

The mission of NAWGJ is to provide professional development for its members and to support and promote women's gymnastics in the United States.

**NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES
NATIONAL GOVERNING BOARD MINUTES
July 7-10, 2021
Seattle, WA**

Tuesday, July 7, 2021 (NGB voting members)

Call to Order

The meeting was called to order by President Catherine Batsche at 12:45 p.m. PDT. After welcoming and thanking everyone for their hard work, she called for a roll call for the record. All members present.

President: Catherine Batsche
Vice President: Ann Heppner
Director of Finance: Robin Ruegg
Secretary: Denise Green
Region 1: Teresa Barnard
Region 2: Priscilla Hickey
Region 3: Marilyn Blilie
Region 4: Robin Smith
Region 5: Debbie Campbell
Region 6: Pat Panichas
Region 7: Bonnie Synol
Region 8: Diane Thompson

Welcomed new members

Teresa Barnard, Region 1 RJD
Priscilla Hickey, Region 2 RJD
Denise Green, Secretary

Conflict of Interest/Confidentiality Agreement forms: Obtained electronically from all members of NGB. State Judging Directors and State Governing Board members will also send forms electronically to Ann Heppner, NAWGJ Vice President.

MOTION: Marilyn Blilie

I move to approve the minutes from our May 4, 2021 Zoom meeting.

Second: Debbie Campbell

Passed: Unanimously

For the Record

No new elections were held for NAWGJ SJDs or NGB officers.

REPORTS

President's Report-Catherine Batsche

Met with the USAG DP/WTC Joint Committee and gave an annual report May 17th. Met with the Women's Technical Committee on May 18th to discuss proposals for the recertification process of National and USA Brevet judges and additions to the uniform requirements. Both proposals were approved as was our request to revise language in the Code of Points regarding judges' responsibility for equipment (see minutes of the WTC for final wording).

Conducted the NAWGJ Annual Meeting at USAG Congress on June 25th.

Represented NAWGJ on the USA Gymnastics Advisory Council. The Council met virtually on September 22 and in-person on June 25th at National Congress. Members include representatives from: AAU, College Coaches Associations (Men's and Women's), Intercollegiate Gymnastics Clubs, NCAA, Jewish Community Centers, Girls and Women in Sport, High School Federation, Special Olympics, Independent Gymnastics Clubs, Competitive Aerobics, Elite Coaches, Rhythmic, Sokol, Turners, and YMCA.

Represented NAWGJ, along with Lois Colburn, at the NCAA Coaches Virtual Convention on May 6 and 7th and NCAA Post Season Committee on June 9. Also with Lois, met weekly with (1) the Women's Gymnastics Coaches Association and (2) Jason Frederick on Road To National site/JAS.

Met with the Diversity Initiative group throughout the Spring, 2021 along with other board members. They will provide an update for NGB members via Zoom during our Board meeting.

Vice President's Report-Ann Heppner

Elections: Elections were successfully held in 23 states using the new voting system, Election Buddy. The importance of updating profiles on the membership site was reiterated. Discussion was held on clarifying State Governing Board positions. The Election Guide and Operating Code are under review and being updated by the Constitution Committee to decrease duplication of information.

MOTION: Ann Heppner

I move to eliminate the paper process for all elections (all electronic)

Second: Teresa Bardard

Passed: Unanimously

Director of Finance-Robin Ruegg

Reviewed and discussed FY2020 tax return, which will be posted on the National Web site.

Reviewed the Annual budget to ensure financial expenditures are supporting NAWGJ's mission.

Provided a list of goals attained and considerations for the future.

The review of bank signature status will be complete by the 3rd quarter report. Because of the difficulty with opening new checking accounts, future banking models were shared. Discussed the status of electronic document retention.

The Board adopted the recommendation to change the record retention requirement as follows: save records for 3 years plus current year, contracts -7 years minimum, Organization documents (Articles of

Incorporation, minutes, etc. -permanent). Robin also reviewed the per diem process, receipts required, and vouchers. The discussion on Business Models will continue for future consideration.

W-9's are required to issue Form 1099s by Jan 30th each year. This will be an ongoing duty that must be completed in a timely manner.

Per diem rates for Seattle: Breakfast \$18.00, Lunch \$19.00, Dinner \$34.00, Incidentals \$5.00

Secretary Report-Denise Green

Thanks and appreciation to Barb Tebben for her ongoing assistance.

The NAWGJ membership is at 2,151, slightly lower than in 2020. Sixty two percent of our judges are rated Level 10 and above. So far, 15 States have used group renewals with more participating as of this weekend. New fields will be added to the profile page to reflect gender and race/ethnicity. A request was made to RJDs to ask their members to update these fields and their ratings, especially as compulsory testing begins.

The next disbursement report to RJD's will be sent from Robin Ruegg, Director of Finance in August. The Officers Directory was updated to reflect the changes and will be posted on the National Website.

Executive Board Updates

Insurance: We are in good standing and our policy will renew in August.

Legal Consultation: The Executive Board met virtually with a Sports Law Attorney to review our organizational documents, structure, and related questions. Additional information will be provided when we receive a report from the attorney.

Virtual Annual Meeting: Approximately 100 members attended the annual meeting at USAG National Congress. The meeting at USAG Congress is required in our Constitution. A second virtual NAWGJ General membership meeting will be held in August to be accessible to all NAWGJ members.

Regional Reports

Each Regional Judging Director provided a summary of the events that occurred in their Region over the last year. COVID had an impact on many states which limited their ability to have meets and fundraisers. Many positives were reported as NAWGJ members learned new ways to communicate with virtual clinics and meetings.

OLD BUSINESS

National/Brevet Certification/Recertification Overview-Catherine Batsche

The More Education/Less Stress initiative started with the SJD discussions at the National SJD workshop in 2018. The NAWGJ board selected an Ad Hoc Committee of Catherine, Ann, Evelyn C., who was replaced with Robin S., and Marilyn, who met with USAG committees to develop a proposal for the recertification of National Judges and USA Brevet judges. The proposal was approved by the Women's Technical Committee in May, 2018.

Review of 2021 SJD Workshop

The NGB reviewed the agenda for the upcoming SJD Workshop. Annual Reports and Updates, Professional Attire Guidelines, National/USA Brevet Recertification & Updates, Positive Leadership, Zoom with a surprise guest, Joyce Tanac Schroeder.

The Breakout sessions included: USAG and NAWGJ: Working Together; Now, Near, Far: Planning the NAWGJ Agenda for 2021-22 & Beyond; Business: You; Google, Doodle and More; Collegiate Judging: Updates and Feedback; Assigning Practices: Best Practices, Issues, and Collaborations; Sharing Models Across the States: State Governing Boards/Elections/Judges Cup.

COMMITTEE REPORTS

Awards Committee

During the past year, Barb Tebben and Cindy Lord were honored upon retirement from the NGB. The retiring members of the USAG Technical Committee (Carole Bunge, Char Christensen, Marian Dykes, Myra Elfenbein, Linda Mulvihill) were also recognized at the NAWGJ Annual Meeting for the work they have done for our judging community.

Green Flag Award: Winners were named and posted on our website. The National Green Flag Recipient will be chosen from the 2019-2022 recipients and will receive the National Award at our 2023 Symposium.

RFP- Request for Projects: The application for the RFP was updated and posted on the National Website. The deadline for new projects is November 1, 2021. Winners will be invited to present their projects at the 2022 or 2023 NJC Showcase of Champions or the National Symposium..

Patty J. Shipman Team 7 Challenge Awards: Evelyn Paradis reported that she is considering creating team trophies and medals with the Patty J Shipman Logo on them for the NJC Level 7 Challenge meet.

Life Members and Hall of Fame: The recipients will be chosen at our 2022 NGB meeting to be presented with their awards at the 2023 Symposium.

Constitution Committee

The committee is updating the Operating Code and the Election Document to add the new National Historian position, to revise the procedures for using the new election platform, and to update duties of elected/appointed officers. Clarification of appointments and term limits for elected members will be addressed. Financial matters, such as record retention, bank signatures and banking activity will be revised as well. Eligibility and the election process will be streamlined in the election documents as a result of using the new platform, Election Buddy.

Finance Committee

The committee reported that they reviewed the national bank accounts monthly. They updated the Quarterly Financial Report and continued to train elected officers to ensure NAWGJ is fulfilling its fiduciary responsibility. The committee consulted with an accountant, Bob Smith, in regards to non-profit finances and collaborated with the Constitution Committee to provide recommendations/changes to NAWGJ Operating Code financial policies. Robin Ruegg clarified that both the per diem method and the receipt method are acceptable for reimbursement. Because of the difficulty with opening new checking accounts the NGB discussed future banking models. Discussion will be ongoing. The committee is working on a proposal with Helping Hands regarding assistance for new judges. The proposed budget was distributed.

Helping Hands Committee

At the time of the NGB meeting, there were no applications from SJDs for financial assistance for attending the SJD Workshop this year. Forms are available on the national website.

The Helping Hands Committee has been working with the Finance Committee to develop a plan to assist and retain new judges. A survey was sent to the SJDs to determine areas where help is needed. A proposal is being explored to incentivize states to assist new judges. A recommendation will be brought to the January 2022 meeting.

Professional Responsibility Committee

The committee met once and is developing their goals. A draft Conflict of Interest Mitigation Plan was discussed to provide a process to manage potential conflicts of interest. A proposal will be shared at the January 2022 meeting.

NEW BUSINESS

Awards Committee

The Awards Committee will host a Showcase of Champions at the 2022 Judges Cup for RFP winners from 2019 to present their educational projects for judges who volunteer at the meet.

Constitution Committee

The Constitution Committee proposes the following revisions to the Operating Code and Election Guidelines.

1. Add *NAWGJ members* to all officer eligibility documents to clarify existing language in the Operating Code and Election Guide
2. Operating Code, Section IV, C.
All prospective directors and officers shall have been voting members of their respective governing boards for at least one year (12 months). (For SJD's the SGB; for RJD's the RGB; for Executive Board the NGB). Life members and appointed National Directors are also eligible *if they have previously held an elected position and* if they currently hold the appropriate rating.
3. Operating Code: Section IV, J. A member may not serve in any of the following positions simultaneously: State Judging Director, Regional Judging Director, National Office, At-Large Director, or *Regional Collegiate Assignor*. To begin with future appointments and elections.

MOTION: The Constitution committee recommends that the Board accept the proposed changes to the Operating Code and Election Guidelines.

Second: not needed

Passed: unanimously

Finance Committee

MOTION: The Finance Committee moves that we approve the FY Budget 10-31-22.

No second necessary

Passed: unanimous

Motion to adjourn: Bonnie Synol

Second: Pat Panichas

Meeting adjourned at 5:15 pm PDT

RECONVENE THE MEETING 7/8/2021

Call to Order

The meeting was called to order by President Catherine Batsche at 12:15 p.m. PDT. After welcoming everybody, she called for a roll call for the record. All members present.

President: Catherine Batsche
Vice President: Ann Heppner
Director of Finance: Robin Ruegg
Secretary: Denise Green
Region 1: Teresa Barnard
Region 2: Priscilla Hickey
Region 3: Marilyn Blilie
Region 4: Robin Smith
Region 5: Debbie Campbell
Region 6: Pat Panichas
Region 7: Bonnie Synol
Region 8: Diane Thompson
National Collegiate Assigner: Lois Colburn
National Education Director: Janice Eyman
National Historian: Gina Fuller
National Judges Cup Director: Evelyn Paradis
National Librarian: Judy Dobransky
National Website Director: Brenda Eberhardt

Welcome At-Large Directors

Welcome Gina Fuller, National Historian

DIRECTOR REPORTS

Collegiate Assigner-Lois Colburn National Collegiate Assigner, shared statistics from the 2021 NCAA season. Lois stated that 1,386 judges were assigned (a decrease of 791 assignments compared to 2020 original pre-COVID assignments). A new on-line data Judges Assigning System was developed for the 2021 season. Judges communications were enhanced by providing a bi-monthly newsletter. Two separate virtual trainings were conducted: one for new judges coordinated by Jenna Karadbil and one for all judges provided by the Education Committee.

Lois will talk to the JAS Committee about the possibility of obtaining their input on ethical situations related to collegiate assigning.

New initiatives in 2021-22 will include: providing collegiate judges with a summary of coaches' evaluations; expanding training on Routine Summary Forms with emphasis on notation; working with the WCGA on a new role for Meet Referees; and developing additional training opportunities.

Education Committee

The committee created an Education Committee "Purpose" – To promote, create and distribute materials and products to enhance the continuing education of the members of NAWGJ.

Multiple projects were accomplished this past year: Models, NCAA virtual clinics, Line art for 6/7 vault, Steps for Judging Gymnastics, A-Z Professional "Dutiquette". New projects for 2021 include GTC (Guide to Changes) for Judging, Glossary of Terms, Clips of Compulsory Skills, Competition Warm Up Routines, Amplitude of Footwork and Elevation on Dance Skills, Scoring of Routines, New Judges Training Project, Level 6/7 Tsuk and Yurchenko. These projects will be posted on the NAWGJ website.

Historian Advisory Committee

This was the first year for the new NGB position of Historian as well as the Historian Advisory Committee. The purposes of the NAWGJ Historian and Advisory Committee are to gather and maintain records, promote unity of NAWGJ, celebrate members, recognize, honor and learn from the past while looking forward to the future. The general goals for the committee are: Research and document early establishment of NAWGJ, Recognize and celebrate membership, Organize and document photos and miscellaneous artifacts, Focus on priorities and then other projects, Make history fun and informative. The committee presented a list of projects, which they will prioritize.

The History Advisory Committee has chosen to prioritize two projects for 2021-2022.

1. Tributes for Honored Members-Hall of Fame and Lifetime with missing bios/tributes on the website and update the list of the, 1974 Charter members
2. Update and fill in the gaps of NAWGJ positions held from 1974-Present (RJD, SJD).

Judges Cup Committee

The 2021 Louisville National Judges Cup was a success with 955 athletes. Due to COVID, the event was held in a spectator-free venue with virtual admission using a streaming service. Approximately 80 judges from 22 states volunteered. Texas won the inaugural Patty J. Shipman Level 7 State Team Challenge. The 2022 NJC will be held at the New Orleans Convention Center. Judges can now sign up on the revised National Judges Cup Website.

Library - Judy Dobransky

Judy discussed the proposal of the Education Committee to offer educational projects developed by the Library at no charge to members. Current projects include Good, Better and Best, examples of compulsory elements, and as the routines progress, compulsory routines for practice judging.

The Library will continue to offer products through "Judging Things": SV flip books, Neutral Deduction booklets, Green Flags and other judging supplies.

The Library will collaborate with the Education committee on the selection/development of future projects.

Web Content Committee

In the last year, the website has kept current with requests for changes from the board. With the help of the membership, Brenda has uploaded new compulsory documents and projects. The original email blast shows 1,274 subscribers. Our website is viewed by 2,751 people from all over the world, primarily the U.S. and Canada. Going forward, the plan is to continue to do our best to keep the website current and fulfill the needs and requests of the Website Content Committee, the NGB and our membership.

Uniform Ad-Hoc Committee

The committee responded to requests from the membership to offer more variety and comfort in our True Navy uniform. The sweater and dress were added to the official uniform. USAG accepted these additions and also added that leggings are not acceptable professional attire. Suit jackets are required for

USAG State and above meets. The draft of the NAWGJ Professional Attire Guidelines will be presented to the SJD's during the SJD workshop for input.

The uniform link from the national website has 2 separate Land's End sites:

1. NAWGJ Official Uniform with jacket, dresses, sweaters (with official emblem) and the true navy pants.
- (2) NAWGJ Leaping Lady, is the site to order items with the leaping lady logo, such as promotional items.

The committee will continue to search for more varieties of pants.

Diversity Initiative Zoom Meeting with Board

A new NAWGJ Diversity Initiative was instituted in spring, 2021. Members include: Lanee Bounds, Jason Buttons, Terri Cooper, Chastity Dovell, Audrey Green, Linsey Hamilton, Ann Heppner, Dana Kling, Jessica Lopez, Wendy Marsh, Connie O'Connell, Jami Pillasch, Keisha Powell, Eric Pung, Robin Ruegg, Jasmine Swyningan, Pamela Taylor, Diane Thompson, Nanette Walker. The group is convened by Catherine Batsche.

Jasmine Swyningan led a Zoom meeting with the NGB and representatives from the Diversity Initiative. They described projects being developed by each of their six workgroups: Outreach/Recruitment; Data Collection/Analysis; Media Representation; Mentorship; Systemic Issues; and Education. The group will continue to meet to develop projects and support the diversity of NAWGJ.

NEW BUSINESS Continued- Site Committee

Three sites in Region 5 were presented for the NGB meeting to be held on June 24-25, 2022 and NAWGJ Symposium, July 11-16, 2023. More information was requested and the committee will continue to narrow the field for approval by the NGB this summer.

The 2022 Virtual SJD Workshop will be July 8-10.

Professional Responsibility Committee

Revisions to Canon 15 were shared by the Professional Responsibility Committee:

A judge should exercise good judgment when using social networking media (Facebook, Twitter, blogs, texting, email, etc), e.g., a judge should avoid communicating with coaches, gymnasts or *family/guardians* during, before or after a competition; *commenting about gymnasts or meets or meet results*; and refrain from making inappropriate statements about fellow judges, coaches, gymnasts, clubs or *family/guardians*.

MOTION: The Professional Responsibility Committee recommends that the NGB accept the proposed changes to Canon 15.

No second needed

Passed: Unanimously

The Education and Professional Responsibility Committees plans to collaborate and develop tools to assist in educating members on Canon 15. The President asked that this project be the number one priority for new projects.

JAS Committee Assigner Appointment

MOTION: The JAS Committee recommends that Pat Faulkner and Nanette Walker replace outgoing JAS Regional Assigners Carol Curley and Dawn Kiss. Lois will contact all applicants and will adjust the school assigning chart as needed for the coming season.

No second needed

Passed: Unanimously

Judges Cup Proposals

Proposal by the Constitution and Site Committee:

MOTION: Bonnie Synol moved that National Governing Board members attend NJC a minimum of every other year when possible.

Second: Priscilla Hickey

Passed: unanimously

Proposal by the Vice President

MOTION: Ann Heppner moved that the Executive Committee attends NJC annually.

Second: Robin Smith

Passed: Unanimously

Motion to adjourn: Bonnie Synol

Second: Pat Panichas

Meeting adjourned at 5:15 PDT

NGB MEETING RECONVENES 7/10/21

Call to Order

The meeting was called to order by President Catherine Batsche at 4:30 p.m. PST with all NGB members present.

OLD BUSINESS continues

The Board reviewed suggestions to the Now, Near, Far planning document to determine priorities for the upcoming year. The document will be updated by the President and sent to Board members for input.

The Board discussed the SJD input on the proposed Professional Attire Guidelines. The Uniform Committee will make revisions to the proposed document and post on the website.

Each Regional Judging Director provided an overview of the USAG Regional Committee Selection Process for Easterns/Westerns and Nationals for the purpose of gaining a better understanding of the various models used across the country.

The status of the 2022 SJD workshop was discussed and a proposal will be developed for later consideration by the Board.

NGB will meet via Zoom the week of Jan 17, 2022

MOTION to adjourn: Robin Smith

Second: Marilyn Blilie.

Meeting adjourned at 8:27 p.m. PDT

NGB MEETING RECONVENES via Zoom 7/19/21

The meeting was called to order by President Catherine Batsche at 7:00 p.m. EST. After welcoming and thanking everyone for their hard work, she called for a roll call for the record. All present.

President: Catherine Batsche

Vice President: Ann Heppner

Director of Finance: Robin Ruegg

Secretary: Denise Green

Region 1: Teresa Barnard

Region 2: Priscilla Hickey

Region 3: Marilyn Blilie

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National Education Director: Janice Eyman

National Historian: Gina Fuller

National Judges Cup Director: Evelyn Paradis

National Librarian: Judy Dobransky

National Website Director: Brenda Eberhardt

OLD BUSINESS continues

Education proposal

MOTION: The Education Committee recommends that there be no charge for education video projects available from the NAWGJ Library and posted on the NAWGJ website.

No second required

Vote: 10/11 (one member not available to vote)

National Judge Cup: 2023

The Board discussed the possibility of putting the 2023 National Judges Cup out for bid.

MOTION: To put the 2023 NJC event out to bid

Second: Diane Thompson

Vote 10/11(one member not available to vote)

Social Media:

The President will send a communication to all members announcing the update in Canon 15. The Education committee is starting an initiative to educate our members in regards to appropriate use of social media.

Hotel Rooms:

The President met with representatives from USA Gymnastics to discuss the status of hotel rooms during the COVID transition era as well as long term possibilities. Discussion will continue on the former and a proposal for the longer term will be developed for consideration at the May meeting of the Technical Committee.

NAWGJ Mission

The President will meet with the USAG Regional Administrative Committee Chairs on July 21 to discuss the mission and role of NAWGJ in various aspects of its operations.

The Constitution Committee was asked to review and revise the NAWGJ Conflict of Interest form as well as governance documents to address the importance of neutrality in judging and organizational matters.

The discussion on the status of the SJD Meeting in Summer, 2022 was postponed due to time constraints.

ANNOUNCEMENTS

Elections: Ann Heppner announced that all SGB elections were completed successfully. Two elections resulted in a tie and the State Governing Boards were given the options for handling ties. The Election Guide will be updated to put these options in writing for future elections.

National Symposium Site: Bonnie Synol

The Site Committee recommended the Amway Center in Grand Rapids Michigan as the site for the 2022 NGB meeting and the 2023 NAWGJ Symposium. The Board accepted the recommendation.

Motion to adjourn: Marilyn Blilie

Second: Debbie Campbell

Meeting adjourned at 8:05 p.m. PST

STANDING COMMITTEES

Constitution Committee: Ann Heppner**, Bonnie Synol, Denise Green

JAS Committee: Catherine Batsche**, Lois Colburn, Pat Panichas, Robin Ruegg, Robin Smith

Finance Committee: Robin Ruegg**, Robin Smith, Debbie Campbell, Priscilla Hickey

Education Committee: Marilyn Blilie**, Jan Eyman, Denise Green, Judy Dobransky, Pat Panichas, Priscilla Hickey

Website Content Committee: Catherine Batsche**, Brenda Eberhardt, Gina Fuller, Jan Eyman, Ann Heppner

Awards Committee: Bonnie Synol**, Marilyn Blilie, Brenda Eberhardt, Evelyn Paridis

Professional Responsibility: Robin Ruegg**, Ann Heppner, Diane Thompson, Teresa Barnard

Site Committee: Bonnie Synol**, Evelyn Paridis, Marilyn Blilie, Debbie Campbell, Teresa Barnard

Helping Hands Committee: Robin Smith**, Diane Thompson, Teresa Barnard, Priscilla Hickey

History Advisory

Diane Thompson**, Gina Fuller, Pat Panichas, Judy Dobransky, Lois Colburn

AD HOC COMMITTEES

Ad Hoc Uniform Committee: Catherine Batsche**, Denise Green, Debbie Campbell

** Denotes Committee Chairperson