



Development Update

Phil McDermott

October 2020



Core Business Update

Clubs & Members

Tournaments (Sydney International)

Coaches & Grades

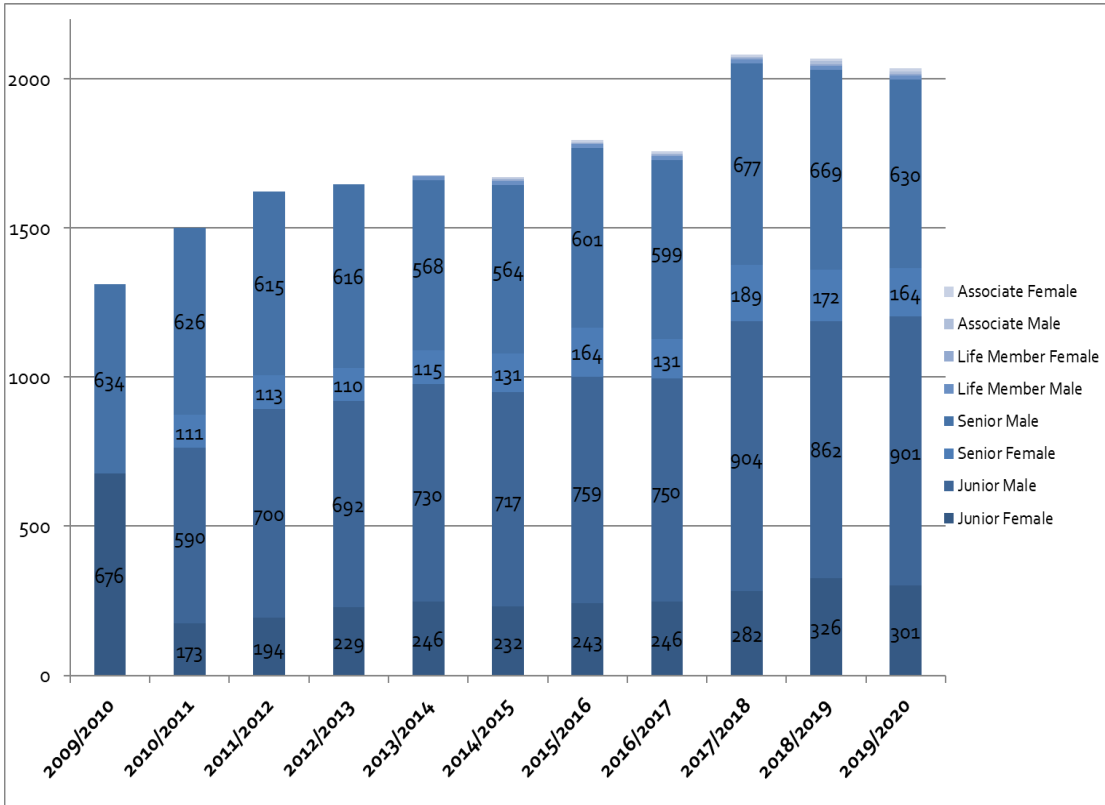
Athlete Pathways



Updated 2020 Judo NSW Strategic Focus from July Summit



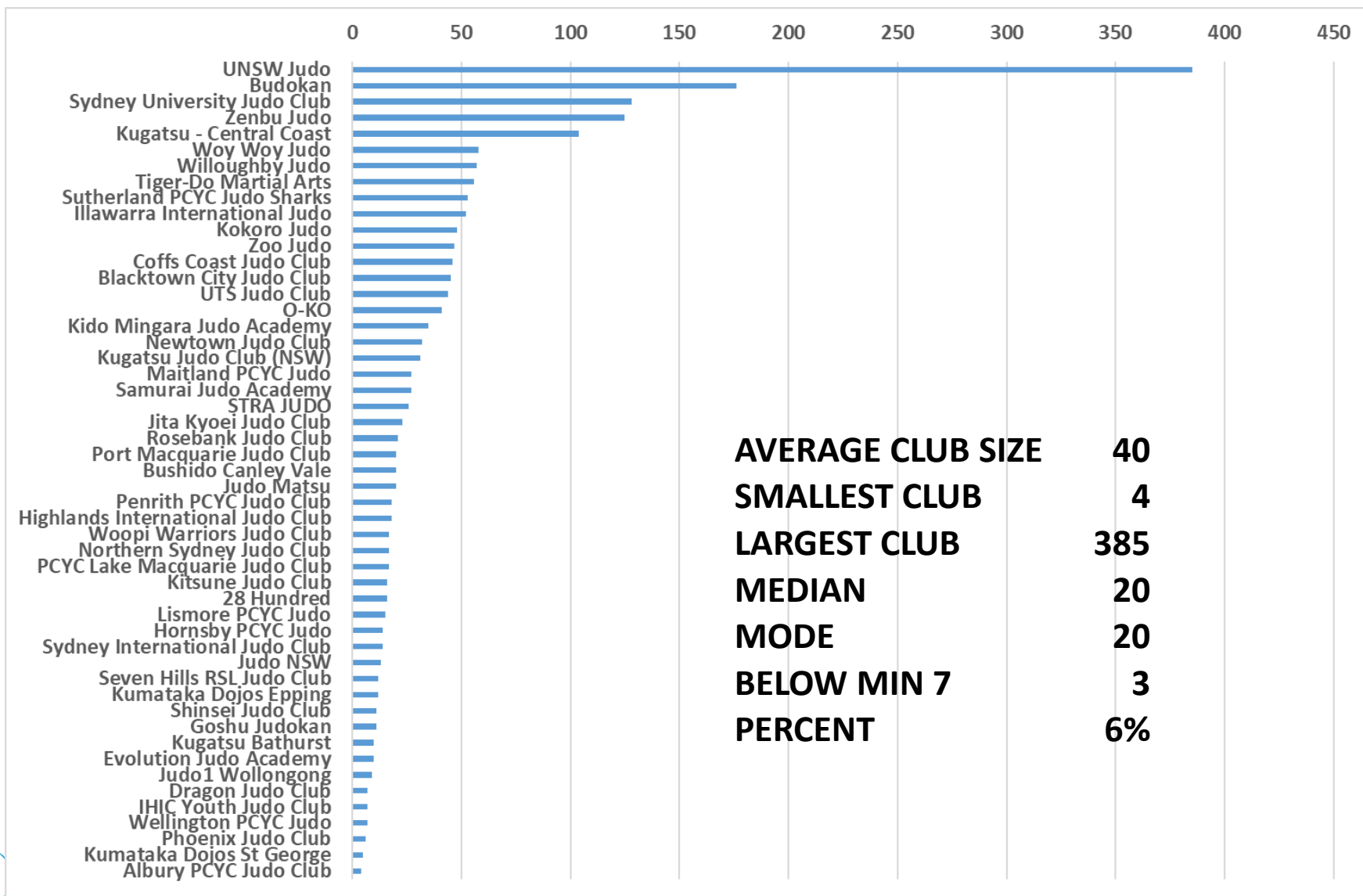
- **“Simplify”** - Stop doing things that don’t add to member growth at both an office and organisational level. Free up resources to spend on growth.
- **“Engage”** - Engage more volunteers at all levels by professionalising the volunteer role to attract more volunteers by regular training, communications, talent identification and promotion pathways
- **“Attract”** - Make starting a ‘committed’ Judo Dojo an attractive option for an entrepreneur by offering substantial matching funds to investment-worthy self starters. Build in club growth / management training to coach accreditation.
- **“Renew”** - Our (well functioning) board is getting long in the tooth. Use the new structure to find fresh contributors.



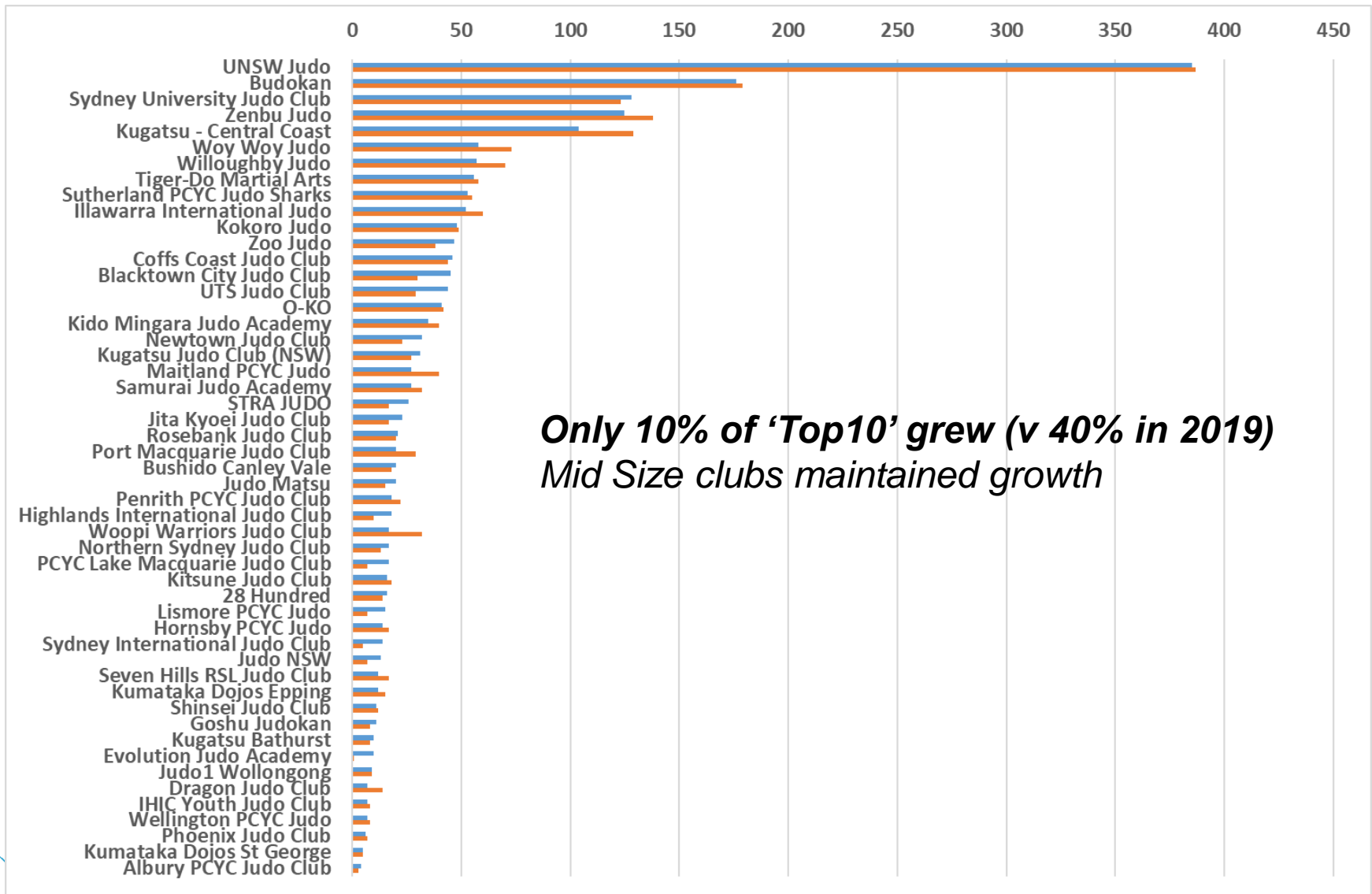
Membership growth (-1.5%) in FY19/20

- Only 3 Qtrs of Operation due to Covid-19
- Clubs (-5%) at 49
 - **New** – Evolution
 - **Exit** – Cooma, Tweed Heads, Northern Beaches, Budo en, St Marks, Dragon
 - **At Risk** – 28 Hundred
- Member growth -1.52%
 - Current (Sep 20) gap – (12.5%) v target +10%
 - Current (Sep 20) Retention Rate 64%
- Registered members = **2036**
- Male = 1554 (76%)
 - Snr 692, Jnr 862
- Female = 480 (24%)
 - Snr 182, Jnr 326
- Other = 2
- YTD (given Covid 19) is stable **1963**

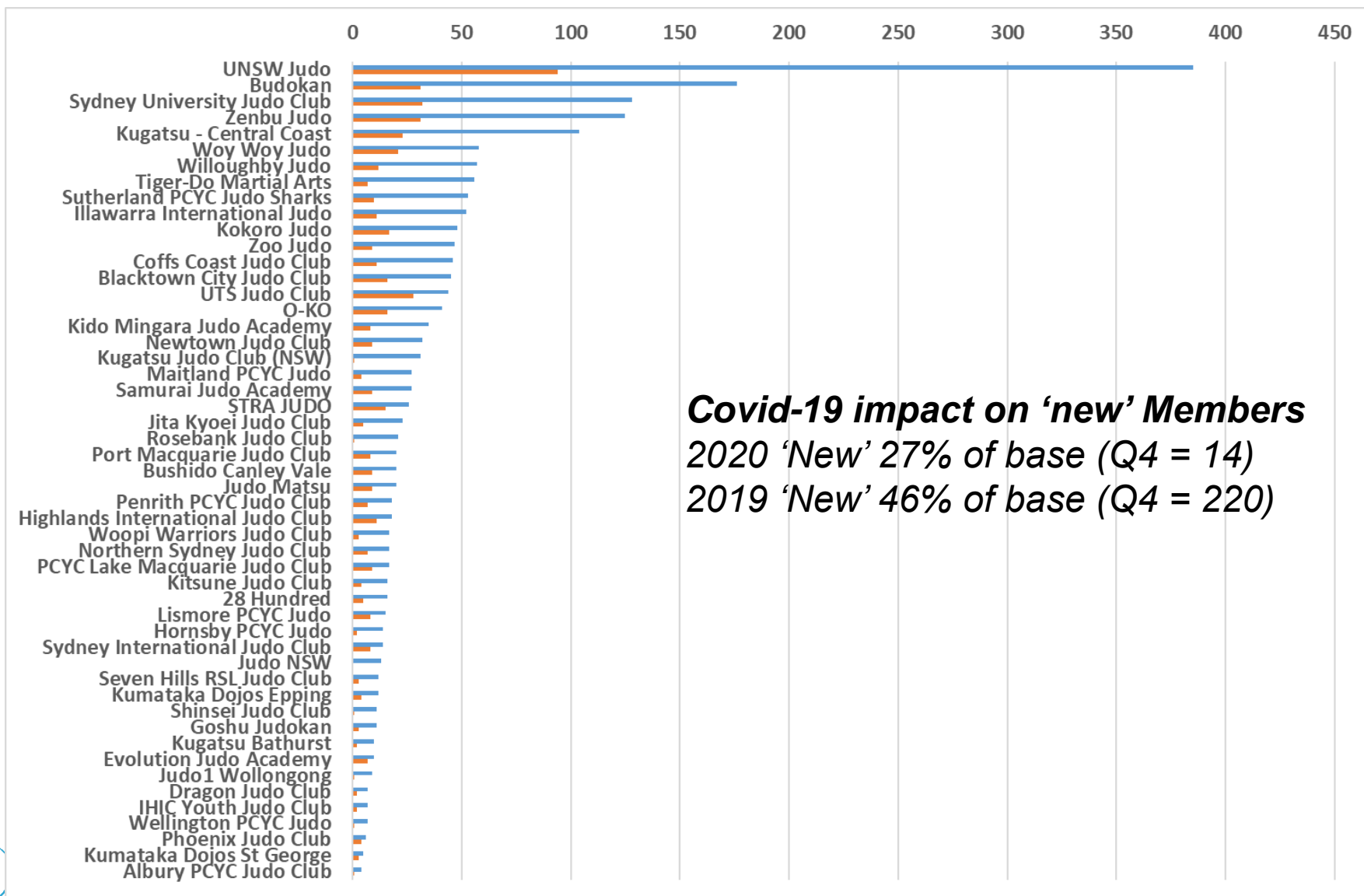
Judo NSW Club *Membership* as at 30 Jun 2020



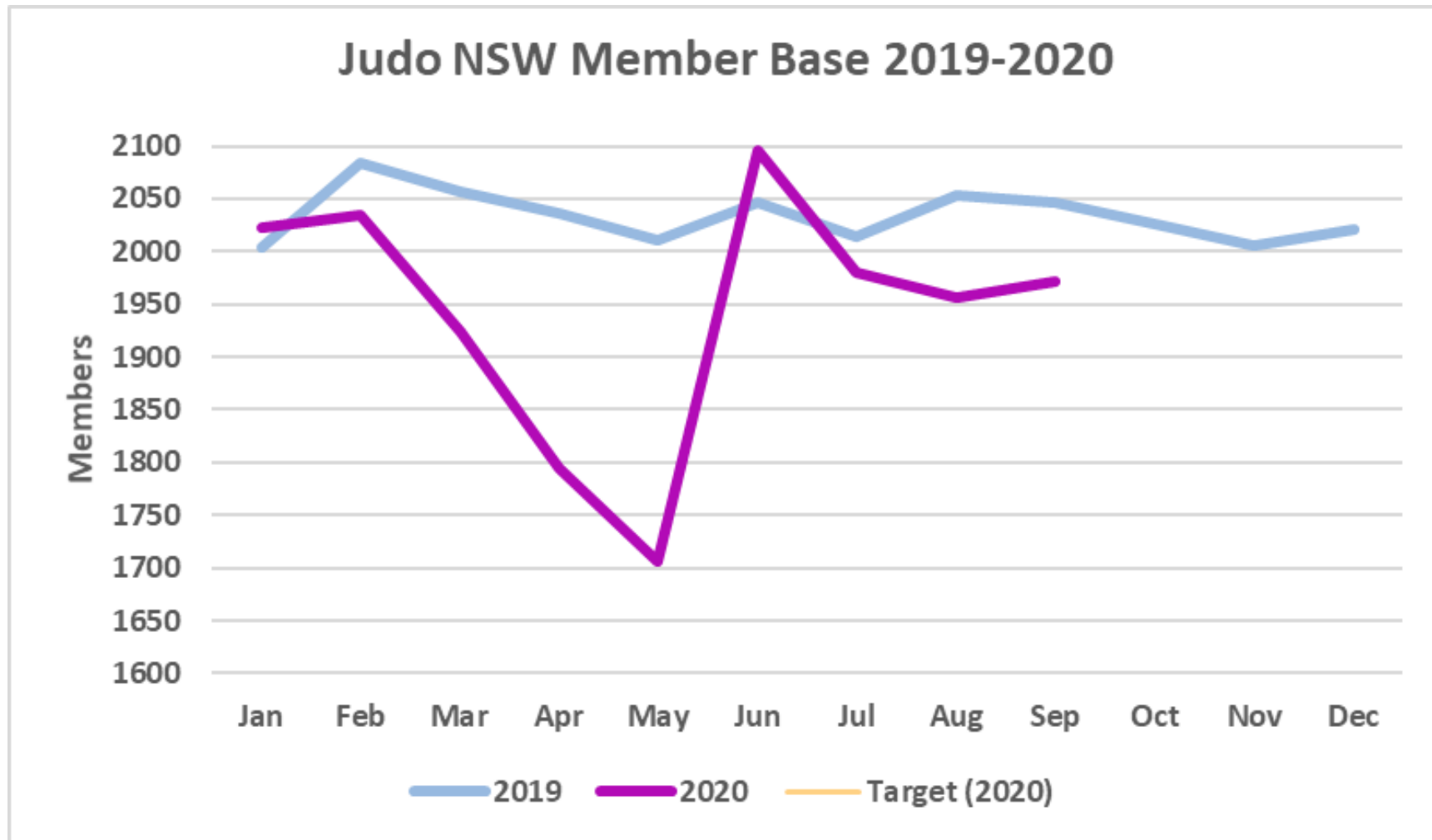
Judo NSW Club *Membership* FY20 V FY19



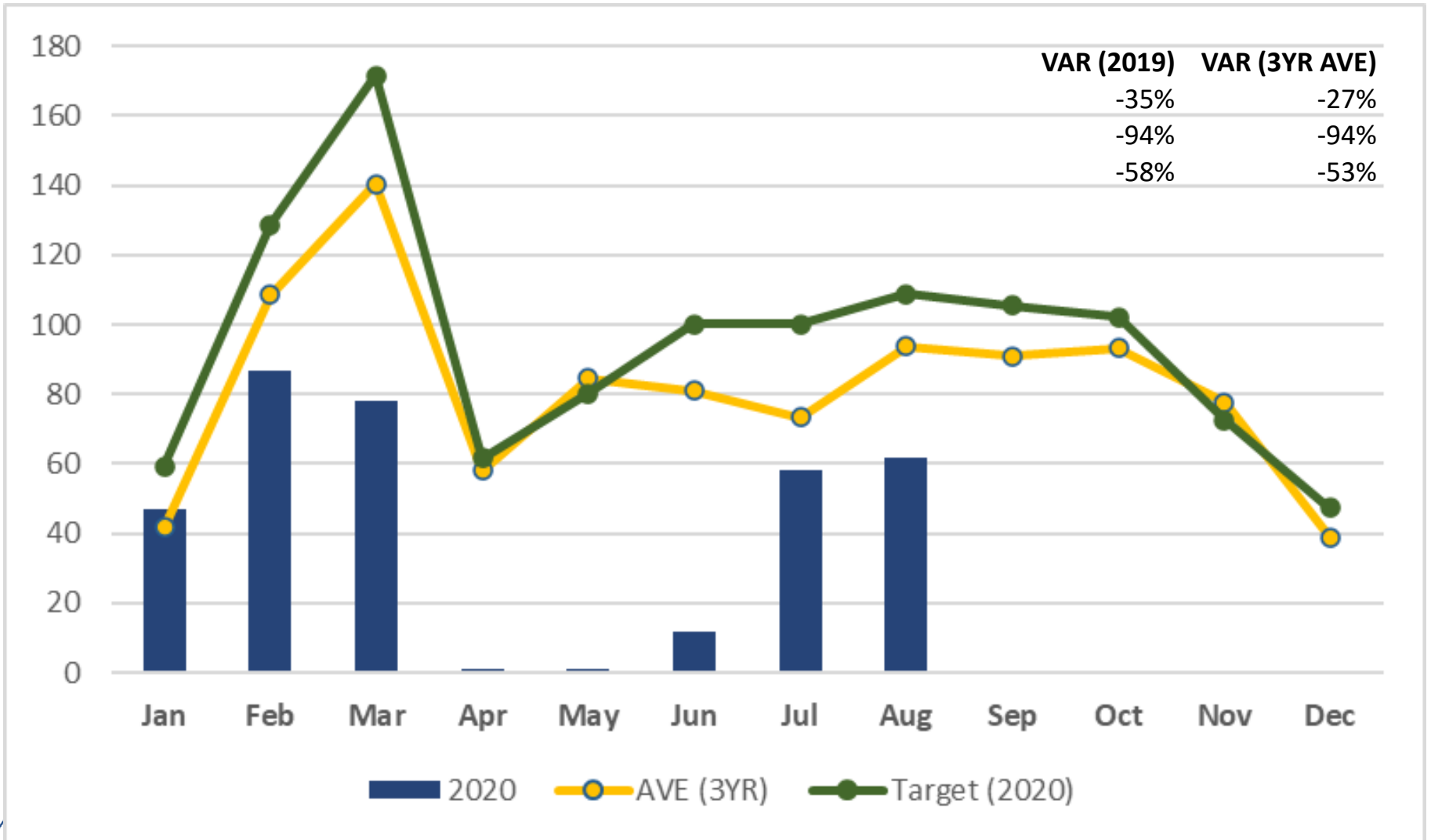
Judo NSW 'New' *Membership* v Base



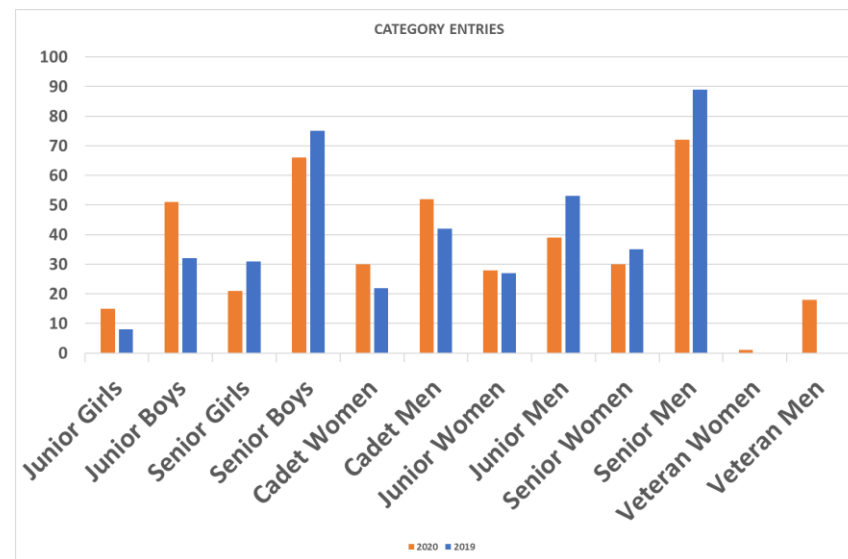
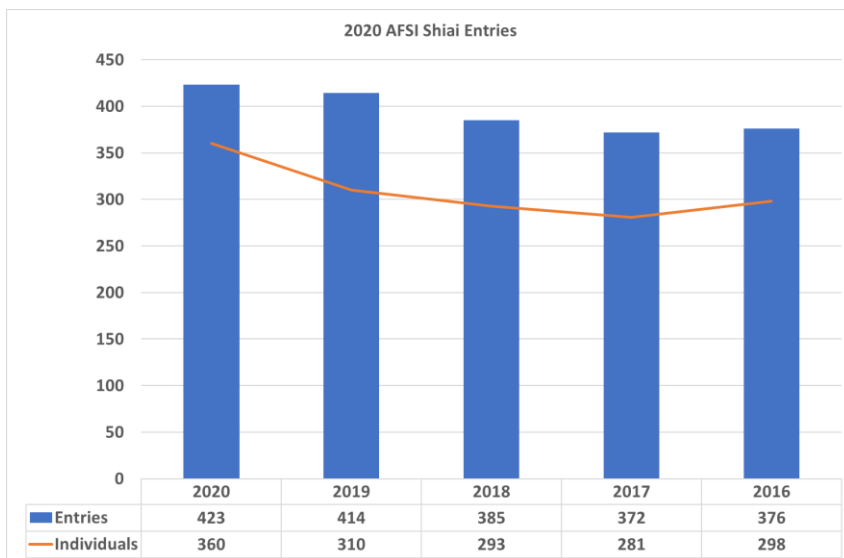
2020 Judo NSW Membership Performance



New *Membership* impacted C-19 now approx. -35%



2020 AFSI – 423 - Entries +2.2%*



Tournament Sessions	2020	2019	2018
Session 1 - Cadet (U18s), Juniors (U12s), Veterans & NLs	167	113	127
Session 2 - Junior M/W (U21) & Senior B/G (U15s)	154	186	166
Session 3 - Senior M/W	102	124	94
Juniors Excluding Cadets	153	146	153
Cadets	82	64	64

* Entries before Withdrawals – 2020 had 31 entry withdrawals from 18 athletes

2020 AFSI "FightFinder" Initiative



- We just invented a new Video tool for Judo - "FightFinder" - Go straight to the video of your fight at the Sydney International
- <https://www.judonsw.com.au/search-fights/>
- Coaches - Check your Students!
- Winners - Share your video with Granny!
- Not-Winners - Improve your technique!

**Watching 8 hours of YouTube
to see a 30 second fight?**



**Not with *Fight Finder*
...The easy way to watch
Judo**



2019-2020 Dan Gradings



2019 Year End Dan Grading - 5 Shodan 3 Nidan 1 Yondan

2020 Mid Year Dan Grading Cancelled due to Covid-19

2020 Year End Grading likely to be large!

Judo NSW Coach Accreditation



Judo NSW has 139 accredited Coaches (7% of Membership) plus 62 expired Coaches

- Assistant Coach 9
- Coach Judo 50
- Senior Coach 0
- NCAS Level 1 (Coach Judo) 71
- NCAS Level 2 (Senior Coach) 9

Only 1 course so far in 2020 due to Covid-19

JA focus on Senior Coach required

Strong NSW contingent at IJF Course (Nov 19)

- 12 NSW participants - 2 courses (L1 & L2)
- One week of nage-waza, ne-waza & kata
- Top International coaches
- Alignment with JA CAF requires some work



NSW athlete development pathway now supports Junior & Senior categories



Junior Squad

- Pre Covid-19 attracting large numbers >50

Sydney HP HUB

- Commenced sessions
- Actively promoted on FB
- Ivica Pavlinic Appointed as Coach
- Under direction of JA High-Performance Program



JA Sydney Hub momentum pre-Covid-19



Development Focus

Volunteers

Female Participation

LGBTQI Diversity

Referee capacity

Focus on volunteers to improve execution capacity



Judo NSW has 87 registered volunteers

- In progress
 - RevSport categorization etc

Appointed Volunteer & Participation Director (Felipe GREZ)

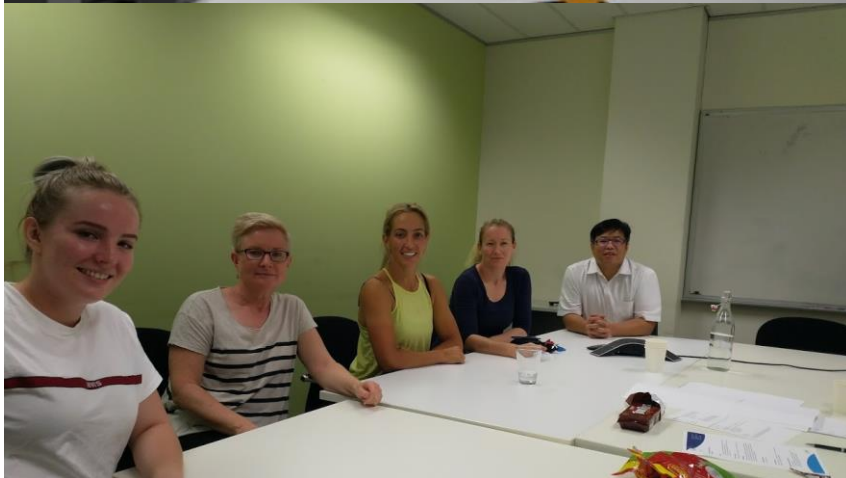
- In progress
 - Recruiting Volunteer Manager (P/T)
 - Volunteer Committee
 - Recruiting Risk and Compliance Advisor

Leadership Development Program

- In progress
 - Year 2 intake



Diversity - Female Development Team



Members

- Amber McIndoe, Yvonne Floudas, Belinda McIndoe, Eric Hong, Tony Pritchard, Christina Adams, Phil McD.

Bi-monthly - Team Meetings

- Ideas/Discussion
 - Monthly Female Training Sessions
 - Judo NSW 'product' and 'pricing' review to support episodic participation and remove barriers
 - Female specific questions in the next round of Judo NSW member surveys
 - Focus on Celebrating Women's Achievements including video storytelling
 - Female focused Marketing Strategy to address both acquisition and retention

Activities

- IWD Session (8 Mar)
- In-progress - monthly training sessions

Diversity - Pride In Sport Partnership



\$45k Grant to implement:

- Community driven and well supported mental health initiative.
- Deliver mental health and wellbeing benefits to individuals.
- Establish connections between community sporting clubs and mental health organisations for ongoing referral and support pathways.
- Promote resilience in the sporting sector or among local sporting clubs in regional, drought affected communities.
- Currently seeking resources for Pride in Judo Operational Committee
- Inclusion Awareness – Zoom Workshops (Oct-Nov 2020)



Referee Recruitment and Engagement



'Art of Refereeing' video

- Why Referee
- 2020 Sydney Int'
- Online promo - FB & Web Home Page

Grading Policy review

- include Referee requirements for Kyu Grades

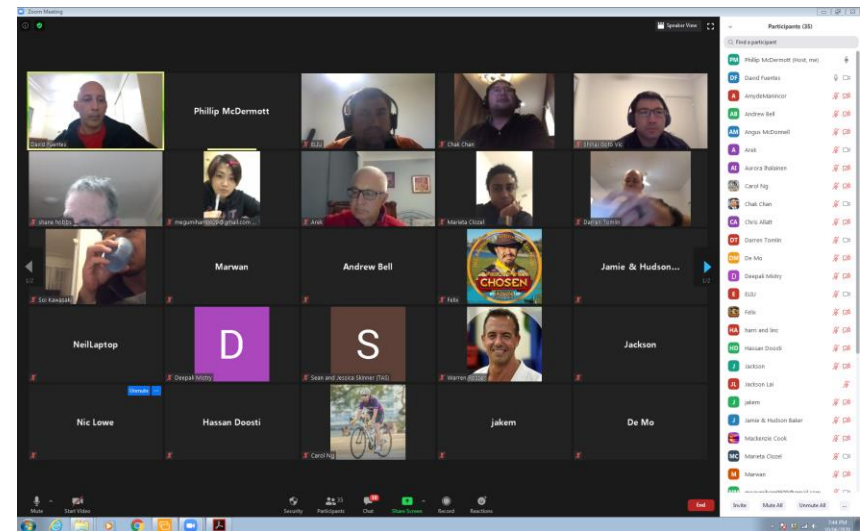


Zoom Session 10 Jun

- 38 participants
 - 27 from NSW,
 - 7 from Queensland
 - 3 from ACT, and 1 from Tas.

Online Referee Test

- Using JA Elearning portal



Referee 'Pipeline' Development



Referee Accreditations set-up on RevSport

- 33 Referees (1.6% of base!)

Referee Course (Aug)

- 11 Participants

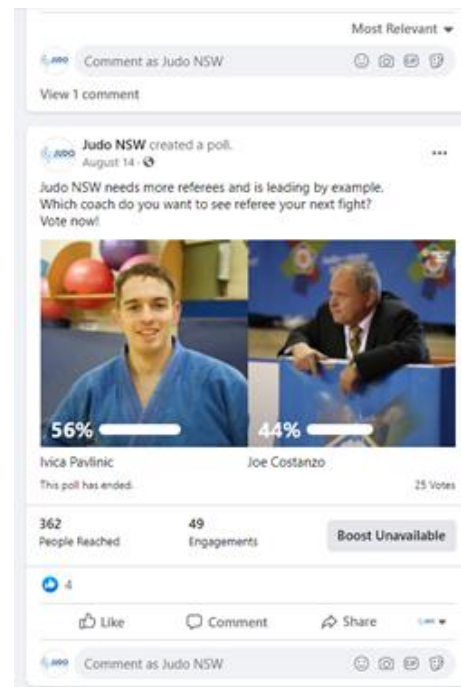
JA Launched Referee Accreditation

New rules for 13 y.o. Judoka

- Jan 2021 - must referee at 2X in year to be eligible to compete

Leading by example Program

- Vote for 'referees'



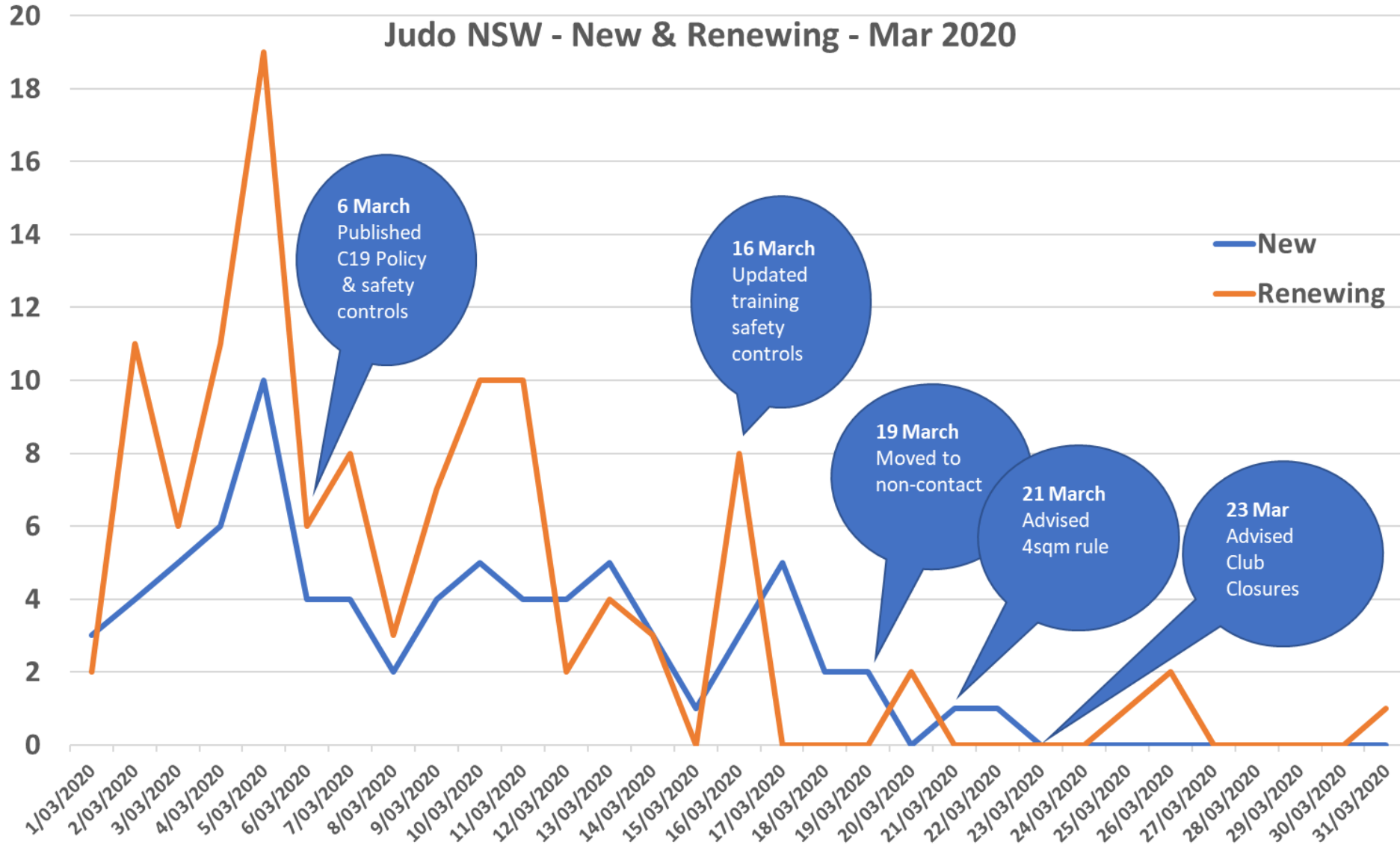
Level	Members
Emerging	2
State C	7
State B	7
State A	3
National C	1
National B	4
National A	0
OJU C	0
OJU B	0
OJU A	1
IJF B	4
IJF A	4
Total	33

Covid-19 Response

C19 impact on Membership



Judo NSW - New & Renewing - Mar 2020



Judo NSW Initial C-19 response & club engagement



6/3 – C19 Policy & Safety controls

16/3 – Updated Policy & Safety controls

21/3 – Establish Facebook - Jobs for Judo

23/3 – Judo NSW club closure request

23/3 - \$150k relaunch commitment

30/3 – Club C19 impact input to Govt

31/3 – Updated clubs on JobKeeper

14/4 - Office resource & cost reduction

17/4 – Announce Club & Member Support

20/4 – Relaunch Planning & Workshops

27/4 - Timeout Talks - Series for Sport

28/4 - NSW Community Sports Awards

06/5 - Online Infection Control Training



Size segmented Covid-19 Workshops with focus on club dialogue & shared ideas & issues



1



2



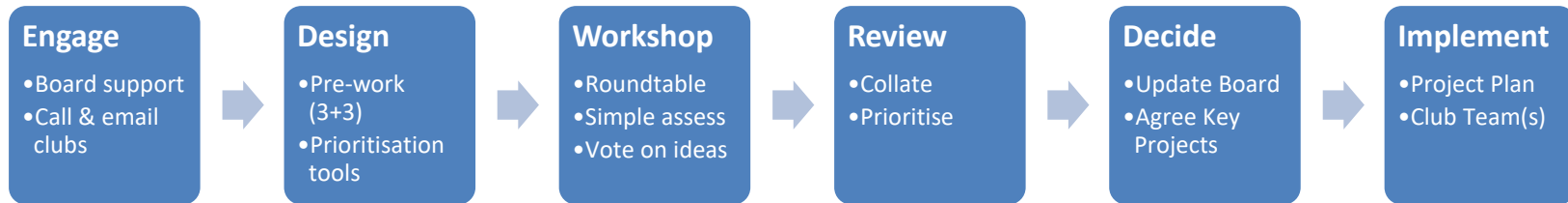
3



4



Workshop Guide & Process



The **purpose** was to ‘workshop’ Judo NSW club ideas and priorities to support the post Covid-19 relaunch of Judo in NSW.

We wanted to identify and prioritise two things.

- Top three (3) key club ideas and activities that will be critical to get new and existing members into your dojo and on the mat training?
- Top three (3) areas that you will be looking for support from Judo NSW to enable the above or want us to be doing as your State Sporting Organisation.

Workshop process:

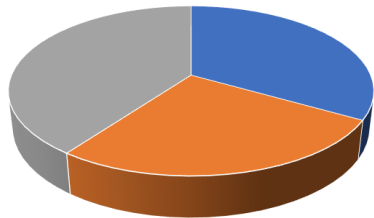
- Introduction (5 mins)
- Each participant to outline the 3 club ideas/activities and the 3 Judo NSW support requirements (5mins each – Total 30 mins)
- Group Activity 1 – prioritise the 3 top club ideas/activities (10-15 mins)
- Group Activity 2 – prioritise the 3 Judo NSW support areas (10-15 mins)
- Wrap-up & Next Steps (5 mins)

Majority club mindset on actual launch activities



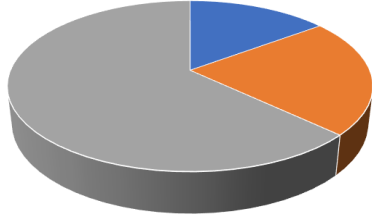
85 club activity ideas generated – engagement ‘focus’ relative to club size

W1 - Club Activity Focus



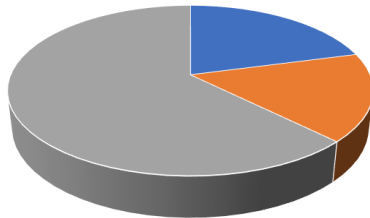
■ Engagement ■ Pre-Launch ■ Launch

W2 - Club Activity Focus



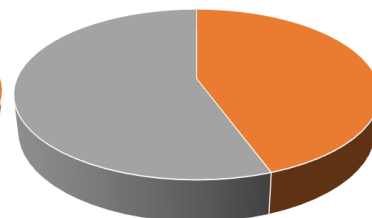
■ Engagement ■ Pre-Launch ■ Launch

W3 - Club Activity Focus



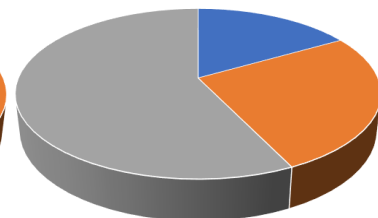
■ Engagement ■ Pre-Launch ■ Launch

W4 - Club Activity Focus



■ Engagement ■ Pre-Launch ■ Launch

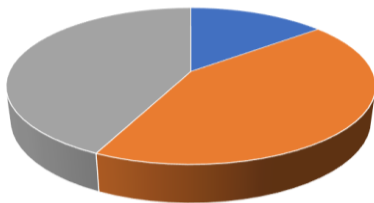
Total Club Activity Focus



■ Engagement ■ Pre-Launch ■ Launch

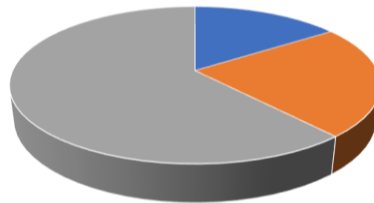
71 JNSW support areas identified – key ‘focus’ on ‘launch’ support

W1 - JNSW Support Area



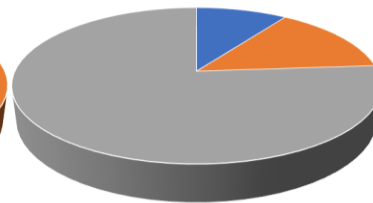
■ Engagement ■ Pre-Launch ■ Launch

W2 - JNSW Support Area



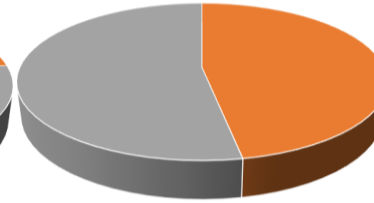
■ Engagement ■ Pre-Launch ■ Launch

W3 - JNSW Support Area



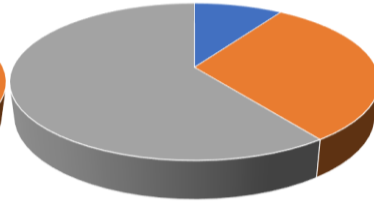
■ Engagement ■ Pre-Launch ■ Launch

W4 - JNSW Support Area



■ Engagement ■ Pre-Launch ■ Launch

Total JNSW Support



■ Engagement ■ Pre-Launch ■ Launch

Broader JNSW support areas identified – eg rent, JA HP Program

Relaunch Actions & Focus



- Updated (LEVEL C) Judo NSW C-19 Safety Plans
- C-19 Safety Plan Zoom Briefings with Clubs
- Follow-up with COVID-19 Safety Coordinators on completion of Coach Infection control training
- Coordinate RevSport membership extensions (16 MAR to 30 JUN)
- C-19 Safety Plan 'soft audit' resources
- Announcement of Relaunch and Membership support confirmation
- Announce Judo NSW C-19 Relaunch Support – Reimbursement for Action focus (C-19 Club Hygiene Support)



Four elements of a safe return to sport

- Plan**
Implementing plans, processes and systems to meet government and health requirements, and provide safe sport environments.
- Prepare**
Ensuring safe facility and participant practices, like hygiene practices, attendance registers at training and limiting shared equipment as much as possible.
- Respond**
Being prepared for management of a COVID-19 outbreak, noting things can change quickly in your local area.
- Recover**
Consideration of protocols to optimise good public and participant health into the future.



Implemented Judo NSW C-19 Reimbursement Program



- Hygiene Protocols Support Program - for the purchase of Covid-19 related safety and hygiene equipment.
- The reimbursement ranges from \$100 to \$1000 based on the membership.
- Eligibility:
 - Completion Certificate of Infection Control Training
 - Copy of your Judo Club's Covid-19 Safety Plan
 - Itemised Tax Invoice for Covid-19 safety and hygiene related purchases.



ATHLETE COVID-19 GENERAL RESPONSIBILITIES

DO NOT ATTEND ANY CLUB OR JUDO NSW TRAINING SESSION IF UNWELL
 If any signs/symptoms of cold, flu, COVID-19 or any other illness
 - treatment record your team
 - provide health/travel certificates for attending the participant to resume judo training
 - sign any relevant certificates acknowledging that participation is at your own risk

ARRIVE READY TO TRAIN - GET IN, TRANK, GET OUT:
 - Adhere to general hygiene protocols before, during and after training as appropriate
 - Only use the common Judo greeting and no physical greetings (hand shaking, high fives etc.)

SEEK HELP IF YOU HAVE ANY MENTAL HEALTH AND WELLBEING CONCERNS
 - All Judo govt need to reach out to: <https://healthline.gov.au/>
 - Beyond Blue: <https://www.beyondblue.org.au/>

MAINTAIN YOUR PERSONAL HYGIENE

SHOWER AND WASH HAIR (at home)
 Wash your hands properly and keep your nails short

KEEP YOUR PERSONAL EQUIPMENT CLEAN
 - JudoGi and personal equipment washed properly prior to each session
 - Disinfect your mat/bags
 - Disinfect your bag
 - Wash your water bottle
 - Restock your sanitary kit (handwipes, perfume, tissues etc.)

AVOID COUGHING, CLEARING NOSE, SPITTING ANYWHERE NEAR THE MAT AREA
 - Cough or sneeze into your arm or a tissue and put the tissue in the bin straight away
 - Wash your hands with soap and water for at least 20 seconds afterwards

JUDO NSW

BEFORE TRAINING

SHOWER AND WASH HAIR (at home)
 Wash your hands properly and keep your nails short

ENSURE JUDO EQUIPMENT IS WASHED PROPERLY TRACKSUIT, JUDO GI, OTHER EQUIPMENT
 Have a bag that is big enough to contain disposable tissue papers, handwipes, gel/foam, pot or sippers, water bottle, information containing contact details (phone)

Go to the bathroom before training session

SOCIAL DISTANCE TO BE MAINTAINED IN TRAINING AREA
 - Do not allow to know where they can change and take
 - Take the tracksuit off, before which they wear the judogi, taking it carefully and placing it in their bag before with the rest of their
 - Athletes place bags in assigned location
 - Athletes put zori/slippers on tatami edge
 - Athletes sit on the tatami legs to exterior ready awaiting gel/foam to feet and then to hands
 - Instructor ADR assistant accompanies any athletes who require special attention

AFTER TRAINING

ATHLETES APPLY SANITISER TO THEIR FEET
 - Gel on the soles of feet
 - Wipe sanitary kit and bottle to bag

ATHLETES PUT THEIR TRACKSUIT ON TOP OF JUDO GI
 - Athletes put on shoes
 - Put away their possessions in bag
 - Wash Instructor's sanction/leave
 - Athletes to put their personal accompanying person

ATHLETES CLEAN HANDS BEFORE LEAVING DOJO
 - Wash hands with soap and water

MINORS MUST WAIT FOR INSTRUCTOR OR PERSON IN CHARGE TO AUTHORISE THEM TO LEAVE
 - No just from accompanying person

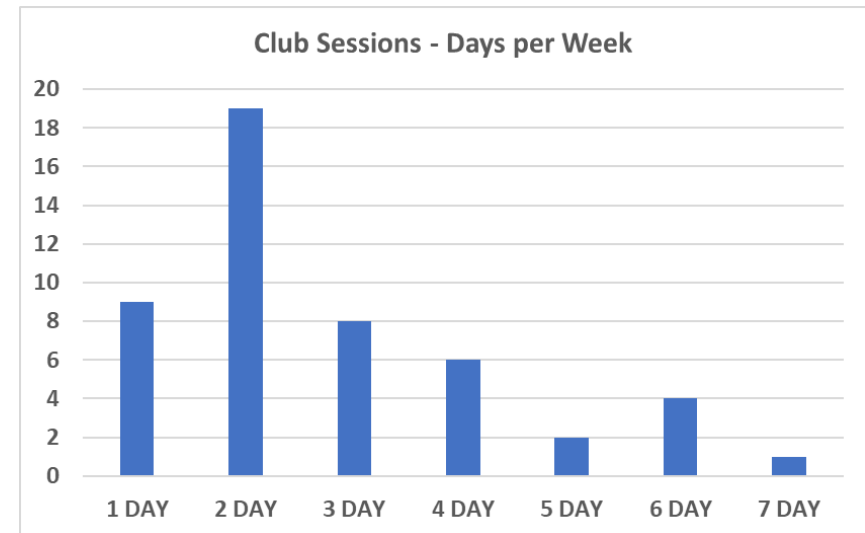
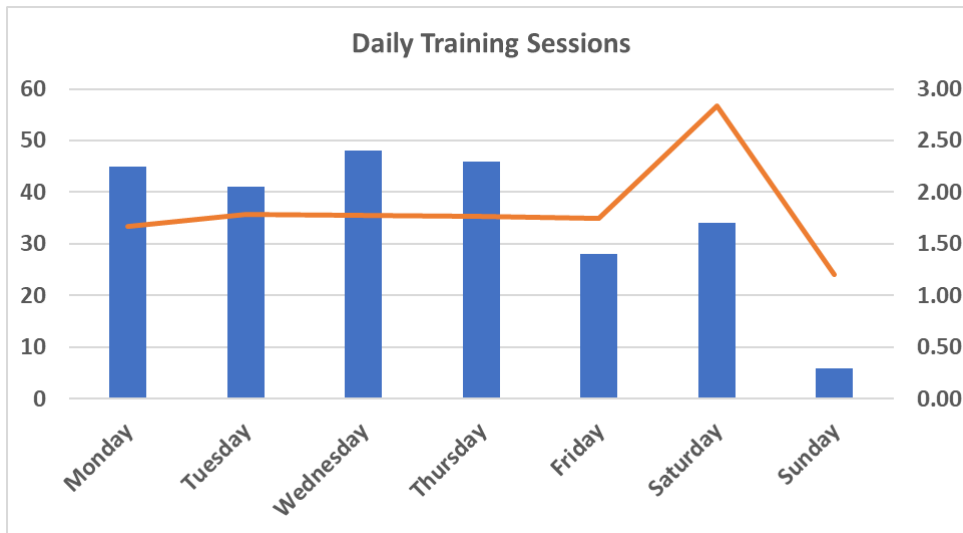
TAKE A SHOWER (at home)
CLEAN & DISINFECT YOUR JUDO GEAR
 Wash your judogi
 Disinfect your tracksuit
 Disinfect your bag
 Wash your water bottle

RESTOCK THE SANITARY KIT
 Handwipes, perfume, tissues etc.

JUDO NSW

C-19 Hygiene Protocols impact will be >\$12.4k per week

- Assumes 1 hour (@\$50/hr) to complete cleaning of mat & any equipment before (30 min) and after (30 min) each training session
- Protocols derived from NSW govt information and IJF Recommendations
- Excludes cost of materials
- Excludes cost for cleaning of common areas – showers, changing rooms etc

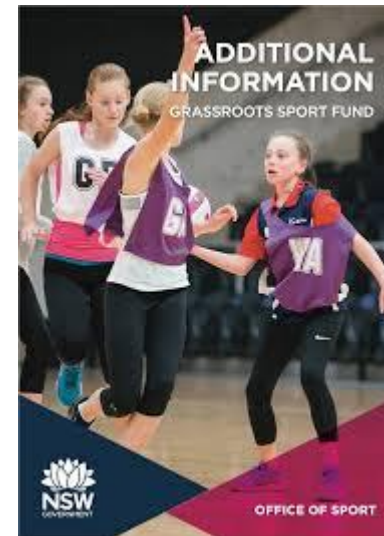


OOS – SSO Grass Roots Package - \$115k



Deliverables COVID-19 related funding used for:

- Essential operating costs to keep core services functioning during the crisis and beyond;
- Equipment or other resources to enable new ways of working during the crisis and beyond;
- Support related to immediate business planning needs;
- Other demonstrable costs that cannot be deferred, refunded or claimed via insurance.



OOS Grassroots Club Sport Fund



- Part of the NSW Government's Community Sport Recovery Package.
- one-off grant of up to \$1,000 to around 30 eligible local clubs
- The Fund will be administered by Judo NSW, with support from the Office of Sport.
- 29 Judo NSW Clubs paid by Fri 31 July



'Closed' Club Tournament Opportunities for Senior Grades



How it Works

- Club proposing to conduct the tournament first seeks approval from Judo NSW prior to conducting the tournament.
- Closed Club tournaments are limited to current financial members of the Judo Club conducting the tournament.
- All contestants must be current financial Judo NSW members and have a recognized grade with Judo Australia.
- Officiated by recognized Judo NSW Referees with current IJF referee contest rules etc
- All tournaments must be conducted on standard (IJF) tatami and must have a minimum of 6x6 metre contest mat area and an adequate safety throw-off area.
- Completed contest record sheets and results must be provided to Judo NSW within 1 week of the tournament.



Awards & Recognition

2019 Awards Dinner Volunteer focus



Volunteers

- Jai Naidoo (Club)
- Matt Carpenter (Event)
- Huxley Biala-Learmonth (Young)

Coaches

- Ivica Pavlinic (Talent)
- Melissa Seikot (No-Limits)
- Gaby Marosz (Community)

Referees

- Hassan (Armin) Hosseini
- Matt Lipman

Clubs

- Zenbu (Performance)
- Rosebank (School)
- UNSW (Community)

Sue Williams Award

- Sung Min (Leo) Lee (Zenbu)





Sport NSW

NSW Sports

2019 NSW Sports Award
Finalist



Coach of Year
Joe COSTANZO



2019 National JA Club & Athlete Awards



NSW gained three Awards

- **Most Outstanding Club** - UNSW Judo Club
- **Best Regional Club** - Kugatsu - Central Coast
- **Most Improved Participation** - Kugatsu

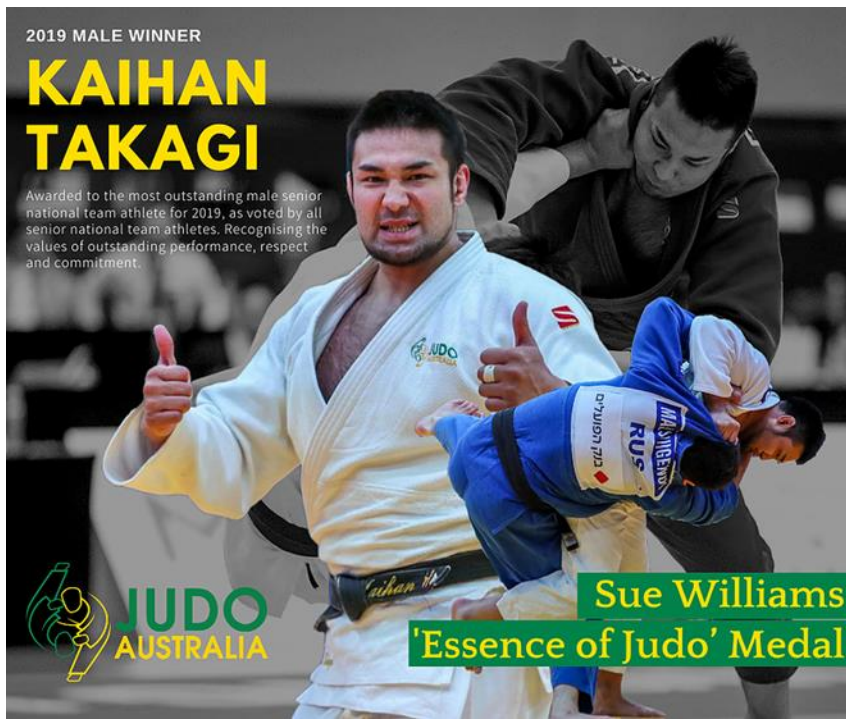
Sue Williams 'Essence of Judo' Medal - Kaihan Takagi (Zenbu)

- recognising outstanding performance and the values of respect and commitment


2019 MALE WINNER

KAIHAN TAKAGI

Awarded to the most outstanding male senior national team athlete for 2019, as voted by all senior national team athletes. Recognising the values of outstanding performance, respect and commitment.



Sue Williams 'Essence of Judo' Medal



2020 Community Sports Awards – 3 Finalists & 1 Long Service Award



- **David Fuentes** – Community Official
- **Lisa Lee** – Community Administrator
- **Rob Katz** – Community Coach
- **Nigel Fricker** – Long Service Award
- >500k NSW sporting volunteers every year
- ‘sport would not exist without them’
- 10 categories with >200 nominations

Athlete Performance

NSW above per capita rate in National Athlete & Coach Selections



- 2019 Cadet World Championships (Sep - Kazakhstan) - 3 NSW Athletes (30%)
- 2019 Senior World Championships (Aug - Tokyo) – 4 NSW Athletes (36%)
- 2019 Junior World Championships (Oct – Morocco) 4 NSW Athletes (40%)
- Senior Oceania Open (Nov 2019 – Perth) – 14 NSW Athletes (42%)
- Cadet European Tour (26 Feb - 11 Mar) 7 NSW Athletes (54%)
- 38% NSW of 2020 National Coach Selections

A photograph of the 2020 National Coaching Team. A coach in a yellow and black jacket is talking to a female athlete in a white judo gi. In the background, other athletes and a judge are visible.

2020 National Coaching Team

Cadets	Juniors	Seniors
Moe Sakio (ACT)	Kylie Koenig (NSW)	Maria Pekli (JA)
Ivo Dos Santos (VIC)	Joe Costanzo (NSW)	Daniel Kelly (VIC)
Catia Maia (WA)		Gavin Kelly (NSW)



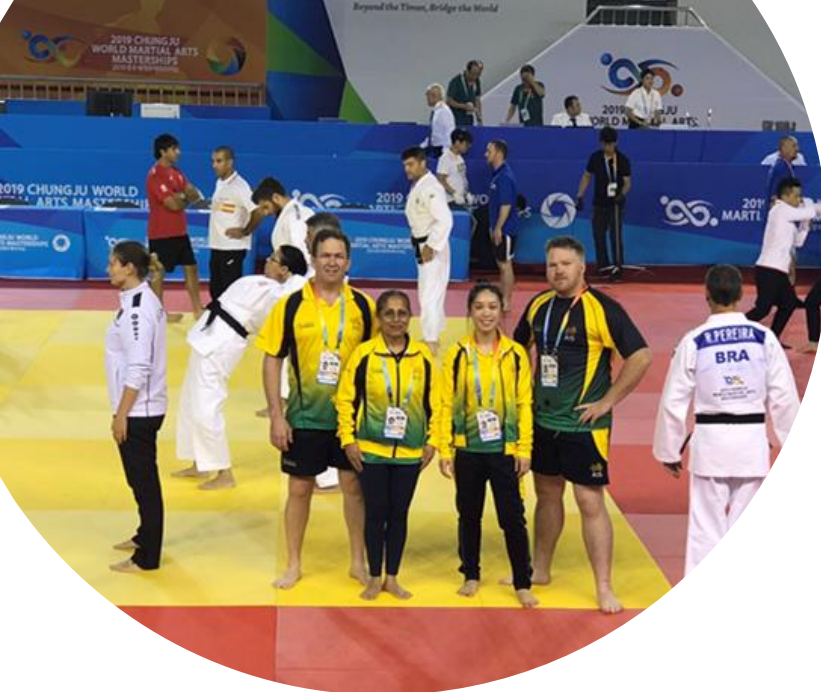


2019 Senior World Championships - Tokyo

- **Tinka Easton (U52)**
 - R1 – Anestor (HAI) – 2X Waza-ari
 - R2 – Perenc (POL) – Waza-ari (L)
- **Josh Katz (U60)**
 - R1 - Bye
 - R2 – Quillotes (PHI) – GS
 - R3 – David (ISL) – GS
 - R4 – Lutfillaev (UZB) – Ippon (L)
- **Nathan Katz (U66)**
 - R1 - Bye
 - R2 – Niniashvili (GEO) - Waza-ari (L)



2019 World Kata Championships - Chungju



Greg Cadorn & Mat Holmes

- KDK Goshin Jutsu
- 83 pairs from 29 countries competed in five kata.



2019 Cadet Worlds - Almaty

- Leo **LEE** – 5th Place

highest placing so far for an Australian athlete at the Cadet World Championships since its was first introduced in 2009

- R1 BYE
- R2 (W) ROSA (BRA)
- R3 (L) SUGAWARA (JPN)
- REP1 (W) ANGLIONIN (FRA)
- REP2 (L) ONOPRIENKO (RUS)

- Saskia **BROTHERS**

- R1 BYE
- R2 (L) KURCHENKO (UKR)

- Danny **VOJNIKOVICH**

- R1 (L) TALIBOV (AZE)



2019 Junior Worlds - Morocco



- Abigail **PADUCH** - **7th place**
 - R1 BYE
 - R2 (W) Khusanova (UZB)
 - R3 (L) Faber (GER)
 - REP1 (L) (CRO)
- Uros **NIKOLIC**
 - R1 (L)



Team NSW at 2020 AIS Futures & 2020 "Next Generation" Training Camps



AIS Camp for aspiring Junior athletes (66)

- 'to get a taste of what elite level judo life is like'
- **NSW Coaches** - Kylie Koenig, Ivica Pavlinic, Amber McIndoe, Nigel McClifty
- **NSW Athletes** - 11 Male & 4 Female

NSW Athletes to Next Gen Training Camp in Japan

- **NSW Coaches** – Joe Costanzo
- **NSW Athletes** - 5 Male & 2 Female



2020 IJF World Circuit



- Dusseldorf (GER)
 - J Katz – R1 L to GEO
- Rabat (MAR) 6-8 Mar
 - J Katz
 - N Katz
 - T Easton
 - K Oz

CANCELLED – COVID 19



2020 Cadet European Tour



Events

- Cadet European Cup – Antalya, Turkey, 29 Feb – 1 Mar
- Cadet International Training Camp – Antalya, Turkey, 2 – 4 Mar
- Cadet European Cup – Zagreb, Croatia, 7 – 8 Mar
- Cadet International Training Camp – Zagreb, Croatia, 11 – 13 Mar
- Cadet European Cup – Zagreb, Croatia, 14 – 15 Mar
- Cadet European Cup – Zagreb, Croatia, 16 – 17 Mar
- Cadet European Cup – Zagreb, Croatia, 18 – 19 Mar
- Cadet European Cup – Zagreb, Croatia, 20 – 21 Mar
- Cadet European Cup – Zagreb, Croatia, 22 – 23 Mar
- Cadet European Cup – Zagreb, Croatia, 24 – 25 Mar
- Cadet European Cup – Zagreb, Croatia, 26 – 27 Mar
- Cadet European Cup – Zagreb, Croatia, 28 – 29 Mar
- Cadet European Cup – Zagreb, Croatia, 30 Mar – 1 Apr

Athletes

- NSW Judo Club – 13 (54%)
- NSW Judo Club – 7 (29%)
- NSW Judo Club – 1-6 (17%)
- Sophie Lokhee-Macmillan
- Dylan Katz
- Liam McClifty
- Jad Reda
- Ryan Koenig
- Kevin Tarighat
- Danny Vojnikovich

CANCELLED – COVID 19