

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
BOARD OF DIRECTOR'S MINUTES
Via Zoom
March 25, 2024**

Call to Order

President Catherine Batsche called the meeting to order at 8:00 p.m. EDT. After welcoming everyone, 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

Approval of Minutes

The minutes from our October 25, 2023, Zoom meeting were approved via email on November 7, 2023.

For the Record - Elections

President - Term April 1, 2023 - March 31, 2027

NAWGJ President	
Teresa Barnard	Unopposed

Regional Judging Director - Term begins April 1, 2023 - May 14, 2026

Region 1 RJD	
April Brandon	Elected

State Judging Directors - Even Regions: Term May 15, 2024 - May 14, 2028

Region 2	
Alaska: Deatrich Sheffield	Unopposed
Hawaii: Pattie Walkabout	Termed out: No other candidates, Will Serve as SJD
Washington: Michelle LaDow	Unopposed
Oregon: Debbie Anderson	Unopposed
Montana: Jeanine Henneford	Termed out: No other candidates, Will Serve as SJD
Idaho: Erin Jacobsen	Unopposed
Region 4	
Iowa: Kerri Clifton	Elected
Minnesota: Kylie Fortunato	Unopposed
Missouri: Felicia Ostrom, Annie Alameda	Unopposed
Nebraska: Angie Jensen	Unopposed
North Dakota: Sarah Weninger	Unopposed (2nd term)
South Dakota: Shania Drey	Unopposed
Wisconsin: Mary Pica Anderson	Elected
Region 6	
Connecticut: Debbie Carrier, Linda Briggs	Unopposed
Maine: Carlee Cummings, Valrie Jackson	Unopposed
Massachusetts: Jenn Perry	Unopposed, (1st full term)
New Hampshire: Danielle Baxter	Termed Out. No other candidates, will serve as SJD
New York North: Cheryl Tosh, Karen Gurnett	Unopposed
New York South: Gail Caspare	Elected
Rhode Island: Katy Basu, Robin Grady	Unopposed
Vermont: Kori Crane, Michelle Rubman	Unopposed
Region 8	
Alabama: Stephanie Kuhlmann	Elected

Florida: Patricia Lydon	Elected
Georgia: Cathy Campfield	Elected
Louisiana: Silke Tietje	Unopposed
Mississippi: Reg Shurden	Unopposed (2nd term)
North Carolina: Chris Fuller	Unopposed
South Carolina: Sue Dolinar	Unopposed (2nd term)
Tennessee: Dawn Roy	Unopposed (2nd term)

The Board of Directors welcomes our new Leadership and thanks the past Leaders for their commitment and hard work. Appreciation for maintaining our integrity and forward momentum goes to Cookie Batche. Words alone cannot express our gratitude for her years of service.

At-Large Director Positions

After reviewing the applications for the At-Large positions on March 18, 2024, the Executive Committee brought forward recommendations to the Board of Directors. Discussion and unanimous votes for each position led to the following members being appointed as At-Large Directors, serving a 4-year term from April 1, 2024, to March 31, 2028.

Position	Appointed Candidate
National History Director	Gina Fuller, continuing (2nd term)
National Education Director	Tammy Parsons
National Judges Cup Director	Evelyn Paradis, continuing (2nd term)
National Website Director	Brenda Eberhart, continuing (2nd term)
National Library/Tech Services Director	Maureen Blair
National Collegiate Assigner	Jenna Karadbil (Assigner-elect position started 4/1/23)

The Board of Directors thanks all the applicants for their interest in the At-Large Director positions. We also thank Judy Dobransky and Jan Eyman for their invaluable contributions as the National Librarian and National Education Directors.

NAWGJ Finances

On March 18, 2024, the Executive Committee unanimously approved NAWGJ central funds to cover the RJD hotel expenses for the 2024 Summer BOD meeting, as many have limited

funds that would be better used for projects to support their regional members. Since this financially affected the RJDs and could be a conflict of interest, the Executive Committee approved this motion.

Motion: The Finance Committee moves to close the Library bank account and will process future payments through centralized NAWGJ funds on a project basis.

No second needed

Passed: Unanimously

Proposed Dates for Summer 2025 Board Meeting

June 25-29, 2025, were selected for the 2025 in-person BOD and virtual SJD meetings. Bonnie Synol and Joan Morrison will identify potential locations and geographical sites for the 2025 BOD meeting. The Site Committee will review and present the options to the BOD at the Board meeting in July 2024. The 2025 SJD virtual meeting will be on June 28th and 29th.

2024 Summer Board Meeting topics for discussion

A. Increasing the number of Board meetings per year from two to four

Discussion will occur at the 2024 Summer Board Meeting regarding scheduling quarterly BOD meetings per year: one live and three virtual. This would allow more time to discuss and finish work routinely and provide time for the RJDs to develop their quarterly newsletter, which has benefited all members. This requires a change in the Bylaws, which will be recommended at the summer board meeting.

B. Budgetary processes

Project-based budgeting will be considered and developed at the summer Board of Directors meeting for committees with expenditures, such as Library and Education, to create an easy-to-manage expenditure process.

C. Levels of permission for video use

The NAWGJ Board of Directors will develop a process for obtaining permission for video use: opt-out and/or individual permissions. Currently, the opt-out method is being used for the NJC.

Education Committee Rapid Reviews and Processes

Cookie shared the spectacular praise from the membership for the Rapid Reviews and scored routines that the Education Committee developed. Several States were grateful, as they used them to prepare for their State Championship meets.

MOTION to adjourn: Bonnie Synol

Second: Teresa Barnard

Meeting Adjourned: 9:05 pm EDT

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 Executive GOVERNING BOARD MINUTES

Via Zoom

March 18, 2024

Call to Order

President Catherine Batsche called the meeting to order at 8:00 pm EDT.

President: Catherine Batsche (Cookie)

Vice President: Ann Heppner

Director of Finance: Robin Ruegg

Secretary: Denise Green

President-elect: Teresa Barnard

At-Large Applications

The Executive Committee reviewed the applications for the At-Large positions and will recommend applicants for each director position: Education, Historian, Library & Tech Services, National Judges Cup, and Website.

The process going forward:

- a. The applications will be shared with the BOD via Google Drive on Monday morning, March 25th.
- b. March 25th, 8:00 EDT at the virtual BOD meeting, the Executive Committee will present their recommendations.
- c. The President will open a discussion on the recommendations and applications
- d. The BOD will select the appointment for each position

Finance Committee recommendations

- A. The Finance Committee recommends closing the Library bank account and will process payments through the Director of Finance in the future.

Unanimously approved

- B. The Finance Committee proposes that NAWGJ pay the RJD Hotel Expenses for the Summer 2024 meeting. The Executive Committee considered previous input from the RJDs.

Unanimously approved

Education Committee

The Education Committee recommends a \$50.00 payment to the individuals who worked on the Xcel Virtual Clinic. This falls within the parameters of our previous clinician payment agreement and will be shared with the BOD on March 25, 2024.

Unanimously approved

It was recommended that the Board develop a policy regarding payment of judges conducting projects for NAWGJ at the summer meeting. One possibility discussed was project-based budgeting, in which project proposals would be submitted to the Board in advance with the timeline, workload, personnel, and proposed payments. After the project proposal was approved, payments could proceed without further discussion.

2025 BOD & Virtual SJD Meeting/Dates/Anticipated Schedule for RFP

June 23-29, 2025, were selected for the 2025 in-person BOD & Virtual SJD meetings. Bonnie Synol and Joan Morrison will identify potential locations for the 2025 BOD meeting, with the Site Committee reviewing and presenting options to the BOD at the meeting in July '24

Tentative schedule:

Exec meeting Wed AM

Committee meetings Wed PM

Committee meetings Thurs AM

Board meeting Thurs PM

Board meeting Friday AM/PM

SJD virtual meeting Saturday AM

BOD meeting Saturday PM

SJD virtual meeting Sunday AM

Future Meetings

Discussed scheduling quarterly BOD meetings per year: one live and three virtual. This requires a change in the Bylaws, which will be recommended at the summer BOD meeting. It also provides time for RJDs to develop their quarterly newsletter, which has benefited all members.

Meeting Adjourned: 9:40 PM, EDT

NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES
NATIONAL GOVERNING BOARD MINUTES
Hosted by Zoom
January 18, 2021

Call to Order

The meeting was called to order by President Cookie Batsche at 7 p.m. EST. After welcoming everybody, she called for a roll call for the record:

President: Cookie Batsche
Vice President: Ann Heppner
Director of Finance: Robin Ruegg
Secretary: Barbara Tebben
Region 1: Cindy Lord
Region 2: Denise Green
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 Librarian: Judy Dobransky
National Website Director: Brenda Eberhardt
National Judges Cup Director: Evelyn Paradis

Approval of Minutes

MOTION: Robin Smith: I move to approve the minutes from the September 9, 2020 Conference Call.

Second: Bonnie Synol

Vote: Passed/Unanimous

National Secretary Changes

The Awards Committee presented a tribute to National Secretary Barbara Tebben, who is retiring on March 31 after eight years of service. Denise Green, current Region II Regional Judging Director, ran unopposed for the position and will begin serving a two-year term beginning April 1, 2021 and ending March 31, 2023.

Barbara Tebben will update the Executive Board listings with SilverFlume by March 31. In addition, the NAWGJ national address will be changed from the National Secretary's address to the Director of Finance's address (Apple Valley, Minnesota.)

Elections Update – Ann Heppner, Vice President

Elections are ongoing for Regional Judging Directors in odd Regions (I-III-V-VII). Also, a special election will be held in Region II for vacating RJD Denise Green.

Election Buddy, an alternate online election platform to VotingPlace.net, will be used on a trial basis for the RJD elections this year. A plan may be developed to centralize the election process, in which the Vice President will set up and supervise all elections. The Constitution Committee will revise the Election Manual in the Official Documents once permanent decisions are made.

Also, the Vice President has requested timelines from each Executive Officer to include in the Operating Code.

For the Record

After Pat McDiarmid, SJD for Massachusetts, passed away recently, a special election was held to fill the vacancy. Marybeth Richardson was elected as the new Massachusetts State Judging Director. Pat Panichas, Regional Judging Director for Region VI, will work with the bank to delete McDiarmid's name from the bank account. She will also add her own name to the account.

2021 Judges' Cup Update – Evelyn Paradis, National Judging Cup Director

The National Judges' Cup was held at the Louisville, Kentucky Convention Center January 8-10. Strict health and safety guidelines for the Covid 19 pandemic were enforced, per the Kentucky Governor.

One thousand athletes competed and over fifty judges from 22 states volunteered at the meet, including many new judges from Region V. Team Texas won the Patty J. Shipman Level 7 Team Challenge. Evelyn reported that everything ran very smoothly despite some initial technical difficulties with streaming the meet for parents. Gift cards were a popular alternative to the traditional gift exchange among judges, and all volunteer judges were eligible to receive a free download of "X Marks the Spot," an XCEL practice judging program from the NAWGJ Library.

Next year, the NJC will be held January 7-9, 2022 at the New Orleans Convention Center in Louisiana. All Board members are asked to reserve these dates to volunteer.

New At-Large Director: National Historian

In anticipation of adding a National Historian to the NGB, a document listing the duties and qualifications of the position was distributed.

MOTION: Cindy Lord

I move that we add a new At-Large Director, the NAWGJ Historian, to the National Governing Board.

Second: Pat Panichas

Vote: Passed/Unanimous

The Vice President hopes that the NAWGJ Historian can be appointed in time to assume duties April 1, in accordance with the election schedule of the other At-Large Directors. This term would expire March 31, 2024.

NGB Committees Discussion

President Batsche recommends guidelines for NGB members serving on the various standing and ad-hoc committees. She will send out a survey to determine which four committees most interest each Board member and who would like to serve as committee chairpersons. The goal is to have RJD's serve on no more than three standing committees if possible. At-Large Directors would automatically be appointed to the committee related to their responsibility, but they may also serve on selected other committees. Committee rosters will be finalized prior to the summer, 2021 NGB meeting. (A current list of committee members will follow these minutes.)

Covid-19 Procedures Document

A Covid-19 Procedures Document will be completed and sent to the RJD's. The President is waiting for updates from USA Gymnastics to finalize the document.

Professional Responsibility Committee – Cindy Lord, Bonnie Synol, Denise Green
The NGB discussed a revision of Rule #10:

OLD Rule 10: A judge who has accepted a contract issued by NAWGJ and who later cannot, for valid and substantial reasons, perform that contract shall contact the appropriate assigning official at the earliest possible time and shall adhere to the procedures designated by the assigning entity to facilitate replacement as appropriate.

NEW Rule 10: A judge who has accepted a contract issued by NAWGJ and who later decides to decline the assignment, must communicate with the designated assigning official at the earliest possible time. If there is an appropriate replacement available, the judge may be released from the contract; if not, the original contract shall remain valid. Non-compliance may be considered a violation of the NAWGJ Code of Professional Responsibility and may be addressed accordingly. Exceptions may be made for emergency situations such as illness, family emergency, or other valid reasons.

MOTION: Marilyn Blilie

I move that we accept the Rule #10 revision.

Second: Barbara Tebben

Vote: Passed/Unanimous

Finance Committee Update – Robin Ruegg, Robin Smith, Debbie Campbell, Denise Green

Robin updated the NGB on the status of our National accounts. The Finance Committee will investigate various avenues of investing our money. Robin has also collected all of the 2020 W-9's so 1099's can be issued by the 1-31-21 deadline. The 2020 Quarterly Financial Reports will be turned over to the accountant in advance of preparation of our 2020 tax return.

An updated Quarterly Financial Report form will be posted soon on the NAWGJ Website. To address questions, the Finance Committee plans to have a virtual meeting with SJD's and their Financial Assistants in early February. This meeting also will be recorded and posted on the Website. The first Quarterly Financial Report is due February 20.

The Finance Committee plans to conduct an audit of all bank accounts to determine that three current Officers, no more than two from the same State, are listed as signers.

National Board Meetings

Our winter Board meeting will now be held virtually, but the Executive Board, or the NGB, may meet in person at National Judges' Cup if necessary. Designating times for At-Large Directors to attend both winter and summer NGB meetings will be discussed later this year.

NCAA Judging Update – Lois Colburn, National Collegiate Assigner

Lois reported that because of Covid-19, the 2020-2021 season has been a challenge for institutions, assigners and officials. Assigning for one Conference did not begin until January 2, months later than the target date. Twelve schools are not competing this year, and DIII will decide soon whether or not to have a season.

Covid-19 testing and safety procedures are varying widely in the different schools, Conferences or States. Several officials have declined meets. Even so, many D-1 meets are happening safely. Lois is working on Conference Meet assigning.

Uniform Update – Denise Green

The NAWGJ Uniform Page features the official Lands End Uniform site as well as a complementary page that features pieces that are embroidered with the Leaping Lady logo.

Lands End is working with us to keep the consumer-division Starfish pants available in the True Navy color, as the availability has dropped. Three versions of the NAWGJ dress are now available, as well as a collarless jacket and the traditional uniform pieces. Judges should register on the Lands End site so they can receive e-mails about sales.

Denise and the Ad-Hoc Uniform Committee (Cookie Batsche, Ann Heppner, Debbie

Campbell, Barbara Tebben) will work with the Professional Development Committee to develop guidelines for professional appearance, now that the uniform has so many options.

Miscellaneous Updates

Diversity Initiative: President Batsche recently met with individuals who are interested in exploring this topic. A report will be given at the next NGB meeting.

Professional Activity Report: President Batsche presented a chart summarizing the reports generated on gymjas since the form's inception last fall.

Annual Statistical Report: President Batsche will summarize the 2020 national statistics at the summer NGB meeting.

Motion to adjourn: Pat Panichas
Second: Bonnie Synol
Meeting adjourned 9:35 p.m. EST

**NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES
NATIONAL GOVERNING BOARD MINUTES**

Hosted by Zoom

March 23, 2021

Call to Order

President: Cookie Batsche

Vice President: Ann Heppner

Director of Finance: Robin Ruegg

Secretary: Barbara Tebben

Region 1: Cindy Lord

Region 2: Denise Green

Region 3: Marilyn Blilie

Region 4: Robin Smith

Region 5: Debbie Campbell

Region 6: Pat Panichas

Region 7: Bonnie Synol

Region 8: Diane Thompson

President Batsche welcomed the voting members of the National Governing Board at 7:00 EDT.

Executive Committee Conference Call Action (March 9, 2021)

Approval of Money Transfer

The Finance Committee recommends that we move \$300,000 to CDs and ladder them with 6 month, 1 year and 2 years at \$100,000 each. This will leave approximately \$75,000 in savings, which should be sufficient for any emergencies such as legal retainer.

Vote: Unanimous/Passed

NAWGJ Historian

The voting members of the National Governing Board discussed the qualifications of each of the three candidates for NAWGJ Historian that were recommended by the Executive Board.

Gina Fuller (Missouri) was voted unanimously to become our first NAWGJ Historian. The term will commence April 1, 2021 and end on March 31, 2024.

New Officers

National Secretary

Denise Green will become the NAWGJ Secretary April 1.

Regional Judging Directors

Teresa Barnard was elected RJD in Region I. Her term will begin May 15, 2021 and end May 14, 2025.

Priscilla Hickey was elected RJD in Region II. Her term will begin May 15, 2021 and end May 14, 2022 (she is completing a partial term for vacating RJD Denise Green.)

Committee Selection Procedures

After a poll confirmed National Governing Board members' committee preferences, the following timeline was announced:

April: The Executive Board will meet to constitute committees and send out assignments.

May/June: Committees will meet virtually.

July: Committees will meet in person prior to the NGB Meeting.

2021 NGB Meeting/SJD Workshop (July 6-10)

The Board discussed a tentative schedule and timeline for both the meeting and the workshop.

The Site Committee will work with Joan Morrison to decide which week in July, 2022 will work best for the NGB Meeting/SJD Workshop. The committee will report back at the virtual NGB meeting in late April.

Motion to Adjourn: Bonnie Synol

Second: Cindy Lord

Meeting adjourned 8:07 EDT

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**

Hosted by Zoom

May 4, 2021

Call to Order

The meeting was called to order by President Cookie Batsche at 7 p.m. EDT. After welcoming everybody, she called for a roll call for the record:

President: Cookie 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

MOTION: Bonnie Synol

I move to approve the minutes from our March 23, 2021 Zoom meeting.

Second: Marilyn Blilie

Vote: Unanimous

For the Record

No new elections were held for NAWGJ officers.

Welcomed new members

Denise Green, Transition to National Secretary

Teresa Barnard, Region 1 RJD

Priscilla Hickey, Region 2 RJD

Gina Fuller, NAWGJ Historian

Congratulated Re-Elected Members

Marilyn Blilie, Region 3 RJD

Debbie Campbell, Region 5 RJD

Bonnie Synol, Region 7 RJD

Recognized Outgoing Members

The Awards Committee presented a tribute to Cindy Lord, Region 1 RJD and Barb Tebben, National Secretary, for their years of hard work and numerous contributions to NAWGJ.

Vote: Duty to Maintain Membership Profile

MOTION: Ann Heppner

I move the following statement: "NAWGJ members are responsible for updating their profiles on the membership site. This ensures correct information will be available for voting purposes and for assigning."

Second: Debbie Campbell

Vote: Unanimous

This statement will be posted on the NAWGJ website home page "What's New" as well as the "Elections" web page and relevant documents.

Committee Discussion

Ad-hoc Uniform Committee proposed language to be shared with USA Gymnastics/ Women's Technical Committee regarding a change in uniform guidelines in the Rules and Policies.

Current language: Dress appropriately, regardless of the level of competition, in the required uniform (Navy skirt/pants and jacket, white blouse/shirt (Exception: theme invitationals)).

Proposed language: Dress appropriately, regardless of the level of competition, in the required uniform (Navy skirt/**dress**/pants and jacket/**sweater**, white blouse/shirt (Exception: theme invitationals). **Judges are required to wear a suit jacket at state meets and above or when requested by the Meet Director.**

Vote: Unanimous

The committee will develop preliminary professional guidelines for the uniform to be discussed at the SJD Workshop in July.

Reviewed committees, timelines and process

- Committees work on projects between May 4 and mid-June
- Committee chairs send out proposals to entire Board mid-June
- July 7-8: Committees meet in Seattle to finalize proposals based on Board feedback
- July 7-10: Proposals finalized and voted on by Board

Discussion on 2022 SJD meeting: In-person or virtual

After reviewing the SJD poll, the majority preferred a combination of in-person and virtual meetings.

MOTION: Robin Smith

I move we employ the following schedule for the Annual SJD Workshop:

2021 In-person

2022 Virtual SJD workshop July 8-10, NGB June 25-26

2023 In person (new SJD's elected this year) Coincides with National Symposium

2024 In-person (new SJD's elected this year)

2025 Virtual SJD workshop (subject to change)

National Governing Board will meet in-person annually

Second: Bonnie Synol

Vote: Unanimous

The Site Committee proposed a Region 5 site for 2022 and will continue their communications with their contact person.

Annual SJD Workshop

Potential topics for the SJD Workshop in July 2021 were discussed.

MOTION to adjourn: Cindy Lord

Second: Pat Panichas

Meeting adjourned at 9:00 EDT

COMMITTEE ROSTERS

STANDING COMMITTEES

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

JAS Committee: Cookie 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: Cookie 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: Cookie Batsche**, Denise Green, Debbie Campbell

** Denotes Committee Chairperson

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 Efenbein, 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

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

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

**National Association of Women's Gymnastics Judges
Executive Board Meeting
Oct. 14, 2021 via Zoom**

Call to Order

Members Present:

President: Catherine Batsche

Vice President: Ann Heppner

Director of Finance: Robin Ruegg

Secretary: Denise Green

The meeting was called to order by President Catherine Batsche at 6:00 P.M. EST who reviewed the several administrative tasks that have been accomplished over the last several months to enhance the business status of our organization..

Financial Concerns: We continue to work on ensuring accurate signatures on bank accounts, which is difficult given bank requirements.

Multi organizational meets:

Suggestion to meet directors hosting multi-organizational meets regarding judges' break times: If there will be unpaid break time between the end of one organization's meet and the start of another organization's meet, the Meet Director should notify the assigner in advance (or other appropriate individual based on each state's practice). This individual should then notify judges so they may make a decision regarding acceptance of the meet.

Draft of revised NAWGJ Judges Official Contract will be sent to the NGB for feedback.

Problem Resolution Process: Revised Problem Resolution Process will be reviewed by the Professional Responsibility Committee.

NEED: training in conflict resolution.

National Judges Cup: Travel expenses of NGB At-Large Directors for NJC:

National Judges Cup Director, National Collegiate Assigner, National Website Director, National Education Director, National Librarian, NAWGJ Historian

As there is no NGB meeting at the 2022 NJC, the At-Large Directors are welcome to attend, but it is not expected. NAWGJ will cover their expenses if there is no other entity paying, such as their home state.

Assigning Fee review: Finance Committee is acquiring data from SJD's to explore the cost-effectiveness of the \$3.00 assigning fee.

Meeting Adjourned: 8:20 P.M. EST

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
January 8, 2022**

Call to Order

The meeting was called to order by President Cookie Batsche at 9:00 am EST.

President: Catherine Batsche (Cookie)

Vice President: Ann Heppner, via Google Meet

Director of Finance: Robin Ruegg

Secretary: Denise Green, via Google Meet

National Judges Cup Director: Evelyn Paradis-during NJC discussion

Elections :

Approved the annual renewal expense for our election platform, which will be an automatic renewal in forthcoming years.

Articles of Incorporation: We will move forward with the annual corporate filing with Paul Anderson, Esquire.

Membership Update

2153 active members

182 new since 8/1/21

For technical reasons, we will be deleting all $\frac{4}{5}$ ratings. Current members must update this field before January 31, 2022.

Disbursement Reports

A report will be completed in February for memberships renewed 8/1/21-1/31/22 with disbursements to Regions following.

Index of Meeting Minutes

Researching the ability to enable the official minutes to be searchable.

Updates to our governance documents

Reviewed the progress on the NAWGJ Bylaws, which is a combined document of our current Constitution and Operating Code.

Problem Resolution Process:

Reviewed updated document and will share with NGB at our January meeting.

Update on National Judges Cup (with Evelyn Paradis)

Reviewed the current NJC and discussed future plans.

Questions brought forth by NGB:

1. Is it required that members complete Safety Certification/Background Check to be assigned meets from the variety of organizations for which we assign?

NAWGJ is a service organization that works with several organizations. Judges must complete the requirements for every organization for which they will judge.

2. If SJD/SGB serves as a clinician for a state clinic, are they eligible to get paid?

Depends on how the Job duties of the SGB member is defined:

- If the position description of an SGB states that their duties include serving as a clinician in state clinics, then this would be part of their volunteer duties (note: It would be atypical for this to be in a position description. Typically, a position such as Education chair would include the development of or coordination of clinics, not the provision of clinician services).
- If being a clinician is not in their job description, then they are eligible for payment as a clinician fees as determined by their State Governing Board.

3. Fee adjustment for clinicians-currently use USAG fee structure for clinicians.

- Agreed on \$200 fee per session plus \$200 one-time preparation fee
- Finance Committee will gather data on the topic of what we should pay for virtual clinics that are recorded and posted on the NAWGJ website.

Professional Activity Report

We will explore alternative options for utilizing the PAR on Gymjas for non-NAWGJ contracted meets such as age-group national meets, NCAA regional and national meets, and National Judges Cup. .

Land's End updates

Supply-chain and employee shortages have impacted all parts of the production chain on both the Professional Uniform and the Leaping Lady sites. Land's End anticipates improvement in the Spring. The Uniform Ad Hoc Committee will continue to work with Land's End on our Professional Uniform options.

What are our roles as elected members of NAWGJ?

When issues arise, SJDs and RJDs should first ask the question: Who is responsible for this decision/policy? In many cases, the question will involve the governing body for one of the gymnastics organizations served by NAWGJ. As a service organization, it is our mission to provide professional development for our members and to support and promote women's gymnastics in the United States. The Board will explore ways to continue to help NAWGJ elected officials differentiate these responsibilities.

SJD and Assigning:

- Work with RJD's/SJD's to create a "Best Practices Assigning" document with local flexibility
- Make a "Frequently Asked Questions" document for reference
- Post on the website and ask Assigners to view Teresa Barnard's updated PowerPoint presentation from July 2021 SJD Workshop
- Offer sessions at NAWGJ Symposium for assigners
- Zoom with Assigners regarding Best Practices; also include reimbursable expenses

Proposals from Finance Committee

Discussed priorities for compensation including judges fee schedule, assigning fees, and new judges' expenses, and single hotel rooms. Cookie will work with WTC on recommendations.

Update on Diversity Initiative

The Diversity Initiative Committee has had many accomplishments in 2021 with an evolving To-Do list for 2022.

Meetings:

- Agenda items were discussed for the January 24 and February 1st NGB virtual meetings.
- Tentative Plans/Schedule for Summer NGB Meeting Jun 23-26
 - Exec Board Thursday am-early afternoon
 - Committees: Thursday afternoon & Friday morning
 - NGB: Friday pm, Saturday all-day
- Tentative Plans/Schedule for Summer Virtual SJD Workshop July 8-9

2022 National & Regional Congress Save the Date: Specific event locations and registration information will be announced in early January 2022.

- National Congress: August 19-21, 2022 (*held in conjunction with U.S. Gymnastics Championships*)
- Region 1 Congress: August 26-28, 2022
- Region 2 Congress: August 13-14, 2022
- Region 3 Congress: June 10-12, 2022
- Region 4 Congress: June 17-19, 2022
- Region 5 Congress: July 15-17, 2022
- Region 6 Congress: August 5-7, 2022
- Region 7 Congress: June 24-26, 2022

Adjourned: 3:20 pm CST

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 via Zoom**

January 24, 2022. 7:00 p.m. EST

Call to Order

The meeting was called to order by President Cookie Batsche at 7 p.m. EST. After welcoming everyone, the roll call was taken for the record:

President: Cookie 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, excused
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

MOTION: Priscilla Hickey

I move to approve the minutes from our July 7-19th, 2021 Zoom meeting.

Second: Robin Smith

Passed: Unanimously

For the Record

No new elections were held for NAWGJ officers prior to the meeting. *February 10th Update to minutes:* The election for Regional Judging Directors concluded shortly after the NGB meeting. For the record, Jim Burton of New York was elected as the new RJD for Region 6. The election outcome is reported in these minutes to allow Jim Burton to proceed with establishing a bank account prior to the Summer Board meeting.

Announcements

- a. **Sliver Flume Charter/License Renewal:** NAWGJ is engaging Paul Anderson, a Nevada attorney, to assist with the renewal of the annual corporate filings in Nevada and to serve as our Registered Agent in Nevada.
- b. **Membership Updates:** The Secretary reported that NAWGJ has 2,166 active members, 208 new since 8/1/21.
- c. **Disbursement Reports**
A report will be completed in February for memberships renewed between August 1, 2021 and January 31, 2022, with disbursements to Regions following shortly thereafter.
- d. **Election Update**
NAWGJ renewed the license with our election platform, Election Buddy, which will renew annually. The Vice President is currently running RJD elections in Regions 2, 4, 6, and 8, with SGB elections to begin in June for those same regions.
- e. **Meeting minutes**
Searchable meeting minutes are now posted on the NAWGJ website and can be located in “Official Documents” under the “About Us” tab.
- f. **Clinician Fee adjustment for national projects**
Beginning January 1, 2022, NAWGJ will pay clinicians \$200.00 per clinic session with a one-time preparation fee of \$200.00 for clinics organized at the national level. Exceptions will be needed for the lead presenters at the National Symposium in 2023. The Finance Committee is exploring options to address the intellectual property status of NAWGJ virtual clinics that are recorded and posted on the NAWGJ website.
- g. **Role of NAWGJ as a Service Organization**
NAWGJ is an organization that provides service not only to its members but also to other sports organizations such as USAG and the NCAA. NAWGJ submits proposals to these organizations regarding compensation and related matters for their consideration using the designated procedures of each organization. For example, proposals with USAG are discussed with the Women’s Technical Committee and proposals for collegiate gymnastics are discussed with the Women’s Gymnastics Coaches Association. Proposals are considered by these groups in the spring of each year. Recommendations from these groups are then considered by the administrative entities responsible for the organization. The NGB was asked to help all of our members understand the relationship of NAWGJ to the organizations we serve.

h. Update on Diversity Initiative

The Diversity Initiative Committee had many accomplishments in 2021, many of which are helpful to all judges.

Accomplishments:

- Presentation on diversity at 2021 NGB meeting
- Activities to increase representation in educational projects and websites.
- Mentoring guidelines collected from states and published on the NAWGJ website
- Gender-neutral language in Professional Dress guidelines
- Outreach proposals under development to recruit new judges
- Training sessions for NGB members in collaboration with Minnesota NAWGJ

They have an evolving To-Do list for 2022.

Governance documents: Update on the process and timeline for revisions

The Constitution Committee is working on recommendations from legal counsel to merge our Constitution and Operating Code into a single Bylaws document. The committee will send the document to the NGB prior to the summer NGB meeting for discussion and possible approval.

Problem Resolution Process:

The Problem Resolution Process was revised to simplify the procedures and to promote consistency in the appeals process as recommended by legal counsel. The revised document was sent to the NGB in advance of the meeting for review and recommendations. Additional suggestions made based on the NGB review included:

Change Level 1 State Level Process as follows: add to 5.

The letter must be dated and sent either by email or by registered/certified mail to the affected judge, return receipt requested, with delivery restricted to the addressee only. The letter shall be clearly marked "Personal and Confidential."

Change Level 1 State Level Process as follows: add to 6.

"The SJD shall notify the RJD of the outcome of the process."

Call the question: Does the NGB accept the recommendation from the Professional Development Committee to adopt the revised Problem Resolution Process document?

Unanimously approved

The Revised Problem Resolution Process is posted on the NAWGJ website and can be located in "Official Documents" under the "About Us" tab.

National Judges Cup

NJC 2022

- The NJC held in New Orleans with a Mardi Gras theme was a positive experience for gymnasts, coaches, and judges. Thank you Evelyn Paridis!

- 14 state teams completed in the Patty J. Shipman Level 7 State Team Challenge
 - 1st place NorCal
 - 2nd place SoCal
 - 3rd Place Pennsylvania

NJC 2023 & Future

- Due to numerous complications affecting the 2022 NJC (hurricane closures, COVID restrictions, other issues), there was not adequate time to put the 2023 NJC out for bid. The NJC Director requested a delay of one year in putting the NJC out for bid as approved by the Board at the July 2021 meeting. The bid for the 2024 NJC will be issued in spring, 2022.
- Options for the 2023 NJC are currently being explored.
- The Site Committee was asked to work with the NJC Director to explore site possibilities for future NJC events beginning in 2024.

Priscilla Hickey: I move we allow a one-year delay in the implementation of the RFP for the NJC with the understanding that the 2024 NJC will be put out for bid.

Second: Bonnie Synol

Passed: Unanimously

Library Report: Judy Dobransky

The library reported \$960.00 in income from Library products at the NJC. Approximately 75% of NAWGJ DVDs have been sold and/or dispersed. The Board thanked Judy and Brenda for making this a success.

Land's End Uniform updates

- Backlog, supply-chain, and employee shortages have impacted all parts of the production chain on both the Professional Uniform and the Leaping Lady sites. As a result, orders from Land's End are delayed. Land's End anticipates improvement in the Spring.
- The fleece jacket with the official NAWGJ emblem will be added to the Professional Uniform site in spring, 2022 along with other sweater options currently available.

Professional Activity Report (PAR)

NAWGJ is working on a method to include designated events in the Professional Activity Report, e.g., national-level events, such as East/West Nationals, National Championship meets, and collegiate events.

New Judges

Helping Hands and the Finance Committee are exploring ways to support new judges and to ease the costs associated with becoming a judge. The committee will send out requests to SJD's for information and ideas.

Potential topics for Virtual Summer SJD meeting

The Board engaged in general discussion regarding interactive topics to present at the 2022 Virtual SJD workshop.

Assigning Issues Workgroup:

Teresa Barnard will chair a workgroup to brainstorm problems, solutions, and Best Practices for assigning.

Tentative Plans/Schedule for Summer

- NGB (June 22-25): Grand Rapids Amway Grand Plaza
- SJD Meeting (July 9-10 weekend): virtual

NAWGJ Historian, Gina Fuller

All judges are asked to send Gina Fuller your unique memories and experiences regarding judging during COVID years. A request was also made for retired/retiring judges to send in their memories. These submissions should be brief anecdotes approximately one paragraph in length. The collection will be prepared as a gift for judges at the NAWGJ National Symposium.

MOTION to adjourn: Priscilla Hickey

Second: Debbie Campbell

Meeting adjourned at 9:30 EST

National Congress-held in conjunction with the 2022 U.S. Gymnastics Championships

- August 18-21 in Tampa, FL
- Early Bird Pricing ends April 13
- [Click here](#) for registration details

Region 1 Congress

- August 25-28 in San Jose, CA
- Early Bird Pricing ends April 13
- [Click here](#) for registration details

Region 2 Congress

- August 14-15 in Portland, OR
- Early Bird pricing ends April 13
- [Click here](#) for registration details

Region 3 Congress

- June 10-12 in Norman, OK
- Early Bird pricing ends February 23
- [Click here](#) for registration details

Region 4 Congress

- June 17-19 in Cedar Rapids, IA
- Early Bird pricing ends February 23
- [Click here](#) for registration details

Region 5 Congress

- July 22-24 in Grand Rapids, MI
- Early Bird pricing ends March 23
- [Click here](#) for registration details

Region 6 Congress

- August 5-7 in Warwick, RI
- Early Bird pricing ends April 13
- [Click here](#) for registration details

Region 7 Congress

- June 24-26 in Baltimore, MD
 - Early Bird pricing ends February 23
 - [Click here](#) for registration details
-

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.

**NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES
NATIONAL GOVERNING BOARD MINUTES
Amway Grand Plaza, Grand Rapids, Michigan
June 23-25, 2022**

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

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
EXECUTIVE GOVERNING BOARD MINUTES**

National Association of Women's Gymnastics Judges

Executive Board Meeting

July 27, 2022

Call to Order

The meeting was called to order by President Cookie Batsche at 7:00 am EST.

President: Cookie Batsche

Vice President: Ann Heppner

Director of Finance: Robin Ruegg

Secretary: Denise Green

2023 NAWGJ Symposium "Gold & Glorious: 50 Grand Years"

The Symposium budget will cover the expenses for Hall of Fame and Life Members to attend Symposium (airfare/hotel/symposium fee/per diem). The Awards Committee supports this decision.

Discussed and approved a Non-Member fee for the 2023 NAWGJ Symposium.

Approved the Registration Fee for Symposium:

	Member	Nonmember
Until March 1	210	270
March 2 to May 1	260	320
May 2 to July 1	310	370
After July 1	360	420

Reviewed the revised schedule for Symposium to accommodate our Thursday Game Night plans.

Reviewed the preliminary list of recommendations for Symposium keynote and educational speakers.

Elections:

Maine SJD-An election was opened with no applications received by its closing date of July 15th. Requesting the RJD (Jim Burton) to consult with Maine members to discuss the status of their state and possible solutions.

****8/4/22:** The Executive Committee approved the recommendation for Maine NAWGJ members to join New Hampshire (Danielle Baxter, SJD). Valarie Jackson, who ran unopposed for Maine State Governing Committee, will serve on the board with the current NH board, giving Maine a voice and vote on the board.

****8/11/22:** The Executive Committee accepted the resignation of Jamie Mathis and appoints Brianne Rauzi to complete her remaining term as Wyoming's SJD.

The Election Committee will:

- Clarify the process for RJDs when SJDs request less than the recommended minimum of 5 State Committee members.
- Research email tickler for reminders of upcoming elections.
- Outline the steps to be taken when a state does not have an elected SJD.

Finance:

Approved the proposed 2022-23 National Budget.

Non-Profit: Finance Committee will work on a 501(c)(3)

JAS: For the purpose of clarity, it is recommended the JAS Committee review the current status of financial support for those associated with the collegiate assigning process and prepare a proposal for future support and expenditures. In addition, the committee will be asked to prepare a written summary of the current process to discuss at the National Governing Board meeting and to be entered into the record.

Clarifications:

We will work on a means to keep track of actions that are only recorded in the minutes, specific items may be included in the separate policy documents, e.g., Financial Best Practice and Election Guide.

Carpooling: To reflect the various organizations for which we assign, the statement on NAWGJ contracts will now state, "Please refer to the policies of the sponsoring organization and/or the Meet Director concerning travel reimbursement". NAWGJ does not assign people to carpools but judges may choose to ride together if that is their preference and decision. If a Meet Director requests only judges who will carpool, the individual judge can choose to accept or decline a contract with carpooling required.

Review of term limits: *In the event, no eligible candidate indicates interest in a position, approval may be requested for the Incumbent to continue to serve an additional term in that position or in another vacant position on the committee.*

- For Executive Officers, approval is granted by the Board of Directors.*
- For the RJD position, approval is granted by the Board of Directors.*
- For the SJD position, approval is granted by the Regional Committee.*
- For the State Committee, approval is granted by the Regional Committee.*
Clarification: Service on the State Committee only applies to that person who accrues 6 years of service time on the State Committee.
- For At-Large Directors, approval is granted by the Executive Committee.*
- Exception: The National Collegiate Assigner may only serve two terms consecutively.*

Future Clinics: Discussed proposed clinics for 2022-23.

Adjourned: 9:30 pm

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
Executive GOVERNING BOARD MINUTES**

**Denton, TX
January 7, 2023**

Call to Order

The meeting was called to order by President Catherine Batsche at 9:20 a.m. CST.

President: Catherine Batsche (Cookie)

Vice President: Ann Heppner

Director of Finance: Robin Ruegg

Secretary: Denise Green

Intellectual Property:

Cookie provided an update on the recent discussions with USAG on Intellectual Property and the posting of Educational Materials within the guidelines of USAG's Terms of Use.

Recognizing retiring members:

SJD's and RJD's will provide the National Secretary with a list of retiring NAWGJ members and the Secretary will send a note of appreciation.

Elections:

Ann reviewed the proposed new Election Guide with 3 parts: Gant Chart, Timetable for Online Elections, and Timetables for Elections and Appointments by Year. Since elections are all electronic, proposed timelines were shortened.

The Bylaws Committee will continue to work on updating the Election Guide which will be presented to the Board of Directors at a future meeting.

NAWGJ Symposium

11:30: Brenda Eberhart (zoom) and Evelyn Paradis joined the meeting. Cookie reviewed and discussed the tentative schedule, speakers, activities, and gifts/prizes associated with the Symposium.

JAS

2:30: Lois Colburn, National Collegiate Assigner (Zoom), and Marilyn Blilie, JAS/Education Committees, joined the meeting.

Lois, Marilyn, and the Executive Committee discussed defining and clarifying the role and workload of the National assigner, JAS, and Education committees. Future Zoom meetings will be scheduled.

The meeting adjourned at 5:40 p.m. CST

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**

**Via Zoom
January 30, 2023**

Call to Order: (NGB voting members)

The meeting was called to order by President Catherine Batsche at 7:00 p.m. EST. All voting members were present with the exception of *Robin Ruegg and Judy Dobransky*.

President: Catherine Batsche

Vice President: Ann Heppner

Director of Finance: Robin Ruegg (absent)

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 (absent)

National Website Director: Brenda Eberhardt

National Collegiate Assigner

Discussed the position of the National Collegiate Assigner. The election process for the At-Large Director position of National Assigner-Elect will begin on February 1, 2023. NAWGJ will present a recommendation to the WCGA JAS Committee and NCAA for discussion and endorsement. The person selected will shadow the current National Assigner for one year to learn and become proficient in the process prior to assuming office the following year. Discussed the workload, responsibilities, and financial arrangements for the position of National Collegiate Assigner.

Reviewed statement in the Bylaws, Article V- General Organization, Section II- Requirements of Office, H.:

A member may not serve in any of the following positions simultaneously: State Judging Director, Regional Judging Director, National Officer, At-Large Director, or Regional Collegiate Assigner.

Motion From the Finance Committee

The Finance Committee made a motion to establish an annual distribution of NAWGJ membership funds after the end of the Fiscal year, October 31st, to take effect immediately. Bylaws will reflect this change.

Passed unanimously

Motion From the Finance Committee

The Finance Committee made a motion to establish a \$5,000 line item in the NAWGJ budget for the NAWGJ Store (income & expense).

Passed unanimously

Brenda will send a proposal to the Finance Committee discussing the cost options with income and expense.

Annual Statistical Report

Previously we moved the reporting timeline to the year ending July 31. The two COVID years skewed the number of assignments. Cookie would like to shift the reporting timeline to Aug 1- April 15 so data is a more accurate reflection and will ask the SJDs to submit statistical information and the President's meeting with USAG in May.

National Symposium

Hotel: Currently approximately 600 judges are registered at the Amway Plaza. Thirty hotel rooms were added to the block with the possibility of adding more. If needed NAWGJ may negotiate with a nearby hotel. Gifts have been ordered and several speakers have been contacted with more to be added mid-spring.

Regional Challenge: Committee chairs will review their responsibilities in an upcoming Zoom meeting.

NAWGJ meetings: Reviewed the schedule for Director and SJD meetings. Cookie will send out the schedule.

MOTION to adjourn: Bonnie Synol

Second: Diane Thompson

Meeting Adjourned: 8:35 pm EST

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

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
Executive GOVERNING BOARD MINUTES**

Oklahoma City, OK

May 14, 2023

Call to Order

The meeting was called to order by President Catherine Batsche at 12:40 p.m. CST.

President: Catherine Batsche (Cookie)

Vice President: Ann Heppner

Director of Finance: Robin Ruegg (via telephone)

Secretary: Denise Green

Elections:

Elections are complete for the State Judging Directors in Regions 1, 3, 5, and 7, with the directors taking office on May 15, 2023.

Region 1:

AZ - Natalie Koga, continuing - re-elected

*No-CA - Co-SJDs, Julie Andrews, new & Donagene Jones, continuing -unopposed

*So-CA - Co-SJDs, Emily Wensel, new & April Brandon, continuing -unopposed

NV - Alex Hammond, continuing - unopposed

*UT - Pat Bryant, newly elected

Region 3:

AK - Karma White, continuing - unopposed

CO - Stacey Beckwith, appointed May 2022 - continuing unopposed

KS - Suzann Azzaro, continuing - unopposed

NM - Kelly Shane, continuing - re-elected

*OK - Brittney Shaw, newly elected

TX - Bonnie Crawford, continuing - re-elected

*WY - Brianne Rauzi, appointed August 2022, newly elected

Region 5:

*IL - Heather Forbes, newly elected, unopposed

*IN - Patricia Ergle, newly elected, unopposed

*KY - Michael Crowe, newly elected

*MI - Co-SJDs, Sheryl DeWeerd & Paula Noe, newly elected

OH - Co-SJDs, Kathleen Edwards & Tina Snyder, continuing - unopposed

Region 7:

PA/DEL - Co-SJDs, Linda Kothe & Laurie Lengal-newly elected, unopposed

MD - Jane Flynn-newly elected, unopposed

NJ - Pamela Gardin-newly elected, unopposed

VA/WVA - Co-SJDs, Laurell Mauro & Summer Oostra-newly elected, unopposed

*Newly elected

The board accepts the election for the record.

NAWGJ appreciates the time and effort of the outgoing SJDs and their commitment to our mission.

Region 1:

PJ Slater, Northern CA

Heather Carmody, UT (resigned May 2022)

Region 3:

Nichole Otterson, CO (resigned May 2022)

Jeana Ely, OK

Jamie Mathis, WY (resigned August 2022)

Region 5:

Linda McDonald, IL

Judy Kemp, IN

Candace Alvey, KY

Cathy Short, MI

Region 7:

Linda Ostrove, MD

Leslie McPeck & Kelly Gaston, NJ

Marcy Blitz, PA

Diane Berry, VA & W. VA

Alison Whitehair, VA (resigned March 2022)

Other Business:

Kara Bissonnette, SJD from VT, resigned as of May 15th. The Region 6 RJD, Jim Burton, and members of VT are requesting the appointment of Gail McGann & Kori Crane to the position of Co-SJDs for the remaining term of office. We accept the proposal, effective May 15, 2023.

The meeting adjourned at 12:50 p.m. CST

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

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
September 7, 2023 (Via Zoom)**

Call to Order

President Catherine Batsche called the meeting to order at 7:00 p.m. EDT. After welcoming everyone, 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, excused

National Judges Cup Director: Evelyn Paradis

National Librarian: Judy Dobransky

National Website Director: Brenda Eberhardt

Approval of Minutes

Motion: Bonnie

I move to approve the minutes from our July 10-11, 2023, Board Of Directors meeting.

Second: Robin Smith

Passed: Unanimously

Old Business - Updates from the Bylaws Committee:

After a 30-day review, recommended Bylaw changes from the Committee were brought forward for a vote of the Board of Directors. After approval, the updated Bylaws document will be posted on the website.

Item 1: State Committee Elections

Article VI, Section 1, A

Motion to accept change: *State Committee ties will be broken by a run-off election to be completed as soon as possible after the initial election.*

Vote: Unanimously passed

*Historically, we have allowed the SJD and RJD to determine whether a run-off election will be held or both candidates will be accepted for the board.

Item 2: Elections Process

Article VI, Section 1, B

Motion to accept deletion: All elections will be run by the Vice President, assisted by the respective directors, with the exception of the position of Vice President ~~and elections occurring in the Vice President's Region~~. In this instance, the President shall run the election.

Vote: Unanimously passed

Item 3: Co- SJDs

Article VI, Section 1H

Motion to accept addition: "With the approval and sanction of the Executive Committee and following input from the governing Regional Judging Director, members may choose to run as co-State Judging Directors. *Co-SJDs must submit a form delineating duties for each Co-SJD to the Executive Committee prior to the start of the election.*"

Vote: Unanimously passes

Item 4: Appointments

Article VI, Section 1, J

Motion to accept addition: In case of unexpected resignations or vacancies on the State Committee, the SJD, after consultation with the RJD and approval by the State Committee, may appoint a specific member to fill the position. Appointed members will not have voting privileges on the committee.

* Clarification: This is regarding elected positions only.

Vote: Unanimously passed

Item 5: Term Limits

Article VI, Section III

The President, Vice President, National Secretary, Director of Finance, At-Large Directors, Regional Directors, and State Directors may be re-elected for one additional consecutive term only, *State Committee may be re-elected for two additional 2-year terms* (partial terms will not be considered when considering the duration of terms). In the event no eligible candidate indicates interest in the position, approval may be requested for the Incumbent to continue to serve an additional term in that position or in another vacant position on the committee.

- a. For Executive Officers, approval is granted by the Board of Directors.
- b. For the RJD position, approval is granted by the Board of Directors.
- c. For the SJD position, approval is granted by the Regional Committee.
- d. For the State Committee, approval is granted by the Regional Committee.
Clarification: Service on the State Committee only applies to that person who accrues six years of service time on the State Committee.
- e. For At-Large Directors, approval is granted by the Executive Committee.
 - Exception: The National Collegiate Assigner may only serve two terms consecutively.

Motion to accept change and addition:

"A member who has "termed out" must sit out for two years from the position vacated before running again for that position. If the "termed out" member wishes to move up or down into a different position, they may do so immediately."

Vote: Unanimously passed

Item 5: Appointments

Article VI, Section 1, J

Motion to accept addition: In case of unexpected resignations or vacancies on the State Committee, the SJD, after consultation with the RJD and approval by the State Committee, may appoint a specific member to fill the position. Appointed members will not have voting privileges on the committee.

* Clarification: This is in regard to elected positions only.

Vote: Unanimously passed

State Financial Expenditure Plans

Robin Ruegg and the Finance Committee

An informational PowerPoint is posted on the website for the development of the State Financial Expenditure Plan. Two different templates were created for guidance, yet are not required. The SJD will submit its State Compensation Plan to the RJD for approval, who will place the approved plans in the Google Drive so they will be accessible to the Executive Committee. The plans do not need to be sent to the Executive Committee for review unless the plan includes an expenditure that needs further clarification.

Symposium Follow-up:

Cookie reviewed the summary of the Evaluations, which were extremely positive. To date, 17 edited Session videos are now posted on the national website under "Events."

Symposium Operation manuals are in Google Drive for future reference and planning purposes.

New Business: NAWGJ Store

Brenda presented samples of pins to recognize years of service as a NAWGJ member. She will work with Denise to identify the number of pins that should be ordered for each benchmark year.

Motion to adjourn: Bonnie Synol

Second: Teresa Barnard

Meeting adjourned: 8:00 P.M.

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

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**

**Via Zoom
October 25, 2023**

Call to Order:

The meeting was called to order by President Catherine Batsche at 7:00 p.m. EDT. All members were present.

President: Catherine Batsche

Vice President: Ann Heppner

Director of Finance: Robin Ruegg (late)

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

Elections and Appointments

Discussed preparations for the NAWGJ presidential election and appointment of all At-Large Director positions. Election information will be sent to RJDs/SJDs and posted on the NAWGJ website.

Timeline for the election of the President:

11/15/23 Letter of Eligibility sent to candidates

12/1/23 Application due to VP

12/5-15/23 Voting of BOD

4/1/24 Assumes office

Timeline for the election of all At-Large Directors:

2/1/24 Letter of Eligibility sent to candidates

3/1/24 Application due to VP, who presents to Exec. Committee

3/15/24 Executive Committee makes recommendations to the BOD

3/25/24 Meeting with BOD to select At-Large Directors

4/1/24 Assumes office

At-Large Director Duties

Reviewed the duties of the National Library Director. With technology increasingly essential, it was recommended the National Library Director position be amended to include technology services. The BODs reviewed the proposed amendments made by the Executive Committee and provided additional input.

Amendment to the Bylaws

Motion: From the Executive Committee: make the following changes in the Bylaws, which requires a vote after a 15-day review (emailed 10/18/23):

1. Amend the duties of the National Library Director to add technology services as proposed in the shared document.
2. Transfer duties from National Library Director to Website Director:
 - a. Maintain and publish a catalog of NAWGJ products on the National Website.
 - b. Receive orders and send products upon request.

****Amendment to the minutes: 11/27/23 BOD approved anonymously to accept amendments 1 & 2.**

Motion: From the Executive Committee: make the following friendly amendment to the Bylaws for consistency regarding the financial reporting duties of Directors and Executive Committee members:

"Provide a written and oral Annual report, including financial expenditures, to the Board of Directors at the Summer meeting."

Passed: Unanimously

Clerical Amendment: Change "National Historian" to "National History Director" to align with titles of other At-Large Directors.

Permission to Video

Cookie reviewed recent USA SafeSport/USAG updates for permission to video athletes with continued discussion ahead.

Insurance Update

Cookie reviewed the current coverage provided by our insurance carrier regarding the Judges Cup(s) and possible changes that may need to occur.

Exec Committee Admin Assistants

The Executive Committee proposed, without dissent, an allocation of up to \$2000 for each Executive Officer to obtain clerical assistance to support the duties of their position. The individual and the hourly pay will be reviewed with prior approval by the Executive Committee annually before engaging the individual.

Other Directors without a budget may request funds from the Executive Committee to support clerical work for their positions.

Financial Committee updates

1. Reviewed the National NAWGJ bank accounts.
2. Shared recent minutes from the Finance Committee meeting.
3. The Operational Procedures for Financial Matters document is nearing completion.
4. Reviewed discussion brought forth by the RJDs regarding expenses for national meetings. This will be added to the agenda for a future BOD meeting with RJDs.

NJC-Tinley Park, IL

The BODs will not be required to attend the National Judges Cup this year (2024). This is a one-time exception to the existing procedures that require attendance at least every other year.

MOTION to adjourn: Bonnie Synol

Second: Jim Burton

Meeting Adjourned: 8:40 pm 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