

UNITED STATES JUDO FEDERATION
A Resolution

On this 12th day of November 2024, the board of directors of the United States Judo Federation, Inc. resolves to develop and implement a corporate strategic plan ("Strategic Plan") through an action plan as described below.

Background

In the past, after an administrative change (e.g. completion of a president's term limit with a newly elected president), the USJF conducted numerous strategic planning sessions at its expense and resulted in impressive and meaningful objectives and plans. Unfortunately, such plans were largely not implemented due to lack of qualified volunteers to implement such plans and objectives not achieved.

Currently, the USJF and its judo is at a life time crossroad, at which the destiny of the organization could be determined by what is or what is not accomplished by the present board of directors, in essence, what do we leave behind for future generations of USJF judo practitioners?

A corporate strategic plan will determine what lie or does not lie ahead for the corporation. The board of directors must adopt a corporate action plan which will trigger the creation, implementation, and management of a corporate strategic plan and determine the corporation's destiny.

Action

This action plan shall be referred to as the United States Judo Federation Strategic Action Plan ("Action"). The Action is adopted to ensure that a corporate strategic plan is formed and implemented in its entirety.

Plan Formation

The President will establish a task force to develop and design a reasonable and achievable corporate strategic plan for the board of directors to approve and adopt at the board of directors' 2025 spring meeting.

Task Force

Organization

Chairman

The President will be the chairman of the task force and will be responsible to ensure that the task force develops and designs a reasonable and achievable strategic plan in a timely manner.

Membership

Task force may consist of eligible number of *yudanshakai* voting delegates-applicable for the 2024 fall meeting. Task force members are responsible to deliver a viable strategic plan to the Board of Directors for consideration at its 2025 Spring meeting.

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Strategist

Chairman at its option may engage a professional corporate strategist to facilitate the planning meeting, prepare a strategic plan, and present it to the Board Directors for its consideration at the 2025 Spring meeting. Otherwise, chairman will be responsible.

Expenses

Corporate treasurer will determine task force expense reimbursement process.

Chairman

Chairman's meeting expenses will be reimbursed through the corporation's Reserve Funds and limited to \$1,000.

Reimbursable meeting expenses will also be limited to travel expense to and from the meeting place and hotel accommodation during the meeting.

Members

One *yudanshakai* member's meeting expenses will be reimbursed through the corporation's Reserve Funds and limited to \$1,000 per each eligible task force member. Reimbursable meeting expenses will also be limited to travel expense to and from the meeting place and hotel accommodation during the meeting.

Strategist

Professional corporate strategist's meeting expenses will be reimbursed through the corporation's Reserve Funds and limited to \$1,000. Reimbursable meeting expenses will also be limited to travel expense to and from the meeting place and hotel accommodation during the meeting. Additionally, strategist may be compensated not more than a \$500. Compensation will be funded from the President's 2024 – 2025 budget

Meeting

Incidental meeting expense will be funded from the Development committee's 2024 – 2025-budget and limited to not more than \$1,000.

Meeting

The initial task force meeting will be face-to-face or and at a place to be determined by the chairman that will be economically reasonable to participate.

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Meeting Schedule

A single face-to-face meeting will be held after the adoption of the Action at the 2024 Fall Board of Director meeting and scheduled to provide adequate time to prepare a final proposed strategic plan for the board of directors' consideration, approval, and adoption at its 2025 Spring meeting.

Contents of Strategic Plan

At a minimum, the Strategic Plan will consist of the following.

- **Objectives** – what should the USJF look like in the year 2035?
- **Steps** – what actions must the USJF take to look like what it wants to look like in 2035?
- **Financial** – where will funding come from to implement actions to look like what the USJF wants to look like in 2035?
- **Mapping** – when and what actions should be implemented to look like what the USJF wants to look like in 2035?
- **Monitoring** – how will the USJF know whether actions are implemented successfully to look like what the USJF wants to look like in 2035?
- **Progress** – how will the USJF know about the success of actions taken to look like what the USJF wants to look like in 2035?
- **Course** – how will the USJF manage the direction of actions to be taken to look like what the USJF wants to look like in 2035?