

*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  
Amway Grand Plaza, Grand Rapids, Michigan  
June 23-25, 2022**

**Thursday, June 23, 2022**

**Call to Order: (NGB voting members)**

The meeting was called to order by President Catherine Batsche at 4:00 p.m. EDT. All voting members were present with the exception of Marilyn Blilie and Diane Thompson.

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: Jim Burton

Region 7: Bonnie Synol

Region 8: Diane Thompson

**Constitution Committee:** Ann Heppner, Vice President, presented the NAWGJ Bylaws document which will replace the Constitution and Operating Code as requested by our attorneys to comply with Nevada State law. The changes were discussed, and approved individually, with the document to be voted on by the NGB on Friday.

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**Friday, June 24, 2022**

**Call to Order**

The meeting was called to order by President Catherine Batsche at 12:45 p.m. EDT. 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: Jim Burton

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

**Welcomed new members**

James Burton, RJD Region 6

**Conflict of Interest/Confidentiality Agreement forms:** Electronic forms were emailed to all members of NGB members to be completed and returned electronically to Ann Heppner, NAWGJ Vice President.

**Approval of Minutes**

**MOTION:** Marilyn Blilie

I move to approve the minutes from our January 24, 2022 Zoom meeting.

Second: Priscilla Hickey

Passed: Unanimously

## **For The Record: New Officers**

Elections were held for NAWGJ SJDs and NGB officers with dates for taking office listed below in the VP report.

James Burton, RJD Region 6

Sandra Barrett, Co-SJD MA

Jennifer Perry, Co-SJD MA

Stacie Beckwith, SJD CO

## **EXECUTIVE BOARD REPORTS**

### **President's Report - Catherine Batsche**

The President represented NAWGJ at several meetings during 2021-22 including the USAG State Chairs, Mazza Insurance Company, a Sports Law Attorney and Nevada attorney, the Women's Collegiate Gymnastics Association (Annual Convention and Weekly Meetings), Maritz Global Travels (Board Meeting and Symposium Meeting contracts), and the DP and Women's Technical Committee. An Open Membership meeting was held in July 2021. The 2022 meeting will be held at National Congress and will be recorded for posting for the general membership.

NAWGJ assigned 16,993 judges for 3,148 age group meets in 2020-21 (this number is lower than typical because it still reflects a partial year of COVID restrictions). The estimated number of assignments in 2021-22 is over 22,000. In addition, NAWGJ assigned 2,043 judges to 334 meets for the 2022 collegiate season.

More than 87 educational clinics were conducted in 2021-22. Dissemination of educational products via the NAWGJ website and NAWGJ YouTube Channel increased significantly over the previous year. A special series on Social Media was developed and disseminated by the Education Committee in Fall, 2022.

The NAWGJ Diversity Initiative continued to meet to focus on data collection, outreach/recruitment, mentoring, and media representation. A panel discussion on the Diversity Initiative will be presented at National Congress in August 2022.

### **Vice President's Report - Ann Heppner**

#### **SJD Elections**

The Colorado SJD, Nichole Otterson resigned on May 20, 2022. With less than a year left on Nichole's term, the Executive Board appointed Stacie Beckwith, the current Financial Officer for Colorado, based on the recommendation of the SJD and RJD. Stacie will serve the remainder of the SJD term. Stacie has accepted the position, effective June 9, 2022.

The Massachusetts SJD, Marybeth Richardson, resigned effective April 5, 2022. A Special Election was held. Sandi Barrett and Jenn Perry ran unopposed as Co-SJDs and took office on May 16, 2022.

The West Virginia SJD, Ali Whitehair, resigned on March 31, 2022. No candidates were available or eligible to serve. The Executive Board approved the recommendation of the RJD that West Virginia judges will be affiliated with Virginia for now.

The Maine SJD, Heidi Hall, resigned effective May 31, 2022. A Special Election will be held beginning June 30, 2022.

### **Elections**

Elections for the State Governing Boards in even-numbered regions are currently being held; 139 applications have been processed. Elections in some states will have a slightly different timeline due to delays in the submission of applications. The new timeline for these states will be published by the Vice President.

### **ByLaws**

Various changes in the Constitution and Operating Code were needed to bring NAWGJ into compliance with Nevada Revised Statutes (the organization is registered in Nevada). The Bylaws Committee brought forward several changes, deletions, and additions to the NGB voting members during the meeting. Major changes of note are:

- The Constitution and Operating Code are combined into a single document to be named “Bylaws of the National Association of Women's Gymnastics Judges.”
- Change in nomenclature: The Executive Board will be called the Executive Committee, the National Governing Board will be the Board of Directors. The State Governing Boards will be State Committees. The RJD and SJD titles will remain as Directors. These changes will bring NAWGJ into compliance with Nevada Statutes.

### **Secretary Report - Denise Green**

#### **Membership**

NAWGJ has 2,218 active members, up from 2,151 last year. Sixty percent of its members (1336) are Level 10 and above. A more accurate count will be reflected in August, as those retiring will have memberships that may lapse and new members will be joining.

Beginning August 1st, 2022, NAWGJ will offer a Membership fee of \$30.00 for first-year members; the membership will be renewable at the \$60.00 rate beginning in year two.

#### **NAWGJ Profile**

Reminders to judges: YOUR MEMBERSHIP PROFILE IS YOUR RESPONSIBILITY.

Please keep it current! You should update your profile whenever personal information changes: name, address, phone number, email, rating, or NAWGJ position. Not only does this help NAWGJ State and Regional officers, but it also ensures that you will be able to vote in the appropriate elections.

## **Directory**

The directory was updated to reflect changes in Regions 3 and 6 along with changes to Officer rosters. The Committee Roster was also updated with recent changes and additions.

## **Director of Finance - Robin Ruegg**

The new accounting system (Online, in the Cloud QuickBooks) has been implemented with access by the Finance Director, Secretary, Data Inputter, and Accountant. The accountant was in the process of filing the NAWGJ Tax Return at the time of the annual meeting. The accountant is pleased with the progress NAWGJ has made in maintaining and updating its records.

According to the Finance Director, states and regions are doing well at: •Having a second person review financial reports; •Sending in financial reports electronically • Balancing their reports (most states/regions). Areas that can improve include: •Be sure the bank statement matches the financial report; •Include a fundraiser report when applicable; •Use funds on all members, whether they participated in a fundraiser or not.

## **DIRECTOR REPORTS**

### **Education - Jan Eyman**

The following projects are completed or on schedule for completion by August 30, 2022:

- Mystery of the Mats-•Xcel Routines Scoring Project • NCAA Clinics for 2021-22 season (2)
- NCAA Projects on Balance Errors, Landing errors - Dave Tilley Landing Techniques. • Social Media project • Level 6/7 Vault • Level 4/5 Compulsory Routine Project with scores
- Compulsory Pre-Meet Warm-Up Routines• Guide to Changes – optional, compulsory, Xcel and • Google Classrooms.

### **Historian - Gina Fuller**

Progress has been made in finding missing information for state, regional, and national officers. Some early years continue to be incomplete. The History Committee is making progress on developing profiles for all Lifetime and Hall of Fame members who are missing information.

### **JAS-Collegiate Assigner - Lois Colburn**

The number of active collegiate judges remained stable; 334 meets were assigned compared to 339 in 2021 and 2,043 judges were assigned compared to 1,386 in 2021.

Educational projects for collegiate judges in 2021-22 included: •Periodic newsletter updates; •Live and Virtual “NCAA Update” presentations; • Two virtual clinics on landing and balance errors; •Practice Judging Routines for pre-meet preparation; •On-site review videos; and •Yellow Card guidelines.

The President and National Assigner attended the WCGA Coaches Convention in Arizona. In addition, they met weekly with the WCGA Executive Director or the WCGA JAS

Committee to discuss the status of judges. They also met with the NCAA Selections Committee and provided evaluation data (although they are not involved in the selection process) for the committee's use in selection of regional/national championship judges. . As noted in the NCAA 2019 minutes, the Committee "used a blind process that eliminated judges' names when making assignments [to regionals and nationals]." That process continued for selection of 2023 regional and national assignments.

For the second year in a row, judges will receive evaluation feedback from collegiate coaches who submitted evaluations. The feedback will be posted on RTN/JAS in Fall, 2022.

### **Library - Judy Dobransky**

The Library Director described the work she has completed or that is in process, including: •Xcel Project and 4/5 Compulsory projects; •Level 10 practice judging videos for each event; •Perfectly Practical Clips for level 9. Two professional videographers are now filming for NAWGJ. They will attend the 2023 National Judges Cup to capture routines for future NAWGJ projects. Products from the Library are available for sale on the website. The Library will sell products and offer to re-sale used uniforms at the Symposium in 2023.

### **National Judges Cup (NJC) - Evelyn Paradis**

The NJC Director reported on the 2022 National Judges Cup held January 7-9, 2022 at the Ernest N. Morial Convention Center in New Orleans, Louisiana. The Patty J. Shipman Level 7 Team Challenge Winners were NorCal (1st), SoCal(2nd), and Pennsylvania (3rd).

The next National Judges Cup will be held on January 6 -8, 2023 at the Denton Convention Center in Denton, Texas in collaboration with Friends of Achievers Gymnastics. A Request for Proposal (RFP) has been developed for the 2024 National Judges Cup.

The Director is continuing to work on obtaining NAWGJ trademarks: Patty J. Shipman, the NAWGJ emblem, National Judges Cup, Leaping Lady, and others.

### **Website Director - Brenda Eberhart**

The website subscriber list has grown from 1,205 in 2020, when we launched, to 1,334 as of June, 2022. The site is continuously updated to keep members informed of educational opportunities and other information.

### **Regional Judging Director Reports**

Each Regional Judging Director provided a summary of the events that occurred in their States and Region over the last year, with many successful educational opportunities, fundraisers, and positive interactions with the organizations they serve. Green Flag State and Regional winners can be viewed on the NAWGJ website.

## **OLD BUSINESS**

The President summarized several improvements NAWGJ has made in the past few years to enhance its business practices: Specifically:

- The NAWGJ charter has been renewed with a Nevada resident registered agent.
- The Constitution and Operating Code have been revised & converted to Bylaws to be in compliance with Nevada law.
- The IRS Report has been filed on time every year and reflects stability and growth.
- Enhanced insurance coverage has been obtained for members including professional liability coverage.
- A process to update bank signatures on all accounts has been initiated.
- A Google share drive has been established that includes official documents, contracts, business contacts, and other important business materials; the shared drive will provide continuous accessibility to incoming board members.
- Transition checklists have been developed for Executive Officers to provide smooth transition following completion of terms of service.
- Applications for trademarks have been submitted for NAWGJ logos, emblem, & NJC.
- A new electronic voting system has been adopted with increased security.
- The NAWGJ membership profile has been enhanced in Wild Apricot.
- A Professional Activity Reporting system, accessible to all members, has been added to gymjas.
- A new JAS system has been developed for collegiate assigning.
- The NAWGJ website and YouTube channel have been significantly expanded to expand member access to educational materials and organizational information.
- Virtual platforms are now being used to facilitate business communications and educational opportunities.
- Extraneous products have been removed from the Land's End Uniform site (deleted 18,000 items).
- An RFP process has been initiated for National Judges Cup beginning with 2024.
- Automated payment processes have been adopted for products and sales.
- The use of electronic signatures has been approved for all forms.

### **Status of Judges Survey - Catherine Batsche**

A survey of all SJDs was conducted in spring, 2022 to assess the status of judges. Although 199 new Level 4/5 judges have joined NAWGJ since August 1, 2021, 35 states reported that they are having difficulty filling meet requests on some or most weekends, particularly meets needing higher rated officials. NAWGJ will develop new outreach, recruitment, and mentoring strategies to continue to recruit and assist new judges as they work toward higher ratings.

### **Meeting with WTC - Catherine Batsche**

A productive meeting was held with the WTC to discuss proposals related to the status of judges (new judge recruitment, compensation, and hotel accommodations). The President

expressed her appreciation to the NAWGJ Committees for the work completed over the last year to help prepare for the discussions.

## **COMMITTEE REPORTS**

### **Awards Committee**

- A gift was sent and a video tribute was created for Pat Panichas to thank her for 42 years of service as a NAWGJ officer (SJD & RJD). Marilyn Blilie collected photos and created a video tribute. Pat receives our utmost appreciation for her dedication to NAWGJ and Women's Gymnastics.
- Green Flag Award winners for 2021 were named and posted on the website. The National recipient will be voted on in January 2023 and will be invited to the 2023 National Symposium (see website for selection process).
- Requests for Projects (RFP) applications are due by September 1st and should be sent to Jim Burton.
- Life members and Hall of Fame recipients will be voted on during this meeting with awards presented at the NAWGJ Symposium.
- Evelyn will investigate medals and awards for the Patty Shipman Team 7 Challenge with the Challenge logo.
- NAWGJ will continue with the First Time Attendance Incentive for Symposium.

### **Constitution (now Bylaws) Committee**

Reviewed the directives from Attorneys in regards to our Official Documents. See Vice President's report. The Bylaws will be posted on the national website under Official Documents.

### **Education Committee**

The following projects were proposed by the Education Committee for 2022-23: Level 10 Practice Judging Clinics for Test Prep, CPE, and PIP. • Series Project – FX, BB acro and dance series evaluations • Acceleration Education–From 4/5 to L7/8 rating• Produce / Post Monthly Optional Routines By Event And Level – for pre-meet practice and ongoing education • Compulsory Models Project – select compulsory skills and present skills in the “models” format. • Virtual continuing education for all levels as education and practice access. • Footwork & Hip Rise (amplitude) On BB / FX Leaps • To 'Give" or 'Not to Give' • Video Glossary Of Terms in the Compulsory Code • YouTube Shorts: new ways to reach audience • Officials consortium ongoing • Assist with Symposium topics and activities.



## **Finance Committee**

The Finance Committee: •Provided data and analysis on judges' fees, single hotel rooms, start-up costs for new judges, and assigning fees to support discussions on these topics. •Reviewed the NAWGJ bank accounts and monitored income and spending to assure that NAWGJ is properly handling its finances. NAWGJ will invest at least \$100,000 for the 2023 National Symposium to keep the registration cost for attendees reasonable and to assure that we provide excellent gymnastics judging education.

## **Helping Hands Committee**

The Helping Hands Committee developed proposals to assist judges with education by: •Offering awards of \$500 for the Symposium for judges who are in at least their 2nd cycle and who have never been to a Symposium and •Starting a grant program for states who have good ideas for recruiting and retaining new judges, yet don't have adequate funding.

## **History Committee**

Future work of the History Committee includes: •Completing the missing information on members who have held offices; •Keeping track of memorable events in the gymnastics judging world; •Creation of an "In Memoriam" for retired judges. Judy Dobransky is creating short videos to be posted on the NAWGJ website highlighting various people and events.

## **JAS Committee**

2022-23 Initiatives for JAS include: •Continue pre-season online judging clinics; •Expand training on Routine Summary Forms with emphasis on process and notation; •Provide training on protocol for conferences and open scoring; •Work with WCGA on the new role for Meet Referees; •Enhance evaluation system of judges by Meet Referees; •Disseminate National Congress PowerPoint; •Prepare a new practice judging film; •Increase coach input/interactions on scoring video routines; •Provide training on coach submitted skills that are rarely performed or commonly missed skills; •Potential areas of educational emphasis for 2023 include amplitude of release skills and degree of split on beam; JAS will also offer a rules workshop for new collegiate coaching staff to include new Code of Points (rules that impact colleges) and NCAA Modifications.

## **Professional Responsibility Committee**

The Committee reviewed and edited the Problem Resolution document. They also created a PowerPoint on best practices for assigning; and worked on a mitigation plan for potential conflict of interest. Future projects include developing a plan for working on positive leadership and conflict resolution training for SJDs, SGBs, and interested members.

## **Site Committee**

The NAWGJ Symposium, celebrating our 50th anniversary, will be July 13th - 15th at the Amway Grand Plaza in Grand Rapids, Michigan. The Committee is in the process of selecting the location for the 2024 Directors' Meeting. The Site Committee will work in

conjunction with the National Judges' Cup Director to help choose a site for the 2024 National Judges Cup based on proposals received.

### **Ad Hoc Uniform**

The Professional Dress guidelines were published and disseminated to SJDs during 2021-22. They are also posted on the uniform page of the NAWGJ website. Multiple sweater and fleece options are available on the NAWGJ business site for use with the official logo.

### **Website Committee**

The committee would like to update the RJD/SJD Directory with new photo headshots. The Director will contact new officers to request the needed information and photo. Future website plans are to streamline videos posted on the website. They are working with the Education Committee and Library toward the goal of posting scripts and scores for each routine.

**Motion to Adjourn:** Bonnie Synol

Second: Debbie Campbell

Adjourned 6:08 EDT

### **Reconvene the Meeting 6/25/2022**

**7:45 am EDT**

**All members present**

### **NEW BUSINESS**

#### **Proposals from Committees**

#### **Awards Committee**

MOTION: The Awards Committee recommends that Hall of Fame Award winners will automatically become a Life Member when inducted into the Hall of Fame. All current Hall of Fame recipients will also be designated as Life Members.

No second needed

Passed: Unanimously

MOTION: The Awards Committee recommends approval of the members selected to be Hall of Fame Inductees.

No second needed

Passed: Unanimously

MOTION: The Awards Committee recommends approval of the members selected to be Life Members Inductees.

No second needed

Passed: Unanimously

#### **Bylaws Committee**

MOTION: The Bylaws Committee recommends the NAWGJ Bylaws be accepted as presented at the June 23, 2022 workshop.

No second needed  
Passed: Unanimously

MOTION: Priscilla Hickey moved to create an Election Committee, to be chaired by the Vice President.

Second: Marilyn Blilie  
Passed Unanimously

### **Helping Hands Committee & Finance Committee**

MOTION: The Helping Hands Committee, in conjunction with the Finance Committee, recommends developing a grant program to support new judge retention in small-budget states. The anticipated budget item would be \$5,000.00 for 2022-23.

No second needed  
Passed: unanimously

MOTION: The Helping Hands Committee in conjunction with the Finance Committee recommends the development of a grant program to support judges' attendance at the 2023 National Symposium.

No second needed  
Passed: Unanimously

### **History Committee**

The History Committee requested assistance and involvement of the membership to support the committee with ongoing projects. Past applicants for Historian may be contacted as well as SJDs to find members interested in working on historical projects. The NGB members concurred with this approach.

### **JAS Committee**

#### **Assigner Appointment**

MOTION: The JAS Committee recommended Tracy Brewer, Susan Leonelli, Dawn Kiss, Ann Vogel, and Denise Coats-Lauriat replace outgoing JAS Regional Assigners Janette Doucette, Patty Colarossi, Jan Atkins, Sheila Ragle, and Nicole Otterson. Lois will contact those who applied to convey the results and will adjust the collegiate assigning charts as needed for the coming season.

No second needed  
Passed: Unanimously

**Action item:** The JAS Committee requested a change and clarification of two collegiate assigning principles.

At the July 12, 2016, National NAWGJ meeting, the Board voted “that an NCAA assigner may not assign a judge to a D-1 meet who already has seven D-1 assignments without obtaining permission from the National Collegiate Assigner. This directive will not apply to non-judging meet referee assignments or Conference meet assignments.”

MOTION: The current 2022 NAWGJ JAS Committee recommends that this be clarified to

indicate Division I- FBS (48 schools) assignments. It will not apply to Division I-CBS (14 schools), Division II (4 schools) or Division III (15 schools) assignments.

No second needed

Passed: Unanimously

At the January 9, 2016, National NAWGJ meeting, the Board voted that “assigners may not be assigned to more than five Division I meets without obtaining permission from the National Collegiate Assigner”.

MOTION: The 2022 NAWGJ JAS Committee would like this to be changed to “assigners may not be assigned to more than seven Division I-FBS meets without obtaining permission from the National Collegiate Assigner.”

No second needed

Passed: Unanimously

### **Professional Responsibility Committee**

MOTION: To avoid conflict of interest or concentration of power, the Professional Responsibility Committee strongly recommends that the State Judging Director does not also hold the position of NAWGJ Assignor. In the occasional situation where holding this dual role is unavoidable, the request for an exception must be submitted to the Professional Responsibility Committee for approval. This provision takes effect with the SJD’s taking office on May 15, 2023, and beyond. (This will be placed in the Policies and Procedures for Assigning)

No second needed

Passed: Unanimously

MOTION: The Professional Responsibility Committee recommends an Ad Hoc Committee be established to develop Best Practices and Procedures for Assigning with the following NGB members: Debbie Campbell, Teresa Barnard, Priscilla Hickey.

No second needed

Passed: Unanimously

### **Site Committee**

MOTION: Robin Smith moved that the years when newly elected/re-elected SJD’s take office, NAWGJ will hold in-person Annual SJD Meetings, with virtual meetings to be held in the following two years. For the current cycle, 2023 and 2024 will be in-person meetings and 2025 and 2026 will be virtual. In addition, virtual SJD meetings (optional participation) will be offered more frequently to provide support and discussion with SJDs as needed.

Second: Diane Thompson

Passed: Unanimously

MOTION: The Site Committee recommends hosting the 2024 Director meeting in a mid-central state, with a preference for a site close to a major airport hub.

No Second needed

Passed: Unanimously

## **Outreach, Recruitment, and Retention**

The President presented outreach and recruitment projects that have been proposed by the NCAA, NAIGC, and others. She proposed the establishment of an Outreach, Recruitment, and Mentoring Committee.

MOTION: Robin Smith moved to create a Standing Committee for Judges Outreach, Recruitment, and Mentoring.

Second: James Burton

Passed Unanimously

## **New Business**

### **Overview of Google:**

The President discussed the potential the NAWGJ All-Access Drive has for supporting smooth transitions among officers, for maintaining an ongoing space for official documents, and for facilitating communications. Marilyn and Gina demonstrated the ease of using Google Forms and Google Drive as helpful tools for requesting, creating, sharing, and storing information efficiently in their areas of responsibility.

### **Assigning**

Teresa Barnard presented a PowerPoint on Assigning practices that will be distributed to SJDs for use in their states and presented at the annual SJD meeting.

### **Problem Resolution Process**

Priscilla Hickey presented a process for constructively resolving member issues. She will discuss this at the annual SJD meeting.

### **National Symposium**

The Board participated in a pre-planning and brainstorming session for the NAWGJ Symposium to be held July 13th - 15th at the Amway Grand Plaza in Grand Rapids, MI. The SJDs will be asked to brainstorm themes for the 50th anniversary and ways to implement the theme.

**2022 SJD Virtual Meeting:** Reviewed and discussed the Draft Agenda for the virtual SJD meeting Saturday/Sunday, July 9th and 10th from 1-6 EDT.

Robin Smith: MOTION to adjourn

Second: Debbie Campbell

Meeting Adjourned: 4:38 EDT

## **STANDING COMMITTEES**

**Awards:** Bonnie Synol\*, Marilyn Blilie, Evelyn Paradis, Jim Burton

**Bylaws:** Ann Heppner\*, Denise Green, Bonnie Synol

**Education:** Marilyn Blilie\*, Jan Eyman, Denise Green, Teresa Barnard, Priscilla Hickey, Judy Dobransky

**Elections:** Ann Heppner\*, Brenda Eberhardt, Bonnie Synol, Denise Green, Jim Burton

**Finance:** Robin Ruegg\*, Debbie Campbell, Robin Smith, Priscilla Hickey, Teresa Barnard

**Helping Hands:** Robin Smith\*, Diane Thompson, Jan Eyman

**History Advisory:** Diane Thompson\*, Gina Fuller, Judy Dobransky, Lois Colburn, Priscilla Hickey

**JAS:** Cookie Batsche\*, Lois Colburn, Robin Ruegg, Debbie Campbell, Marilyn Blilie

**Outreach Recruitment & Mentoring:** Cookie Batsche\*, Judy Dobransky, Jan Eyman, Robin Ruegg

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

**Site:** Bonnie Synol\*, Evelyn Paradis, Robin Smith, Debbie Campbell, Denise Green

**Web Content:** Cookie Batsche\*, Brenda Eberhardt, Gina Fuller, Jim Burton, Ann Heppner

## **AD HOC COMMITTEES**

**Ad Hoc Assigning:** Teresa Barnard\*, Debbie Campbell, Priscilla Hickey

**Ad Hoc Uniform:** Cookie Batsche\*, Brenda Eberhardt, Jim Burton

\* Denotes Committee Chairperson