

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
St. Louis, MO
July 9-11, 2024**

Call to Order

The meeting was called to order by President Teresa Barnard on July 9th at 3:30 p.m. CDT. After welcoming everyone, she requested a roll call for the record:

President: Teresa Barnard

Vice President: Ann Heppner

Director of Finance: Robin Ruegg

Secretary: Denise Green

Region 1: April Brandon

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: Jenna Karadbil

National Education Director: Tammy Parsons

National History Director: Gina Fuller

National Judges Cup Director: Evelyn Paradis

National Library/Technology Services Director: Maureen Blair

National Website Director: Brenda Eberhardt

Past President: Cookie Batsche (Tuesday & Wednesday)

Conflict of Interest/Confidentiality Agreement forms

All BOD members completed electronic forms and returned them electronically to Ann Heppner, NAWGJ Vice President.

Approval of Minutes

MOTION: Priscilla Hickey

I move to approve the minutes from our June 4, 2024, Zoom meeting.

Second: Robin Smith

Passed: Unanimously

For the Record

Elections: State Committee elections finalize on July 16, 2024, and take office July 20th.

EXECUTIVE REPORTS

Please refer to the 6/4/24 BOD minutes for the Annual Past President, Vice President, and Director of Finance Reports.

President's Report - Teresa Barnard

Since becoming President of NAWGJ in April

- Attended three meetings with Cookie Batsche representing the organization.
 - WCGA meeting in Daytona Beach, Florida
 - Continuing to work with (CJI) committee on the Supervisor of Officials position
 - DEV/Tech Joint committee meeting & USAG Tech meeting in Daytona Beach, Florida
 - NAWGJ president was requested to present a session entitled "What Hat Are You Wearing/Stay in Your Lane" to our SJDs
 - NAWGJ requested Connie Maloney and Marilyn Blilie to present Brevet(B)1/National(N)1 clarifications at 2024 Annual SJD Workshop
 - NAWGJ suggested a webinar or Zoom with B1/N1 updates for the NAWGJ membership
 - USAG Athlete Advisory Counsel in Minneapolis, Minnesota
 - Inspired and hopeful that the committee is working towards achievable goals
- NAWGJ is reviewing and renewing our insurance.
- Participated in the NCAA update & the NAWGJ General Meeting at USAG National Congress.

Vice President Report - Ann Heppner

Election clarification:

- State Committee positions are determined by the SJDs in office and the current State Committee. The list of positions is sent to the Vice President and to the RJD, who double-checks.
- The State in which a judge can run for office and vote is identified in the individual judges' Profile on the Membership Site. Only one state may be chosen.

In the future, a virtual meeting will be scheduled prior to elections to assist in the process.

Secretary's Report - Denise Green

NAWGJ has 2,261 members, including ten pending as they await certification. Membership was up from 2,228 last year. According to the individual profiles, sixty-three percent of members are Level 10 and above, and 79% have a Compulsory rating. Per Connie Maloney, if an individual is a USAG member prior to testing, they must add "Judge" (Women's) to their membership role to be added to the "Current Judges" list on the USAG website. To join NAWGJ, a women's gymnastics rating is required. We support a variety of gymnastics organizations.

29 States took advantage of group renewals. All memberships are valid from August 1st to July 31st, and distributions from that period are sent out annually to the RJDs in November. NAWGJ members are encouraged to update their profiles whenever their personal information changes, such as their name, address, phone number, email, rating, or NAWGJ position. This helps to maintain accurate records and ensures the voting process is accurate and efficient.

REGIONAL REPORTS:

Each Regional Judging Director provided a status report on their Region during the past year. Most even-numbered Regions had good candidate turnout for the NAWGJ elections for State Judging Director and State Committee positions. Many states had successful fundraisers and dispersed funds for educational purposes. Volunteer activities were provided at many events. Green Flag awards were presented to judges who demonstrated outstanding contributions, leadership, and professionalism. Winners will be posted on the NAWGJ website.

COMMITTEE REPORTS (Please refer to the 6/4/24 BOD minutes for Committee Reports)

OLD BUSINESS

Teresa reviewed the upcoming SJD Workshop.

Motion to adjourn: Bonnie Synol

Second: Diane Thompson

Meeting adjourned: 4:50 p.m.

Reconvened the Board of Directors Meeting

Wednesday, July 10th, 2024, at 8:30 a.m.

All members present

OLD BUSINESS

Proposed Budget

The Director of Finance, Robin Ruegg, reviewed the Proposed and Preliminary budgets for FY 2024-25 (11-1-2024 to 10-31-25).

Motion: The Finance Committee moved to approve the 2024 budget and the preliminary 2025 budget for the national NAWGJ accounts.

No second required

Pass: Unanimously

NAWGJ Committee Missions

Reviewed the Committee Missions and Goals that support the NAWGJ Mission.

Awards

To promote and acknowledge the accomplishments of our NAWGJ community by awarding recognition to deserving members.

Collegiate Judging Committee

To support collegiate judging through education, assigning, professional development, and dissemination of technical rules, and judging information from USAG, NCAA, and WCGA.

Education

To support our NAWGJ members in their professional development by providing high-quality, up-to-date, and accessible educational opportunities and materials.

Elections

To ensure that elections are without bias and run smoothly, with consistent guidelines, clear processes, and timely communication.

Finance

To oversee NAWGJ's finances and the Finance Director to assure that NAWGJ is fiscally responsible and supports its overall educational mission.

Helping Hands

To give financial aid to states with limited resources.

History Advisory

To honor the past and celebrate our current women's gymnastics judging community by keeping accurate records and making history fun and informative.

Official Documents (Bylaws, Election Guide, Finance Policy)

To maintain a clear and legal structure of NAWGJ Documents so the overall NAWGJ mission can be fulfilled by the organization.

Outreach, Recruitment & Mentoring

To support and promote women's gymnastics judging by engaging in recruitment and retention activities.

Professional Responsibility

To implement/follow the Problem Resolution Process and Disciplinary Action Guidelines to ensure that problems are resolved fairly and equitably.

Site

To select sites for all NAWGJ national meetings and events.

Web Content

To provide all members of NAWGJ with the most accurate and timely informational resources to enhance their professional and educational development. Support the Website Director with *ongoing editorial review of all posted materials to ensure concurrence with approved USAG Technical Committee documents.*

Ad-Hoc Assigning

To assist our SJDs, State Committees and assignors to have a transparent plan throughout their state/region for assigning meet officials.

[Link to all Committees Missions and Goals](#)

NEW BUSINESS

Uniform

Samples reviewed. Agreed to add two new NAWGJ items to the Land's End site for purchase; a white blouse with the Leaping Lady and a true navy zip jacket with the NAWGJ emblem.

Proposed Dates for Quarterly 2024-25 BOD and 2025 Annual SJD Workshop (Virtual)

Agreed on dates for future meetings. See below.

Financial and Banking - Finance Committee

Discussed current issues with transferring accounts to new SJDs. The Finance Committee will research options to move toward consolidation.

Term Limits

Ann reviewed the current term limits as per the NAWGJ Bylaws. Two questions were sent for SJD input.

1. Regarding State Committees: Should these termed-out members be able to step into an elected position, or should they be appointed only (non-voting)?
2. Should we revisit the backward movement for SJD to the State Committee after being termed out?

Proposals from Committees

Bylaws and Collegiate Judging Committees

Motion: The Bylaws & Collegiate Judging Committees move to amend Bylaws, Article 5, General Organization, Section II, Requirements of Office, letter H. to state:

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

According to the Bylaws, the BOD's vote will occur in 30 days(Aug. 9, 2024).

Amendment to the Minutes: 8/9/2024 passed unanimously

Bylaws and Election Committees

Motion: The Bylaws and Election Committees move to pass the following items in a Consent Agenda:

1. All Locations: Change JAS to Collegiate Judging (Committee) in Bylaws and other NAWGJ documents.
2. Bylaws: Repeat Article XII, Duties of Officers, Section III, Other Officers, Letter A, State Judging Director, Elections, in Article V, General Organization.

Elections: Determine positions of State Committee Members with approval of the State Committee.

- a. State Committees must have 5-9 members, excluding the SJD. Exceptions are by RJD only.
- b. The State Committee must have an elected Financial Assistant or designate an elected member as a Financial Assistant.
- c. The Assigner must be an elected member to issue NAWGJ contracts.

3. Bylaws: Repeat Article XII, Duties of Officers, Section III, Other Officers, Letter B,

State Committee, Executive, in Election Guide, General Election Procedures.

State Committee

Executive:

1. Must be elected in order to vote. If they are not elected, they may not carry out duties that allow them to:
 - a. Handle funds
 - b. Issue NAWGJ contracts as the designated assigner
 - c. Vote on State Committee issues
 - d. Write anything in print on behalf of NAWGJ, including newsletters or web material

4. Elections: Update Bylaws-Article VI: Elections, Section I, Duties and Procedures, Letter M.

To be eligible to vote in the elections, a judge must meet the following criteria:

 - a. *For RJD elections only, have achieved a level 10 rating*

Additionally, ninety (90) days prior to the date the ballots are sent, judges must:

 - b. Be a current NAWGJ member with a valid certification
 - c. Have an address established with the National NAWGJ membership site (in the state for SJD and State Committee, and in the Region for RJD).

5. Bylaws/Election Guidelines: Change “Active” member to “Current” member in all locations.

6. Applications: Update National At-Large Director application to include questions specific to the position.

7. Bylaws/Election Guidelines: Add to Article VI, Elections, Section I, Duties and Procedure, letter S.

“At Large Directors shall be appointed by the Board of Directors, from a slate of eligible candidates for the respective office. Applicants may apply for more than one At-Large Director position.”

8. Election Guide: Add notification to Board of Directors, Historian, and Webmaster to all Election Timelines.

9. Elections: Add a General Procedures page for Elections.

10. Elections: Adjust Timeline from 10 to 15 days between application deadline and start of Voting window. Rationale: more time needed to check termed-out

candidates, run test elections, double check ballots and applications.

According to the Bylaws, the BOD's vote will occur in 30 days(Aug. 9, 2024).

Amendment to the Minutes: 8/9/2024 passed unanimously

Collegiate Judging Committee

Motion: The Collegiate Judging Committee moves for the Board to accept the following appointment: Karin Ederer to the position of Division III NCAA Regional Assigner and Melissa Nicholson as her assistant assigner for a two-year term, beginning immediately.

No Second needed

Passed: Approved with one abstention

Abstained: Robin Ruegg (her State)

Motion: The Collegiate Judging Committee moves for the Board to accept the following appointment: Ricky Stakem to the position of NCAA Regional Assigner for a four-year term, beginning immediately.

No Second needed

Passed: Unanimously

Finance Committee

Motion: The NAWGJ Finance Committee moves that for 2024-25, clinicians engaged by the NAWGJ Board of Directors will receive \$207 for developing and \$207 for presenting a 50-60 minute clinic.

No Second needed

Passed: Unanimously

Motion: The NAWGJ Finance Committee moves that the NAWGJ national clinician fees for one person developing and presenting a 50–60-minute clinic be updated yearly based on the Consumer Price Index (CPI).

No Second needed

Passed: Unanimously

Motion: The NAWGJ Finance Committee moves that for future projects, all committees are required to develop and submit a scope and budget to the Executive Committee and then to the Board of Directors for approval.

No Second needed

Passed: Unanimously

Helping Hands Committee

Motion: The Helping Hands Committee moves the Board of Directors to authorize a call for a Helping Hands Project for using Helping Hands funds that creates a model for one or more of the following:

- Educational Opportunities
- Professional Development
- Retention and support of new judges by providing opportunities to judge and helping with expenses

No Second needed

Passed: Unanimously

Professional Responsibility Committee:

Motion: The Professional Responsibility Committee moves to add the following statement to the beginning of the Problem Resolution Process and Disciplinary Action Guidelines:

“Before moving to Step One, it is important to endeavor to resolve the issue locally and informally. Document the issue and resolution.”

No Second needed

Passed: Unanimously

Site Committee

Motion: The Site Committee moves NAWGJ to explore the possibility of an Oct/Nov 2025 Cruise Symposium out of Tampa with 6 hours of clinic credits.

No Second needed

Passed: Unanimously

Motion: The Site Committee moves that the 2025 Board of Directors meeting be in Baltimore, Maryland, June 25th-29th in conjunction with the SJD Zoom meeting on June 28th.

No Second needed

Passed: Unanimously

The Executive Committee

Motion: The Executive Committee moves that the RJDs hotel accommodations at the 2025 Board of Directors meeting will be reimbursed from the National Account.

No Second needed

Passed: Unanimously

Motion to Adjourn: Bonnie Synol
Second: Marilyn Blilie
Meeting adjourned: 5:20 p.m.

Reconvened the Board of Directors Meeting
Thursday, July 11th, 2024, at 10:00 a.m.
All members present

ANNOUNCEMENTS

RJDs - Send the Director of Finance your receipts for accommodations
At-Large Directors - Send the Director of Finance your receipts for accommodations, meals,
and travel by completing the expense report form posted on the website.

Travel expenses in St. Louis, MO
Pier Diem for St. Louis is \$64.00/day
Travel days \$48.00

NEW BUSINESS (cont.)

Proposals from Committees

Collegiate Judging Committee

Motion: To avoid concentration of power and conflicts of interest, the Collegiate Judging Committee moves the Board to enact a rule stating a person may hold only **one** of the following roles: (a) NAWGJ President, (b) NAWGJ State Assigner, (c) Regional Collegiate Assigner, (d) National Collegiate Assigner, (e) Supervisor of Officials or (f) a member of the S.C.O.R.E. Board Committee.

According to the Bylaws, the BOD's vote will occur in 30 days (Aug. 9, 2024)
Amendment to the Minutes: 8/9/2024 passed unanimously

Motion to Adjourn: Bonnie Synol
Second: Marilyn Blilie
Meeting adjourned: 11:30 a.m.

Reconvened the Board of Directors Meeting

July 12th, 2024, at 3:40 p.m.

All members present

OLD BUSINESS

Wrap up

Reviewed the BOD meeting and SJD Workshop and possible ways to improve future meetings.

Term Limits

Reviewed results of RJDs discussions with SJDs regarding term limits. Exemptions were suggested for the smaller states, which will be clarified by the October 2024 BOD meeting.

Vacancies in Three Elected Positions

Motion: The Election Committee moves the following statement to be added to the Election Guide.

- After the application window has closed and the election is concluded, an additional election will be held if there is a vacancy in any of the three positions that must be elected.* Candidates who did not obtain a position from this election and the termed-out State Committee members (*after obtaining approval from the Regional Board*)** may then apply.
- New applications will not be accepted.
- Termed-out state committee members may be appointed by the SJD.

* Assigner, Financial Assistant, Webmaster,

**Article V Section III Term Limits

The Elections Committee will bring forward a motion in October regarding backward movement of SJD to State Committee.

NEW BUSINESS

Director of Library and Technology

Motion: Maureen Blair, At Large Director of Library/Technology Services, moves to purchase 8 iPad Pro 11(s) and eight stands for an estimated cost of \$8300.00 for educational and training purposes.

Second: Ann Heppner

Passed: Unanimously

Professional Responsibility Committee

Motion: The Professional Responsibility Committee moves to add the word “unsafe” to Disciplinary Rule #1, section b. in the Code of Professional Responsibility:

“DISCIPLINARY RULE 1: NAWGJ member judges shall: a) Comply with disciplinary rules, b) Avoid *unsafe*, unethical, illegal, and immoral conduct, c) be honest.”

Motion to adjourn: Bonnie Synol

Second: Marilyn Blilie

Meeting adjourned: 4:50

Proposed Dates for Quarterly 2024-25 BOD

- Wednesday, October 9th (6P/8C/9E)
 - September 25th - Motions due
 - Oct 2nd - Agenda Sent with Motions attached
 - Quarterly National Fall Newsletter

- Saturday, Jan. 4th in conjunction with NJC (in person or virtual)
 - December 21st - Motions due
 - December 28th - Agenda Sent with Motions attached
 - Quarterly National Winter Newsletter

- Wednesday, April 9th (6P/8C/9E)
 - March 26th - Motions due
 - April 2nd - Agenda Sent with Motions attached
 - Quarterly National Spring Newsletter

- May Zoom- TBD, For Committee Reports

- June 25th-June 29th, Baltimore, Maryland Tentative schedule
 - Wednesday, June 25th - Executive Meeting
 - Thursday, June 26th - Morning Committee Meetings
 - Thursday Afternoon through Friday, June 28th, Evening - BOD Meeting
 - Saturday, June 28th, Morning/Afternoon - SJD Zoom
 - Sunday, June 29th - Morning Board of Directors wrap up

2025 Annual SJD Workshop (Virtual)

- Saturday, June 29th
 - Morning & Afternoon SJD virtual meeting

2024/2025 NAWGJ Committees

Awards: Diane Thompson*, Evelyn Paradis, Jim Burton

Bylaws: Ann Heppner*, Denise Green, Bonnie Synol

College Judging: Marilyn Blilie *, Teresa Barnard, Debbie Campbell, Jenna Karadbil, Robin Ruegg, Cookie Batsche (*ex officio*)

Education: Bonnie Synol *, Teresa Barnard, Maureen Blair, Tammy Parsons, Robin Ruegg

Elections: Ann Heppner*, Brenda Eberhardt, Denise Green

Finance: Robin Ruegg*, April Brandon, Debbie Campbell, Robin Smith, Teresa Barnard (*ex officio*)

Helping Hands: Robin Smith*, Jim Burton, Priscilla Hickey

History Advisory: Diane Thompson*, Gina Fuller, Priscilla Hickey

Outreach, Recruitment & Mentoring: Priscilla Hickey*, April Brandon, Jenna Karadbil, Cookie Batsche (*ex officio*)

Professional Responsibility: Denise Green*, Ann Heppner, Diane Thompson, Robin Ruegg (*ex officio*)

Site: Teresa Barnard*, Marilyn Blilie, Evelyn Paradis, Bonnie Synol

Web Content: Jim Burton*, Marilyn Blilie, Brenda Eberhart, Gina Fuller, Maureen Blair, Tammy Parsons

Ad Hoc Assigning: Debbie Campbell*, April Brandon, Robin Smith

* Denotes Committee Chairperson