year	Total Members	Juniors	Seniors	Mudansha	Yudansha	Number of Clubs	Life Members	Associate Members
Jul-01	344	76	273	242	107	18	28	35
Jan-02	378	108	275	255	128	27	36	23
Jul-02	450	143	307	307	143	30	43	25
Jan-03	517	179	338	367	150	29	49	23

Percent Growth

Month - Year	Total Members	Juniors	Seniors	Mudansha	Yudansha	Number of Clubs	Life Members	Associate Members
Jul-01								
Jan-02	9.88%	42.11%	0.73%	5.37%	19.63%	50.00%	28.57%	-34.29%
Jul-02	19.05%	32.41%	11.64%	20.39%	11.72%	11.11%	19.44%	8.70%
Jan-03	14.89%	25.17%	10.10%	19.54%	4.90%	-3.33%	13.95%	-8.00%

Growth of Clubs, Life Members, and Associate Members



2003-2004 Development Grant Request**Sensei Development**

Our focus to develop the judoka through our Sensei Development Programs have been initiated via these groups:

- Our Teaching Committee conjointly with our Junior Development Committee
- Coach Certification Training Program
- Kata Instruction series to individual dojos
- Technical training clinics of gokyo no waza (jointly with Michigan Judo Development Association)
- Referee Training Program

The Junior Development and Teaching Committees held an instructor symposium attended by 11 members. The Junior Development Chair, Jamie Blake, held an open forum for instructors to discuss ideas around teaching youth, teaching methods, and a hands-on session in the dojo. Our Teaching Committee Chair, Steve Morris, discussed some of the teaching methods used in schools including visual and auditory techniques as well as how to coordinate class time to take advantage of peak attentiveness times for kids.

The coaching program held a two day multi-level coach certification clinic for C, D, and E level certifications. 19 individuals were certified or increased their certification level. CPR and First Aid courses were offered as well.

Kata is often neglected as a crucial fundamental of learning judo. As part of our strategy we have created Kata Training Programs that have helped to create interest and support by the club senseis and expanded attendance by the competitors, noncompetitive segment, and women. As of the writing of this document, seven Kata clinics have been conducted with an additional four scheduled. Mr. Tony Owed, co-chair of the Kata Committee along with qualified instructors conduct clinics by traveling to interested dojos to promote and teach kata. Instructors have been able to learn kata taught by our current national champions and their instructor.

The Referee Program, chaired by Don Flagg, has held several clinics to introduce 32 new candidates to refereeing as well as to increase the technical levels of the existing referees. This has led to the certification of eight new E Level referees. The committee plans to conduct referee clinics prior to each Konan tournament. To date, for FY 2002/2003, four clinics have been held and at least three more are planned. This system has created an effective alternative for instructors and judoka who want to be involved with shiai, but who are unable to compete.

Judo Events

Konan has an alliance strategy with Judo Affiliates of Michigan and is planning on continuing to develop its relationship with Judo Affiliates of Ohio. As of the writing of this document, three shiais have been held this fiscal year so far in various geographic

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regions of Michigan. Two of the three were new tournaments. The first was a revived judo tournament held at the Michigan State Fair in Detroit for the first time in 30+ years. This event was targeted to increase the awareness of judo in a large metropolitan area that Konan serves. Konan held the event over two days and by selecting a venue that exposed judo to the general public. Approximately 100,000 people attended the Michigan State Fair during the time of the tournament. Competition (shiai and kata) and exhibitions were held at junior and senior levels. In addition, judo demonstrations were conducted to further the exposure and understanding of judo within the community. We were also able to get radio coverage on WRJ, a clear channel station covering the KJA area. A professional photographer was hired to take pictures and make them available to the competitors and their families.

The second* juniors only tournament was also new for Konan. The first annual Snow Throw Kids Shiai in Kalamazoo, on the West Side of Michigan, was initiated. An effort was made to encourage participation by providing certificates and bottled water to every competitor and trophies for awards. Communication Chair and Referee Jim Carmer conducted a rules clinic before the tournament to help the competitors, coaches, and spectators to better understand the contest rules and judo etiquette. This tournament was also focused on helping beginners enter more comfortably into shiai. As a result of this tournament being open to juniors only, sensei were able to focus on the aspects of running the tournament and coaching the kids. During this tournament, eight new local referees were exposed to mat time.

The third tournament held was the Konan Rank Evaluation Shiai. This tournament is geared towards giving judoka the opportunity to compete against one another by utilizing a round robin format for all divisions. This format helps the competitors evaluate their strengths and weaknesses in a shiai. Judoka that performed very well at this tournament may be recommended for batsugun. Eight judoka were recommended for promotion and the tournament provided valuable opportunity for a person to function as a Tournament Director for the first time.

Seven kata clinics have been conducted, with four more planned for FY 02/03. These clinics have been conducted at different dojos encouraging club members to practice the katas and senseis to support it. These clinics improve the technical proficiency of judoka involved. In addition to these, a Katame no Kata and Nage no Kata combined clinic was recently held to offer technical instruction for several judoka. Certification testing for kata instructors was also conducted at this clinic.

Konan has conducted one coaching clinic to certify coaches at E, D, and C levels. CPR and First aid certification classes were also held. Several attendees received certification or level increases and valuable training knowledge to take back to their dojos.

We want to build on the successes we have created and address shortfalls to expand the growth potential of judo in the Konan Region. This leads us to this year's grant request.

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Additionally our Senior Team far surpassed the goal we set with a successful showing at Cleveland Nationals. We had a first place finish and two fifths in regular seniors and several more in Masters and Kata.

2003-2004 Development Grant Request**2003-2004 REQUEST - KJA Plan**

The following is our justification and financial request for each of the development subcommittees:

Sub Committee	Program Title	Justification (What we want and how it ties into the strategic direction)
Masters Gary Wood, Chair	Master's Clinics and Workout	This program will provide a training program for Judo athletes who are over 30 years of age. By focussing on the teaching and training of master level judoka, our goal is to provide encouragement and confidence for Masters level Judoka to become active in competition and participate in other areas that support Judo in the community. We will conduct three dedicated Master's clinics throughout the year that focus on developing competition skills for the older athlete as well as provide training regimens that can prolong participation in judo and foster camaraderie. By this, we will retain members and increase the skills of our judoka.
	Recognition Program	This program will encompass all development areas by recognizing judoka who display outstanding abilities in their respective categories. By doing this, we will encourage growth within each area through recognition of accomplishments and dedicated service in judo. By this, we will retain members and increase the skills of our judoka.
Sr. Dev Joe Vandenkoorn, Chair	Technique and Tactics clinic	This program will provide training from a well-known instructor such as Mike Swain, Jimmy Pedro. It may involve joint training sessions with other out of state clubs (e.g., Cumberland College) for a one or two day clinic. This clinic will focus on skill development for instructors and judoka. By providing this program, we will retain members and increase the skills of our judoka.
	Support for Konan Senior Team	This program will help support qualifying athletes and coaches to continue training and to attend three tournaments (Sr. Nationals, Midwest Championships, and Fall Classic). This program will increase membership and skills/performance through training, coaching and competition.
	Support for a Konan Regional Training Center	To pay entry fees and partial travel expenses to three national level tournaments and four local events. The Regional Training Center (South Hills Judo Club) will match funding that is provided by Konan. To receive funding, recipients must sign a letter of intent to actively support Konan by serving on a committee or other function that is necessary to Konan's growth. This will increase participation and draw members who may otherwise be discouraged.

2003-2004 Development Grant Request

Sub Committee	Program Title	Justification (What we want and how it ties into the strategic direction)
	Public Relations Campaign for Seniors	This program is a joint effort between the Senior Development Committee and the Communication Committee to create and distribute materials across the KJA region. The goal of this campaign is to attract new and “lost” members. By this, we will add and retain members.
	Recognition Program	This program will encompass all development areas by recognizing judoka who display outstanding abilities in their respective categories. By doing this, we will encourage growth within each area through recognition of accomplishments and dedicated service in judo. By this, we will retain members and increase the skills of our judoka.
Jr. Dev Jamie Blake, Chair	Youth Kata Series	This program will introduce kata to juniors through a series of three junior kata clinics. It will increase technical abilities of juniors and provide them with an additional activity for those not interested in shiai – thereby increasing membership retention and heightening skill level.
	Snow Throw Kids Shiai (2 nd annual)	This will provide an additional shiai focused on developing junior judo skills through competition, encourage participation through awards, and increase proficiency of competition etiquette and rules via a referee conducted talk. This tournament is a great venue for new referee development, coaching opportunities, and increasing the understanding of judo for parents and supporters. We will retain members and increase the skills of our judoka.
	Regional Training Center Support	This will provide funding for twelve months of judo lessons for underprivileged children (as identified by the PA Department of Economic Welfare). This meets our strategic goals to increase membership.
	Public Relations Campaign for Juniors	This program is a joint effort between the Senior Development and the Communication committees to create and distribute materials across the KJA region. The goal of this campaign is to attract new and “lost” membership.
	Recognition Program	This program will encompass all development areas by recognizing judoka who display outstanding abilities in their respective categories. By doing this, we will encourage growth within each area through recognition of accomplishments and dedicated service in judo. By this, we will retain members and increase the skills of our judoka.
Coaching Jerry Wee,	Coaching Clinics	Continue with coach certification clinics to encourage senseis to develop coaching skills and continue to learn more about other training and safety aspects of judo

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Sub Committee	Program Title	Justification (What we want and how it ties into the strategic direction)
Chair	Regional Training Center Support	To help pay for travel and clinic fees. This program is designed to increase the technical proficiency of instructors and coaches. The projection is for 7 individuals (5 male and 2 female)
Kata Tony Owed, Karen Dupage co-chairs	Kata Clinics	This program is designed to help introduce kata to KJA clubs and encourage kata instruction at those clubs by the sensei. Selected clinics will offer kata certification in hopes that the teachers will then promote kata in their dojos. At least six clinics will be conducted throughout the year. This program is designed to raise money for Konan kata competitors.
	Regional Training Center Support	To help pay expenses for Clinician (hotel, clinician fee and food) to attend Regional Training Center for kata instruction.
	Recognition Program	This program will encompass all development areas by recognizing judoka who display outstanding abilities in their respective categories. By doing this, we will encourage growth within each area through recognition of accomplishments and dedicated service in judo. By this, we will retain members and increase the skills of our judoka.
Teachers Steve Morris, Chair	Teaching Clinic	We would like to conduct a teaching clinic featuring a nationally known instructor, such as Brian Mitsuoka, to guide and assist our teachers in teaching methods.
	Website Development	This effort will maximize the efficiency of disseminating information to the instructors through use of the Konan website. Information may include but is not limited to: guides and suggestions for teaching, an instructor's bulletin board, abstracts on research on learning and its possible applications for judo instruction, and other uses as they are imagined. We will attract traveling judoka to participate in judo in our area when traveling.

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KJA Grant Request

Sub Committee	Program Title	Projected Date	Projected Program Cost	Participant fees & program costs	Projected income	KJA Contribution	What requested?	Grant Request
Masters	Master's Clinics and Workouts	Sept. 03 Jan 04 Mar 04	\$500	20 X \$5 X 3	\$300	\$50 (marketing & participant materials)	Funding to offset honoraria for visiting instructors, facility rental, travel/lodging costs	\$150
	Recognition Program	End of Summer	\$200			0	Money for awards.	\$200
Sr. Dev	Technique and Tactics Clinic	Oct/Nov 03	\$4000	\$30 x 25 x 2	\$1500	\$50 (marketing & participant materials)	Funding for clinician fees & travel	\$2450
	Konan Regional Training Center	Sept-Aug	\$2000			\$200	Support for underprivileged female judoka	\$1800
	Konan Senior Team	Sept-Aug	\$3200			0	Support for team travel & tournament entry	\$3200
	Public Relations Campaign for Seniors	Week for blitz TBD	1,000			0	Seed money for campaign	\$1,000
	Recognition Program	End of Summer	\$200			0	Money for awards	\$200
Jr. Dev	Youth Kata Series	Fall, Winter, Spring	\$900	\$10 x 20 x 3	\$600	\$50 (marketing & materials), \$50 clinician fees	Clinician Travel	\$300
	Snow Throw Kids Shiai	January or February	\$2000	\$25 x 40 \$10 x 10 \$30 x 20	\$1700	\$100 (marketing & PR materials),	Teacher and Referee compensation	\$300

2003-2004 Development Grant Request

Sub Committee	Program Title	Projected Date	Projected Program Cost	Participant fees & program costs	Projected income	KJA Contribution	What requested?	Grant Request
		January or February	\$800	\$20 x 25	\$500	\$100 (Clinician stipend)	Pre-event clinic - clinician travel	\$300
	Konan Regional Training Center	Sept-Aug	\$5000			\$150	Lesson costs for underprivileged children	\$5000
	Public Relations Campaign for Juniors	Week for blitz TBD	1,000			0	Seed money for campaign	\$1,000
	Recognition Program	End of Summer	\$200	0	0	0	Money for awards.	\$200
Coaching	Coaching Clinics	November May	\$3000	\$20 x 20 x 2	\$800	\$200 (food & lodging assistance)	Instructor Fees and travel	\$2200
	Advanced coach training	Summer	\$1,200			\$700	Coach Travel	\$500
	Konan Regional Training Center	N/A	\$2000	0	0	\$200	Funding to offset travel and clinic expenses for underprivileged judoka. 7 men and 2 women.	\$2000
Kata	Kata clinics	September	\$320	\$20 x 12	\$1440	\$300 (Facility rental of \$50 each event)	Instructor travel and compensation	\$480
		November	\$320	\$20 x 12				
		January	\$320	\$20 x 12				
		March	\$320	\$20 x 12				
		May	\$320	\$20 x 12				
		July	\$320	\$20 x 12				
Konan Regional Training Center		\$400			\$150 (food & lodging)	Funding to help bring a clinician to SHJC	\$400	
Kata Championships	TBD	\$5,000			\$ 250 (food & lodging)	Travel for national and international competitions to select tournaments	\$1,000	

2003-2004 Development Grant Request

Sub Committee	Program Title	Projected Date	Projected Program Cost	Participant fees & program costs	Projected income	KJA Contribution	What requested?	Grant Request
	Recognition Program	End of Summer	\$200	0	0	0	Money for awards.	\$200
Referee	IJF – A and B Referees (6)	TBD				\$350	Travel and lodging costs to select tournaments	\$1,200
	PJU-C and National Referees (10)	TBD				\$ 350	Travel and lodging costs to select tournaments	\$1,600
	Regional and Local Referee (30)	TBD				\$100	Travel costs	\$400
	Local clinics and materials	Winter	\$500	\$10 x 10 x 3	300	\$50 (marketing & participant materials)	Travel and material costs	\$200
Teachers	Teaching Clinic	Winter	\$900	\$25 X 20	\$500	\$150 (marketing & participant materials)	Instructor travel	\$400
	Advanced Teacher training	Summer	\$1,200			\$200 (food \$ lodging)	Coach Travel	\$500
	Website development		\$300	\$0	\$0	\$300 (Web hosting & e-mail)		\$300
GRAND TOTAL						\$1750.00		\$27,480.00

APPENDIX A
Executive Committee Strategic Planning Session Results
Preliminary Draft - January 13, 2001

Vision:

Help grow and nurture contributory human beings.

Mission (purpose):

Assist our members clubs, instructors, judoka and community to enjoy their judo experience.

Strategy:

Judoka contribution at all levels of the organization.

Values/Guiding Principles:

1. Decision making in the best interest of Konan Judo Association
2. Open expression of facts, beliefs, and opinion
3. All efforts should be inclusive and collaborative
4. Respect each other's points of view
5. Listen to what the other person has to say and offer
6. If it's livable/doable, work with it: if you have heartache, speak up
7. It is everyone's responsibility to provide feedback and offer solutions
8. We work at sharing judoka training

Organization Goals (objectives to follow):

1. Increase Konan membership
2. Create and promote a customer oriented Konan image [the image to be created has to entail the *benefits* of judo and Konan both internally (with Konan) and externally (within the five state area)]
3. Create an effective leadership/management system [we need to work with continuous development of junior & senior development

Role of the Executive Committee:

Lead the development and evolution of Judo in the Konan Judo Association.

Executive Committee Goals:

1. Work with the Board of Governors to adopt some variation of the executive teams agenda (vision, mission, strategy, goals, and values/guiding principles)
2. President appoint key movers and shakers to committee head, get executive committee approval, and get them involved in the strategic planning and implementation process
3. Commission the committees to create and implement plans that will support the strategic direction
4. Support committee success
5. Ensure constitutional and by-law compliance
6. Act as Konan ambassador to clubs
7. Capture the "voice of the customer"
8. Implement the new promotion system

APPENDIX B
Strategic Planning Conceptual Model (Strategy Map)

Dear Konan leader: Al and I began our work today on Konan’s Needs Analysis. We simultaneously had to deal with the strategic structure of Konan as well as embed a customer service concept. Below is a chart that we worked out to represent the “whole” of Konan. As you can see there are many areas of needs and many constituents we need to serve. Our overall idea is to first focus on the needs of the Sensei because he/she represents our service delivery to our other constituents. Our strategy is first to determine the needs of the Sensei – first determine what they want and also the barriers they experience. Once we have that, the executive committee has the information to create a strategic plan based on customer needs. After we get our service delivery aligned we can focus on the other constituents. Just a reminder – this will take us time – much time and will pay off in the future. If we have missed any service areas, or constituents, please let us know immediately. If you have anything else to share around this topic (including supportive statements!) please relay that information by Thursday evening April 4th. Please email your comments to the both of us. We are progressing with this survey. Al and Neil
{NOTE: This survey has been reduced to fit on 8.5X11 paper}

Area of possible need		Constituency					
Service	Basic Responsibilities	Sensei	Junior Judoka	Senior Judoka	Parents	Spectators	General Public
Promotion	Review judo performance and recommend rank to the board of examiners. Ensure Yudanshakai standards						
Finance	Establish a Yudanshakai budget and audit it annually						
Public Relations	To ensure effective, efficient, and timely dissemination of information to the general public. To assist in the development of communications about Judo.						
Rank Registration	Administrator and keeper of the Judo registration records. To ensure timely submission of registration requests. Proactive scanning of judoka records to help ensure judoka progress.						
Senior Development	Ensuring venues for senior judoka being able to practice judo (i.e. tournaments and workshops). Ensuring and advocating for proper and adequate training for women.						
Junior Development	Ensuring venues for junior judoka being able to practice judo (i.e. tournaments and workshops). Ensuring and advocating for proper and adequate training for women.						
Coach development	Ensure training of judoka to fulfill the role of judo coach. To ensure adequate activities for the participants (junior, senior, master). Advocate certification progress of the individual.						
Kata development	Ensure training of judoka to fulfill the role of kata teacher. To ensure adequate activities for the participants (junior, senior, master). Advocate certification progress of the individual.						

APPENDIX B
Strategic Planning Conceptual Model (Strategy Map)

Area of possible need		Constituency					
Service	Basic Responsibilities	Sensei	Junior Judoka	Senior Judoka	Parents	Spectators	General Public
Teacher development	Ensure training of judoka to fulfill the role of teacher. To ensure adequate activities for the participants (junior, senior, master). Advocate certification progress of the individual.						
Masters development	Ensuring venues for master judoka being able to practice judo (i.e. tournaments and workshops)						
Women's Judo development	Ensuring venues for women judoka being able to practice judo (i.e. tournaments and workshops). Ensuring and advocating for proper and adequate training for women.						
Referee development	Ensure training of judoka to fulfill the role of referee. To ensure adequate activities for the participants (junior, senior, master). Advocate certification progress of the individual.						
Administrative support	Ensure sensei's know what they need to do to effectively and efficiently manage their dojo (dojo management is also part of the teachers curriculum). Support sensei needs and help remove barriers. Create management and marketing tools.						

**APPENDIX C
DOJO SURVEY**

SURVEY INSTRUCTIONS:

In order to serve “customers” any organization needs to know the customer needs. We are in the process of adopting a customer service model within Konan. We need you input to ensure meeting your needs. Please review each service area and its definition that Konan currently plans on offering. Then answer the two questions in the boxes next to the service area. We need to understand your complete answers. Please make sure you take the time to fully express yourself. We need this response completed by _____ so the executive committee can complete its work on your behalf. Thank you for your cooperation and response. We will be in touch soon. Yours in Service, Al Panackia *{NOTE: This survey has been reduced to fit on 8.5X11 paper}*

AREA OF POSSIBLE NEED		QUESTIONS	
Service	Basic Responsibilities	What are your 3 greatest needs in each of these areas?	What are your current roadblocks in each area?
Promotion	Review judo performance and recommend rank to the board of examiners. Ensure Yudanshakai standards		
Finance	Establish a Yudanshakai budget and audit it annually		
Public Relations	To ensure effective, efficient, and timely dissemination of information to the general public. To assist in the development of communications about Judo.		
Rank Registration	Administrator and keeper of the Judo registration records. To ensure timely submission of registration requests. Proactive scanning of judoka records to help ensure judoka progress.		
Senior Development	Ensuring venues for senior judoka being able to practice judo (i.e. tournaments and workshops). Ensuring and advocating for proper and adequate training for women.		
Junior Development	Ensuring venues for junior judoka being able to practice judo (i.e. tournaments and workshops). Ensuring and advocating for proper and adequate training for women.		
Coach development	Ensure training of judoka to fulfill the role of judo coach. To ensure adequate activities for the participants (junior, senior, master). Advocate certification progress of the individual.		
Kata development	Ensure training of judoka to fulfill the role of kata teacher. To ensure adequate activities for the participants (junior, senior, master). Advocate certification progress of the individual.		

**APPENDIX C
DOJO SURVEY**

AREA OF POSSIBLE NEED		QUESTIONS	
Service	Basic Responsibilities	What are your 3 greatest needs in each of these areas?	What are your current roadblocks in each area?
Teacher development	Ensure training of judoka to fulfill the role of teacher. To ensure adequate activities for the participants (junior, senior, master). Advocate certification progress of the individual.		
Masters development	Ensuring venues for master judoka being able to practice judo (i.e. tournaments and workshops)		
Women's Judo development	Ensuring venues for women judoka being able to practice judo (i.e. tournaments and workshops). Ensuring and advocating for proper and adequate training for women.		
Referee development	Ensure training of judoka to fulfill the role of referee. To ensure adequate activities for the participants (junior, senior, master). Advocate certification progress of the individual.		
Administrative support	Ensure sensei's know what they need to do to effectively and efficiently manage their dojo (dojo management is also part of the teachers curriculum). Support sensei needs and help remove barriers. Create management and marketing tools.		

Please send your completed response by January 10, 2001 to Al Panackia at: YGUY1111@aol.com Thanks

APPENDIX D**DOJO SURVEY REPORT OF FINDINGS AND RECOMMENDATIONS – EXECUTIVE SUMMARY****EXECUTIVE SUMMARY**

Konan leadership has been working with a formal strategic planning process over the past two years using the leadership as the guiding force for strategic direction. Konan membership just elected a new slate of officers. The President has updated the appointed committee chairs. There is a new leadership group with about 50% carryover from the last administration. This condition provided an opportunity to go deeper into the strategic planning process.

The President and 1st Vice President took on the task of attempting to gain information on the needs of dojos from its A survey form was created along with a letter requesting information from each dojo leader regarding needs. The survey was created using the constitutional structure of Konan as a foundation for determining effectiveness and efficiency of support to the dojos. Five organizations responded in writing and four more responded orally, a 35% response rate.

The following is the report and recommendations.

REPORT OF FINDINGS

The primary assumptions underlying this survey are:

1. The acceptance of USJF mandate to:
 - a) Growing US grass roots judo.
 - b) Improving the technical aspects of USJF Judo.
2. Konan assumptions include:
 - a) The increasing and maintaining judo membership in the Yudanshakai
 - b) The increasing and continually improving upon the quality of judo (technique training as well as teaching, coaching, kata, refereeing, etc).
3. We need to focus on the Konan sensei's because they are the individuals who will build judo and teach the technical aspects. They are our distribution points.
4. We are accepting the constitutional structure of Konan at this time.
5. The goal of the executive and leadership teams is to support the dojo growth and technical aspects of judo.
6. We are moving toward building a more integrated and supportive judo community

Appendix 1 (below) exhibits the thematic summary of the key responses from the written and oral interviews.

APPENDIX D**DOJO SURVEY REPORT OF FINDINGS AND RECOMMENDATIONS – EXECUTIVE SUMMARY**

Neil Simon (President), Al Panackia (1st Vice President), and Steve DeRaedt (2nd Vice President) reviewed the data. The first analysis focused on general areas of needs. The findings are summarized in the following manner:

AREA OF NEEDS	SPECIFICS
Training	<ul style="list-style-type: none"> • Train the sensei's – coaching and teaching • Financial management for Dojo's • Creation and understanding of judo performance standards • Technical training • Kata training
Operations	<ul style="list-style-type: none"> • Dojo financial management • Tools for training • Tools for managing the dojo
Marketing/Sales	<ul style="list-style-type: none"> • Identity creation of Konan and judo • Recognition and awards ADD MEMBERSHIP GROWTH
Events	Judoka Events including: <ul style="list-style-type: none"> • Senior • Junior • Masters • Women's • Shiais, etc.

In another cut, the data was explored by constituents and their needs. It is summarized in the following manner:

CONSTITUENT	REQUESTED SERVICES	SPECIFICS
Sensei	Development	Personal/Professional development as a judoka
	Skill Training	Coaching/teaching
		Technique training
Judoka	Events for the judoka	Membership growth and how to training
		Shiai
		Kata
Marketing	Identity creation	Other such as Go Kyo No Waza
	Attraction of new judoka	Creation of a Konan Judo brand identity
	Retention	Marketing materials and events that would generate an interest in judo for new players, particular youths
		Tools and materials and events (reward and recognition) that would help judoka stay in judo.

Additional overarching themes emerged from the interviews. These included:

1. New dojo's student attraction.
2. Existing dojo's dojo retention.
3. A need for creating a greater awareness of judo within the Yudanshakai and community (schools, etc.)

APPENDIX D**DOJO SURVEY REPORT OF FINDINGS AND RECOMMENDATIONS – EXECUTIVE SUMMARY****RECOMMENDATIONS FROM THE ANALYSTS TO THE EXECUTIVE COMMITTEE:**

The analysts believe that a two year strategic plan needs to be developed focusing on specific areas. All our resources need to be dedicated and focused on two areas. First is Sensei development. The sensei is the individual who delivers our product and represents Konan. We need to ensure that we have good instruction, solid technique, people skills, and basic management technique.

The second area has to do with creation of judo event including but not limited to shiai. Other “competitive” events such as Kata or Go Kyo No Waza competition need to be held in order to create alternative venues for judoka to exhibit their skills. Additionally, traditional judoka training needs to continue. We have started this already with senior team training, kata training, referee training, women’s training, etc., all geared to meeting sub-sector needs. Additionally we need to develop more social events like golf and baseball outings to build a greater sense of community.

This year needs to be fully planned and ideas for follow up on activities for next year needs to be generated. The 2nd year plan at this time needs to be conceived and noted but not planned in extreme detail.

All committees needs to make sure that their events and activities fit into the following chart:

TARGET	ACTIVITY	MARKETING		
		Identity Creation	Attraction Of New Judoka	Retention Of Existing Judoka
Sensei Development	Sensei personal development			
	Coaching, teaching, training			
	Dojo management and membership building			
Judo Events	Shiai			
	Kata			
	Creative endeavors such as Go Ko No Waza competition			
	Training other than shiai /fun events/ and/or camp/			

Conclusion:

Pending executive team approval and finalization, this report will be sent to all committee leaders and a strategic planning session will be held so that the committees can develop their plans.

Respectfully submitted,

Neil Simon Al Panackia Steve DeRaedt

APPENDIX D
DOJO SURVEY REPORT OF FINDINGS AND RECOMMENDATIONS – EXECUTIVE SUMMARY

APPENDIX 1
KEY CONCEPT ANALYSIS
Thematic Summary of the Key Responses

COMMITTEE CONSTITUTIONAL DEFINITIONS		AREA OF POSSIBLE NEED
Committee	Basic Responsibilities	KEY EMERGING CONCEPTS
Promotion	Review judo performance and recommend rank to the board of examiners. Ensure Yudanshakai standards	<ul style="list-style-type: none"> ❖ Organizational records <ul style="list-style-type: none"> ➤ Attendance record system ➤ Promotional record system ❖ Training <ul style="list-style-type: none"> ➤ Talent to location ➤ Standards (Recommended) ➤ T3 training ➤ T3 feedback ❖ USJF <ul style="list-style-type: none"> ➤ Benefits ➤ Minimal fees
Finance	Establish a Yudanshakai budget and audit it annually	<ul style="list-style-type: none"> ❖ Marketing <ul style="list-style-type: none"> ➤ Marketing tools ➤ Marketing materials ❖ Committee strategic Plan to meet our needs <ul style="list-style-type: none"> ➤ T3 Teaching/training ➤ Financial management
Public Relations	To ensure effective, efficient, and timely dissemination of information to the general public. To assist in the development of communications about Judo.	<ul style="list-style-type: none"> ❖ Communication systems <ul style="list-style-type: none"> ➤ Interactive website ➤ Network for news about dojo's, members, and potential members ❖ PR Materials <ul style="list-style-type: none"> ➤ Media Guide ➤ Training on what to say (how to sell?) ➤ Printed PR materials
Rank Registration	Administrator and keeper of the Judo registration records. To ensure timely submission of registration requests. Proactive scanning of judoka records to help ensure judoka progress.	<ul style="list-style-type: none"> ❖ Training <ul style="list-style-type: none"> ➤ T3 technical training ❖ Timely certificates ❖ Recommended Standards ❖ Record keeping systems
Senior Development	Ensuring venues for senior judoka being able to practice judo (i.e. tournaments and workshops). Ensuring and advocating for proper and adequate training for women.	<ul style="list-style-type: none"> ❖ Female recruitment and training ❖ Children <ul style="list-style-type: none"> ➤ Teaching training ➤ Children workshops ❖ Senior <ul style="list-style-type: none"> ➤ Send Sr. Team for training ➤ More senior work outs ➤ Technique and development training ➤ Clinics with invited technicians

APPENDIX D

DOJO SURVEY REPORT OF FINDINGS AND RECOMMENDATIONS – EXECUTIVE SUMMARY

COMMITTEE CONSTITUTIONAL DEFINITIONS		AREA OF POSSIBLE NEED
Committee	Basic Responsibilities	KEY EMERGING CONCEPTS
Junior Development	Ensuring venues for junior judoka being able to practice judo (i.e. tournaments and workshops). Ensuring and advocating for proper and adequate training for women.	<ul style="list-style-type: none"> ❖ Female recruitment and training ❖ Training judoka <ul style="list-style-type: none"> ➤ Summer camp ➤ Junior only events ➤ Establishment of judoka network ❖ Training Instructor <ul style="list-style-type: none"> ➤ How to teach children ➤ Games
Coach development	Ensure training of judoka to fulfill the role of judo coach. To ensure adequate activities for the participants (junior, senior, master). Advocate certification progress of the individual.	<ul style="list-style-type: none"> ❖ Training <ul style="list-style-type: none"> ➤ Workshops <ul style="list-style-type: none"> ▪ Idea exchange ▪ Coaching Technique ▪ Certification ❖ Performance training <ul style="list-style-type: none"> ➤ Coaching feedback ❖ Tool development
Kata development	Ensure training of judoka to fulfill the role of kata teacher. To ensure adequate activities for the participants (junior, senior, master). Advocate certification progress of the individual.	<ul style="list-style-type: none"> ❖ Continued kata training ❖ Continued workshops ❖ More events
Teacher development	Ensure training of judoka to fulfill the role of teacher. To ensure adequate activities for the participants (junior, senior, master). Advocate certification progress of the individual.	<ul style="list-style-type: none"> ❖ Development of teacher program ❖ Implementation of teacher certification program
Masters development	Ensuring venues for master judoka being able to practice judo (i.e. tournaments and workshops)	<ul style="list-style-type: none"> ❖ Training <ul style="list-style-type: none"> ➤ Workshops for masters ➤ Masters teachers training ➤ Transitional training of masters into other areas of judo contribution ❖ Competition <ul style="list-style-type: none"> ➤ More masters competition ➤ Support for world master Konan Team
Women's Judo development	Ensuring venues for women judoka being able to practice judo (i.e. tournaments and workshops). Ensuring and advocating for proper and adequate training for women.	<ul style="list-style-type: none"> ❖ Workshop in women's recruitment
Referee development	Ensure training of judoka to fulfill the role of referee. To ensure adequate activities for the participants (junior, senior, master). Advocate certification progress of the individual.	<ul style="list-style-type: none"> ❖ Continued Training <ul style="list-style-type: none"> ➤ Advanced ➤ Novice ❖ Communications <ul style="list-style-type: none"> ➤ Development of Yudanshakai newsletter
Administrative support	Ensure sensei's know what they need to effectively and efficiently manage their dojo (dojo management is also part of the teachers curriculum). Support sensei needs and help remove barriers. Create management and marketing tools.	<ul style="list-style-type: none"> ❖ Record keeping ❖ Recognition awards ❖ Professional development materials ❖ Chat site ❖ Marketing identity

APPENDIX E
Executive Committee Commission to the KJA Committees

■ **COMMISSION**

- Create a committee 3 year strategic plan

■ **DELIVERABLES**

- Committee vision, mission, role and responsibilities
- Strategy (how you are going to complete the work, i.e. involve the whole committee, do it yourself)
- Project work plan with deliverables, time line and budget (a step by step plan on how you are going to accomplish what you want to do over what period of time at what cost (include how you envision getting money to fund it)).
- Specific project outputs (i.e. trainings, competitions)

■ **SUCCESS MEASURES**

- 100% of all committees have a written vision, mission, role and responsibilities
- 100% of all committees develop a written strategic plan
- 100% of all committee follow their strategic plan
- 100% of all committees have 3 or more members
- 100% of all committees solicit all Konan dojos for participation
- 100% of all committee use their strategic plan to evolve their activities and develop their committees
- There is at least one representative from each dojo sitting on at least one committee

■ **BOUNDARY CONDITIONS**

- Strategy developed within the October 1st, 2002
- Work plan developed by November 1st, 2002
- Need to work executive committee goals
- All communications must be types and transmitted to all appropriate parties via e-mail or in the event of not having e-mail, fax or snail mail
- The plan needs to align with the executive committee strategic plan
- All written communications should be completed using Microsoft Word and Excel compatible products
- The first year of the strategic plan should be fully developed; year 2 somewhat developed, and year 3 conceptual