

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 BOARD OF DIRECTORS MINUTES
GRAND RAPIDS, MI
July 10-11, 2023**

Call to Order

The meeting was called to order by President Catherine Batsche at 5:40 p.m. EDT. After welcoming and thanking everyone for their work, she called for a roll call for the record:

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

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

Approval of Minutes

MOTION: Priscilla Hickey

I move to approve the minutes from our January 30, 2023, Zoom meeting.

Second: Teresa Barnard

Passed: Unanimously

For the Record: Officers

Jenna Karadbil was appointed National Collegiate Assigner Elect on March 15, 2023. Elections were held for NAWGJ SJDs in Regions 1, 3, 5, and 7, with the results noted in the 5/14/2023 Executive Committee Minutes.

Accepted resignation:

6/15/23-Lindsey Hamilton, Co-SJD from Minnesota, Connie Dickson, continuing

6/28/23- Sandi Barrett, Co-SJD from Massachusetts, Jenn Perry, continuing

EXECUTIVE REPORTS

President's Report -Catherine Batsche

The President reported that she represented NAWGJ at four meetings of national organizations in the past year: AAU, USAG WTC & Joint Committee Meetings, USAG Advisory Committee, and WCGA. She presented five reports to the USAG Women's Technical Committee in the following areas: judge recruitment and recognition; social media threats to judges; guidelines for on-line clinics; judging fees; and assigning fees. High priority activities for the past year were the coordination of 27 on-line clinics to facilitate Test Prep and PIP requirements; coordination of the 2023 National Symposium; and addressing judging issues at the collegiate level.

Vice President's Report -Ann Heppner

The Vice President chairs the Bylaws and Elections committee and serves on the Professional Responsibility and Website Committees. She reviewed the updates of the Official Documents, which will be processed upon completion of the meeting. The Bylaws Committee updated the document by inserting language to delineate the duties of the Collegiate National Assigner; re-aligned the Gantt chart; and made clerical corrections. The Election Guide is currently being rewritten.

Secretary's Report -Denise Green

The Secretary reported NAWGJ has 2,228 members, which includes 18 pending as they await certification. Membership was slightly up from 2,218 last year. Sixty percent of members are Level 10 and above.

On August 1, 2022, NAWGJ instituted a membership fee of \$30.00 for first-year members, renewable at the \$60.00 rate beginning in year two. Judges must be certified before joining NAWGJ. Distributions will be sent out annually to the RJDs in November.

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. This ensures that you can vote in the appropriate elections.

Director of Finance Report -Robin Ruegg

The Director of Finance shared the Fiscal Year End status of the NAWGJ accounts, which included all State, Regional, and National accounts. (November 1, 2021-October, 31, 2022)

Financial position for FYE October 31, 2022

In all bank accounts: \$3,064,843.34

Net Revenue (income - expenses): \$296,797.39

Proposed 2023-24 budget for National accounts only:

Income: \$ 461,300

Expenses: \$ 413,420

Net Revenue: \$ 47,880

Robin reviewed information that impacts the spending of funds from fundraisers, with the following summary: There should be no more than one year’s worth of expenses in reserve plus budgeted funds held in reserve with a designated purpose to accomplish the NAWGJ mission, e.g., testing, symposium, National Judges Cup, and other educational benefits. NAWGJ needs to spend its monies on its Mission to support its members per the plan put forth by the State/Regional/National Committees.

Symposium Checklist Review

The Board discussed the logistics of the Symposium, reviewed the Symposium expenses, some of which will be offset by revenue, and evaluated the checklist and Volunteer sign-up lists. Benefits from both the hotel and the negotiated package were acknowledged.

Reconvened the Board of Directors Meeting

7/11/23, 8:48 a.m. EDT

All members present

Announcements:

Thank you to the NAWGJ - State of Michigan for the golden bag of goodies.

DIRECTORS REPORTS

Education Director -Jan Eyman

Numerous projects were completed this past year, which were well received by the membership.

- Level 10 Clinics–clinics for the membership for test prep, CPE, and PIP;
- Created an Advisory Panel of five former USAG tech members: Cheryl Hamilton, Char Christiansen, Myra Efenbein, Marian Dykes, and Linda Mulvihill, to score and vet selected projects;
- Series Project–Floor Tumbling Series;
- Optional Routines By Event and Level – posted

on website for pre-meet practice and ongoing education; •Series of 10 Level 7/8/9/10 routines; • Level 6/7 Vault – reviewed by Rich Villareal, Region 3 RDPCC, and Tom Koll, NDPCC; •Scored Xcel routines; •Beam Acro and Dance Connections – Awarded or Not and Why.

History Director -Gina Fuller

Current status of projects:

•History of NAWGJ officers-SJD/RJD records-List has been compiled and will be updated annually; •Honored Members- work in progress; •History of JCI- JCI documents were acquired, scanned, and posted on the website; •Ongoing Documentation Pages on shared drive: Happenings Page, In Memoriam Page, Retired Judges Page; •Symposium Projects: Gold & Glorious Trivia Challenge, Grand Rapids Outdoor Scavenger Hunt, Grand Amway Indoor Scavenger Hunt, Current NAWGJ judges video, History Display Table representing each decade since 1974.

JAS Director -Lois Colburn

During 2022-23, the JAS Committee reviewed the position of National Collegiate Assigner and delineated (1) the volunteer duties associated with the NAWGJ Board position and (2) the assigning duties associated with coordinating the national assigning process (which carries a stipend provided by the NCAA). This dual role of the National Collegiate Assigner was approved at the January 30, 2023, meeting of the Board of Directors. The duties associated with each role will be entered into the Bylaws. The discussion was initiated because the NCAA has historically provided a stipend to the National Assigner, but this was not widely known by the BOD. It should be noted that the stipend associated with the assigning role is provided by an outside entity, the NCAA, and not by NAWGJ, a distinction the Board considered to be important in maintaining the volunteer status of Board positions.

Library -Judy Dobransky

The Library supplies all videos for classes and projects as requested by the Education Committee. A variety of films for clinic use are available. The following film projects have been completed: •Compulsory Routines; •Perfect Practical Practice Clips; •The Glossary Project-edited with voice-over.

Judging Things (our NAWGJ Store) is handling requests for materials such as SV and Neutral Deduction flippers, Green Flags, Compulsory Scorebooks, and “fun” items in the inventory.

National Judges Cup Director -Evelyn Paradis

The January 2023 National Judges Cup in Denton, Texas, had attendance of 80 judges representing 30 states and 900 gymnasts representing 50 clubs. Fifteen State Teams competed in the Patty J. Shipman Level 7 State Team Challenge. Top three finishers:

1) Texas, 2) Northern California, 3) Southern California

There were also three All-Star Teams.

The 2024 National Judges Cup will be co-hosted with High 5 Meets on January 5-7, 2024, at the Tinley Park Convention Center in Tinley Park, Illinois. The National Judges Cup Website has been updated to reflect 2024 meet information: gymnasticsjudgescup.com. The meet will be for three days with two competition gyms. State Judging Director State Survey and Individual Volunteer Interest Forms will be e-mailed August 1st.

The 2025 National Judges Cup, co-hosted with American Twisters/USA Competitions, will be held January 3-5, 2025, at the Greater Fort Lauderdale/Broward County Convention Center in Fort Lauderdale, Florida.

The Request for Proposal (RFP) will be posted on the NAWGJ website, and emails will be sent to our existing database requesting bids for the 2026 National Judges Cup. Proposals will be accepted February 1st through March 31st, 2024. The selected Co-host will be notified by April 15th, 2024.

Website Director -Brenda Eberhardt

The website continued to grow, with 1,396 subscribers. Viewers were increasingly engaged with the website, particularly for Education, Judging Aids, and NCAA information. A Facebook page was established in an attempt to reach a wider audience. Suggestions are always welcomed. A special thanks is extended to all who generously share their knowledge with the rest of the membership.

REGIONAL REPORTS:

Each Regional Judging Director provided a status report on their Region during the past year. Odd-numbered Regions had an excellent candidate turnout for NAWGJ elections for State Judging Director and State Committee positions. Most states held Judges Cups to offset educational and testing expenses of their members. Green Flag awards were presented in most states for judges who demonstrated outstanding contributions, leadership, and professionalism.

COMMITTEE REPORTS

Awards Committee -Bonnie Synol

Hall of Fame Inductees Catherine Batche, Connie Maloney, and Linda Mulvihill and Lifetime members Denise Green, Ann Heppner, and Cindy Lord will be honored and receive awards at Symposium.

Green Flag Award winners for 2022 were named and posted on the website. The National recipient was Julie King. She will be recognized at the Symposium.

The RFP winner for 2022 was Janette Doucette. She will present her project at Symposium along with past RFP winners.

Requests for Projects will be due by September 1st and sent to Jim Burton.

Bylaws Committee -Ann Heppner

Ann Heppner discussed the importance of the Bylaws and where to find specific information in the document. She reviewed clerical/updates to the Bylaws over the last year. The document will be completed by September and posted on the website. The Finance Committee is developing a separate Financial Policy and Procedures Document, which will require an update to the Bylaws. Updates included thus far:

- Delineation of Collegiate Assigner duties
- Added a statement on the use of our Trademarks
- Aligned Election timeline dates
- Clarified the Eligibility for running for the Executive Committee
- Inserted new Mitigation form into duties
- Inserted new form and permission process to run for office as co-SJD
- Updated the website forms

Education Committee -Marilyn Blilie

Upcoming educational projects include:

- Series Project; •Amplitude of Footwork; Hip Rise on BB / FX Leaps /Jumps; •Education to test up from Level 4-5 to Level 7-8;• Zoom Clinics for New Judges for Level 7/8 ;
- Compulsory Models Project; •ZOOM or WEBINAR all levels as education and practice;
- YouTube Shorts; •Symposium General Survey Google Doc; •New film clip series of the single EXCELLENT MODEL; •Scored Routines Projects for Levels 1-10 and all Xcel Levels.

Elections Committee -Ann Heppner

•The Election Guide is being completely updated with a new process and will be posted on the website; •The timelines were realigned in the Election Guide to reflect the dates in the Gantt chart; •Elections were held in the odd-numbered Regions for SJDs, with 86% of members voting. Currently, elections are being held for State Committees in these same Regions; •SJD resignations were accepted throughout the year, and replacement appointments were designated.

Finance Committee -Robin Ruegg

- Invested savings into CDs to earn higher interest rate.
- Budgeted funds to supplement Symposium revenue of \$150,000 from savings and expect to decrease our savings in 2023 (although actual supplement is expected to be less).
- Gave feedback to NAWGJ President on assigning fees and proposed hourly pay raise for judges for consideration by USA Gymnastics.
- Made motion that membership distributions be made once a year to regions/states rather than twice a year.
- Worked with Helping Hands Committee to award grants to new attendees at Symposium (for states with limited funds.)
- Conducted a joint meeting with CPA Mia Jack, Executive Committee, and Finance Committee to answer questions about appropriate use of NAWGJ funds to preserve our non-profit status.

- Creating a NAWGJ Financial Policies and Procedures document to put financial items into one document.

Helping Hands Committee -Robin Smith

Received \$6,750.00 in donations to Helping Hands since July 2022. Contributed \$1,000.00 to Idaho last year and \$1620.00 to South Dakota for meeting expenses this year. Awarded 14 Symposium Awards this year; each will receive a check for \$290 at registration.

History Committee -Gina Fuller/Diane Thompson

Proposed ideas:

- Create a standard of documentation for NAWGJ statistics;
- Continue research of Honored members and present in a standardized format on the website;
- Create History of Pandemic years, including stories and photos;
- Create History of Shorthand (Linda Chencinski).

Request for help: RJDs, SJDs, all NAWGJ Membership to send information to NAWGJ_Historian@outlook.com

JAS Committee -Cookie Batsche

The JAS Committee reviewed and revised two procedures related to assigning. Beginning with the 2023-24 season, (1) invitational meets will be assigned by regional assigners, and (2) the method used to count meets for assigning purposes will be as follows: one session with two to four teams (or comparable) = one meet. The JAS Committee and Education Committee will offer an annual clinic for all judges new to collegiate judging. As per the vote of the WCGA (2023 Convention), all judges new to collegiate judging will be required to complete the clinic before they are eligible to serve as collegiate officials.

Outreach, Recruitment, & Mentoring -Cookie Batsche

- Conducted a follow-up review of the May 2022 Outreach Clinic for former collegiate gymnasts. Although participants were interested in becoming a judge, the clinic has not yet produced results but may yield results in the long term;
- Updated the *So You Want To Be A Judge* photo/QR Code and distributed a print copy to BOD members with an explanation of how to use it;
- Two NAWGJ members prepared a recruitment display for the NAIGC National Competition/Meetings;
- Reviewed data provided by SJDs on the Annual Statistical Reports and discussed recommendations at its meeting in July.

Professional Responsibility Committee -Robin Ruegg

- Created a mitigation plan for NAWGJ members with a financial conflict of interest, to be filled out yearly and submitted to the NAWGJ Vice President. All individuals who serve on committees that select judges for competitions will need to create a mitigation plan to ensure that potential financial conflicts of interest are minimized.
- Updated the Code of Professional Responsibility to shorten and condense the Canons and Rules.

Site Committee - Bonnie Synol

- The 2024 Directors' Meeting and SJD Workshop will be held at Le Meridien St. Louis Clayton Hotel, July 8-13, 2024. SJD workshop will be held July 11-13, 2024.
- The 2024 National Judges Cup, will be held January 5-7, 2024, in Tinley Park, IL, in conjunction with High 5.
- The 2025 National Judges Cup will be held January 3-5, 2025, Fort Lauderdale Convention Center, in conjunction with American Twisters/USA Competitions.
- The 2025 SJD Meeting is scheduled to be virtual for SJDs and in-person for the Executive Committee, Board of Directors, and At-Large Members. Dates TBD.
- The Site Committee will work with the National Judges' Cup Director to help identify a site for National Judges Cup 2026.

Web Content -Catherine Batsche

New Process: The committee proposed a process for each committee to review content related to its duties to determine if the material needs updating by September 1st of each year. The committee also received a proposal from Karen Utowitch to establish a new Health and Wellness section on the website for projects related to judges.

Assigning Ad Hoc Committee-Teresa Barnard

- Revised the PowerPoint for Best Practices, to be presented at Symposium and posted on the website.
- Will continue to collect more examples of paperwork for communication with the meet host and our membership to eliminate questions about travel, mileage, and hotels ahead of time.
- Recognized that all State Committees have an elected assigner, so will schedule Zoom calls to answer questions and provide support. States are encouraged to have policies and procedures for assigning to ensure meet hosts and members are aware of the assigning protocol to eliminate issues ahead of time. Communication and having a plan can solve a lot of problems.

Uniform Ad Hoc Committee -Cookie Batsche

The Lands' End Business site now offers 35 items. Samples of 30 of these items will be available at the National Symposium in the store. This year, several new items were added to both the men's and women's sites. The Committee will continue to look for additional items in True Navy as new inventory becomes available.

OLD BUSINESS

Proposed 2023 Budget Robin reviewed the Proposed budget for FY 2023-24 (11-2023 to 10-31-2024)

MOTION: Ann Heppner

I move to approve the proposed 2023-24 budget.

No Second needed

Passed: Unanimously

Google Drive -Marilyn Blilie, Teresa Barnard

Marilyn and Teresa demonstrated the advantages of using Regional Drives in the Google Suite presented to manage SJD/RJD financial and annual reports. Robin Ruegg would like all states to post financial records and reports in a Shared Regional Google Drive to facilitate review and maintain a historical record.

NAWGJ “Record of Procedures” Document

For quick reference, a document was created to list procedures from the meeting minutes. A recent review of historical procedures identified some outdated motions that need to be rescinded to align with current practices and new Bylaws. Catherine Batche recommended the following:

Rescind statement in June 2006 minutes:

“The Disbursement Committee recommended that for the 2005 symposium and future symposiums that are directed by NAWGJ NGB members, 25% of the net profits be shared by the working committee and a donation be made to the host state’s NAWGJ state account. A committee of a minimum of 3 NGB members will determine the payment details.”

Motion: Robin Ruegg

I move to rescind the above statement regarding shared symposium net profits from the minutes of June 2006.

Second: Debbie Campbell

Pass: Unanimously

Rescind statement in July 2006, Pages 5-6 of Procedures/Minutes document regarding consequences for late financial reports.

Motion: Diane Thompson

I move to rescind the consequences for late financial reports from the minutes of July 2006.

Second: Jim Burton

Passed: Unanimously

Rescind statement in July 2016 regarding two forms of Professional Responsibility Document. (Notification of Removal of Good Standing and Petition for Return to Good Standing.)

Motion: Robin Smith

I move to rescind the “Notification of Removal of Good Standing” and “Petition for Return to Good Standing” forms from the Professional Responsibility Document, as noted in the July 2016 minutes.

Second: Marilyn Blilie

Passed: Unanimously

Clarified the wording “Eligibility for Office” from the motion (July 2021) and in the current Bylaws by adding the italicized words.

“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, *meet the same criteria, and* currently hold the appropriate rating.” (July, 2021)

Clarified Term Limits: The history, rationale, and experience to date were reviewed. Term Limits were in place when NAWGJ started in 1974 yet were discontinued in subsequent years. In 2017 the Regional Board was overwhelmingly in favor of Term Limits, and the NGB approved them in 2018 for RJD/SJDs. In 2019 Term Limits were also approved for State Committees and the Executive Committee.

Rationale:

- Provides opportunities for more members to become involved in supporting the organization
- Brings in fresh perspectives
- Avoids potential financial and political problems
- Addresses concerns regarding the number of candidates for top positions
- Highly recommended for non-profit organizations
- Creates a larger pool of officer candidates

NAWGJ procedures provide methods that allow individuals to continue in cases where no candidate runs for office.

Clarified and re-worded Honorarium/Stipend History

January 9, 2016 Minutes

~~*Motion that the president of NAWGJ receive an honorarium of \$500 per meeting when representing NAWGJ at required meetings not to exceed \$2000 per year unless approved by the Executive Committee.*~~

Motion: Marilyn Blilie

I move that the President of NAWGJ is eligible to receive an honorarium of \$500 per meeting, not exceeding \$2000.00 per year, for attending required meetings representing NAWGJ.

Second: Diane Thompson

Approved: Unanimously

The rationale for providing a stipend to the President when attending required meetings (other than NAWGJ Board meetings) is to recognize the non-travel-related costs (when applicable) associated with being away from home or work for an extended period of time. Examples of such costs include:

- Personal: child care, pet care

- Professional: lost wages, use of vacation or personal leave time
- Examples of such meetings include the back-to-back meetings of the WCGA Coaches Convention and USAG Women's Technical Committee. The stipend is not intended for wages, but rather a recognition of expenses incurred.

NEW BUSINESS

Trademarks

NAWGJ trademarks/Upkeep Responsibility- secretary will maintain the renewal of NAWGJ Trademarks. The Website director will add the ™ to our products.

- Leaping Lady™ with NAWGJ above
- NAWGJ emblem™ with NAWGJ Judge
- Patty J. Shipman™
- NAWGJ™
- National Association of Women's Gymnastics Judges™
- National Judges Cup™

Process: If a member wishes to use the items with a trademark, the Executive Committee will review the proposal and provide written authorization for the use requested. SJDs/RJDs may use the trademarked items for gifts or fundraisers if net revenue returns to the NAWGJ fund. NAWGJ trademarks cannot be used for personal financial gain or for activities that misrepresent or cause confusion about the source of sponsorship of the goods or services offered under the NAWGJ trademark (U.S. Patent & Trademark Office).

Recognition of Retiring Members

Process: Recommendation from Executive Committee: SJDs and RJDs will provide the National Secretary with a list of retiring NAWGJ members, and the Secretary will send a note of appreciation for their service.

Proposals from Committees

Awards Committee

Change of procedure: The Awards Committee proposes the RFP winner's project not be posted on the website until it is presented at NJC (or National Symposium in Symposium years) if attending.

Education Committee

Referred to Executive Committee: Allow National Directors to apply to the Executive Committee for approval for an educational scholarship to attend one educational event or an event directly applicable to enhance their skills appropriate to their duties. The Executive Committee will review and report back by 10/31/23.

Elections Committee

Motion: The Elections Committee moves to implement a 30-day grace period for defining active members for voting purposes and elections.

Rationale: Members who renew by September 1st will be eligible to run for a position and/or vote.

No Second needed

Passed: Unanimously

Finance Committee

Motion: The Finance Committee moves to increase depreciable items on the NAWGJ Equipment Inventory Report Form from \$500 to \$1500.

No Second needed

Passed: Unanimously

JAS Committee

Proposal 1:

The JAS Committee reviewed applications for three vacant Regional Assigner positions and recommends three individuals. There were thirteen applicants for the Regional Assigner position.

Motion: The JAS Committee recommends that Mary Lou Ackerman, Jacqueline Fain, and Paul Padron replace outgoing JAS Regional Assigners Barbara Giulivo, Linda McDonald, and Mark Welch. Lois will contact everyone applying for the positions to distribute the results and adjust the school assigning chart as needed for the coming season.

No Second needed

Passed: Unanimously

Proposal 2:

Motion: The JAS Committee proposed the establishment of a Professional Development Program for judges who have received repeated weak evaluations from collegiate coaches. This program was initiated by the WCGA, with 87% of college coaches approving the concept. The purpose of the program is to provide judges with the opportunity to improve their performance in order to continue to judge collegiate competitions.

No Second needed

Passed: Unanimously

Proposal 3:

Motion: The JAS Committee proposes the existing statement on consequences for unprofessional behavior in the JAS Judges Manual (page 5) be replaced with the following: Participation in unprofessional or unethical behavior may result in the loss of

assignment to conference championships or post-season events and/or reduction in future assignments. Examples include but are not limited to: (1) *non-compliance with NAWGJ canons and rules, social media guidelines, or professional dress guidelines*; (2) *falsification of information*; (3) declining a collegiate meet after it was accepted in RTN/JAS for reasons considered to be unprofessional; or (4) *other unprofessional behavior*. The Regional Assigner, in conjunction with the National Assigner, will evaluate each situation on a case-by-case basis and together determine the appropriate consequence. The judge will be notified of the outcome.

No Second needed

Passed: Unanimously

Proposal 4:

Motion: The JAS Committee proposes a change in the eligibility criteria for Regional and National Assigners, i.e., assigners may not be affiliated with an institution as defined by the WCGA/NCAA affiliation criteria. This criterion will be effective with the selection of assigners beginning in the next cycle, 2024-25.

No Second needed

Passed: Unanimously

Professional Responsibility Committee

Motion: The Professional Responsibility Committee moves to accept an updated “Code of Professional Responsibility,” which shortens and condenses the current Canons and Rules.

No Second needed

Passed: Unanimously

Motion: The Professional Responsibility Committee moves to accept a new Mitigation plan to acknowledge conflict of interest.

No Second needed

Passed: Unanimously

Outreach, Recruitment, & Mentoring

Motion: The Committee proposes NAWGJ join Officially Human as a sponsor for one year to (1) demonstrate support for respecting officials in gymnastics and all sports and (2) assist with Outreach and Recruitment activities.

No Second needed

Passed: Unanimously

OTHER BUSINESS

SJD Meeting: Reviewed schedule for SJD Workshop.

Motion to adjourn: Bonnie Synol
Second: Teresa Barnard
Meeting adjourned: 5:32 P.M.

Next In-Person Meeting

July 8-13, 2024: Le Meridien Hotel, St. Louis Missouri
National Board meeting
New SJD meeting: Thursday afternoon or Fri morning
SJD meeting: Friday and Saturday

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