

# **NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES**

Executive Committee Board Minutes

Via Zoom

February 4, 2026

## **Call to Order**

President Teresa Barnard called the meeting to order on January 2, 2026, at 6:30 pm PT  
In attendance:

President: Teresa Barnard  
Vice President: Ann Heppner  
Director of Finance: Robin Ruegg  
Secretary: Denise Green  
Vice President Elect: Bonnie Synol

## **OLD BUSINESS**

### 1. Update on Disciplinary Process

13 Complaints on 10 judges

6 complete with SJD or National Collegiate Assigner

3 sent to Review Panel

1 new

Developed a Complaint Summary Google Form to complete the process.

### 2. Summer Meeting

RJD has a meeting conflict and is unable to make meeting

Request a proxy be sent in RJDs place

### 3. Election Updates

Three RJDs elected by acclamation

Region 2: Patty Ames

Region 6: Jim Burton

Region 8: Diane Thompson

Region 4: 2/5/26 Election begins with 3 applicants; Iowa 2/6/26 (delayed a day)

2/20/26 Election complete

### 4. Membership Updates

2441 members, 11 pending, awaiting rating verification

Discussed the importance of updating NAWGJ profile, especially the email address and rating for voting purposes.

### 5. Adobe Acrobat

Consider purchasing Adobe Acrobat to assist with contracts and applications. Two Executive officers will purchase.

7. Platform

Set a timeline for after the National Symposium in 2027 to update the platform for website/membership sites.

8. Finance

Request the Finance Committee to determine the amount available for the National office to supplement RJD accommodations at the summer meeting.

Meeting adjourned: 7:40 pm PT

Next Meeting: March 4, 2026, at 6:30 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  
BOARD OF DIRECTOR'S MINUTES  
National Judges Cup - Marriott Anaheim  
January 3, 2026**

**Call to Order**

President Teresa Barnard called the meeting to order on Saturday, January 3rd, at 9:00 AM (Pacific). 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: Suzy Azzaro  
Region 4: Robin Smith  
Region 5: Debbie Campbell  
Region 6: Jim Burton - via Zoom  
Region 7: Leslie McPeek - via Zoom  
Region 8: Diane Thompson - via Zoom  
National Collegiate Assigner: Jenna Karadbil  
National Education Director: Tammy Parsons  
National History Director: Gina Fuller  
National Judges Cup Director: Evelyn Paradis  
National Director of Technology: Maureen Blair  
National Website Director: Brenda Eberhardt  
Vice-President Elect: Bonnie Synol

**Approval of Minutes**

**MOTION:** Priscilla

I move to approve the minutes from our October 10, 2025, virtual Board of Directors meeting.

Second: Suzy Azzaro

Passed: Unanimously

**For the Record**

**Elections:** Bonnie Synol was elected by acclamation for the position of NAWGJ Vice President on 12/1/25. Term: April 1, 2026, to March 31, 2030. Congratulations to Bonnie.

**Thanks:** Heartfelt thanks to Ann Heppner, who will complete her term as Vice President on March 31, 2026. Ann has held multiple positions with NAWGJ and has contributed 26 years of expertise and wisdom to our association as State Judging Director (2000-2005), Regional Judging Director (2005-2018), and Vice President (2018-2026).

## Upcoming Elections: RJD Elections for Even Regions

- Eligibility criteria sent January 5, 2026
- Applications due January 20, 2026
- Voting period February 5 - 20, 2026
- RJD assumes office May 15, 2026
  - Term May 15, 2026 to May 14, 2030

## EXECUTIVE REPORTS

### President: Teresa Barnard

- The Executive Board and the National Collegiate Assigner completed and introduced the updated Code of Professional Conduct, Disciplinary Procedures, Media Policy, Social Media Policy, Media Request form, and the Complaint form.
- October: Met via Zoom with Lynn Moskovitz from USAG to discuss Regional Congresses and NAWGJ Symposiums to identify ways we could consider working together.
- November: Quarterly meeting with Land's End. New items are being well-received.
- December: Attended virtual Women's Collegiate Gymnastics Association meeting and presented NAWGJ's new policies to the college coaches.

### Vice President: Ann Heppner

Set forth the following Goals:

- Goal #1: Collect and analyze data after each election from membership, officers, and election platform for continued improvement:
  - Data collected, changes made in application format
  - ACTION: Investigate accessibility of Adobe documents for the Application
- Goal #2: Review data with committee and implement any necessary changes with the approval of the Board of Directors:
  - Talk to the BOD about purchasing Adobe for the BOD on a trial basis; this would also address many difficulties with collecting *the Conflict of Interest & Confidentiality forms*.
  - Also added the SJD/RJD virtual meeting before State Committee Elections. Attendance was well over 50% of the SJDs involved. Not much interaction or questions from SJDs.
- Goal #3: Research and review election platforms to ensure the mission can be accomplished:
  - Review with Bonnie Synol, VP-elect, at National. Judges Cup
- Goal #4: Review duties and processes with officers, check on ability to perform duties:
  - Constant informal checking is ongoing. Data from the 2023-24 meeting breakouts is continuously reviewed. This data was very valuable. Splitting and combining the regions for the sessions was appreciated by all.
- Goal #5: Review and revise application forms for optimal access by candidates and election platform: See Goal #2
- Goal #6: Maintain accurate records for Membership and Wild Apricot:
  - Spreadsheets continually maintained and shared with SJD/RJD for the 2025 State Committee election. Seemed to be helpful. Records also available in Election Buddy, yet format used by EB is difficult to export.

**Director of Finance: Robin Ruegg**

**Finance Committee:** Robin Ruegg, Leslie McPeck, April Brandon, Debbie Campbell

1. Consider a motion to refund Regional funds back to Regions 3 & 7 and have them open their own accounts.
2. Presentation (PowerPoint) on a gift from a judge who passed away and consideration of what to do with the money--potentially endowment. No action needed as funds have yet to arrive.
3. Introduction of new Quarterly Finance Report form to be used for Q1 2026 (due in Feb 2026)
4. Introduction of Avalara System to collect W-9 information electronically. Our accountant says we should do this even though, starting in 2026, we do not need to send out 1099s unless we paid someone over \$2000.
  - a. An online system for tracking W-9 information and ultimately issuing 1099s.
  - b. Eliminates the need for SJDs/other NAWGJ officers to collect, store, and transmit personal information needed on W-9s.
  - c. A few states and the National NAWGJ have tested this system, and feedback has been positive.

For items 3 and 4, the committee will schedule Zoom sessions in January for SJDs and their finance committee member(s).

**MOTION:** The Finance Committee moves to end the test of bringing Regional Accounts into the National account and give Region 3 and Region 7 back their Regional funds to open their own Regional accounts.

Second: Not required

Passed: Unanimously

**Secretary: Denise Green**

**Membership Status**

- Active Judges: 2,405
- Pending Approval: 16 judges (currently awaiting rating verification).
- Assigning Systems: A reminder to all SJDs—please do not add judges to GymJas until their membership is approved.

**Dues and Renewals**

- Annual Dues: The membership fee has increased to **\$75.00** per year.
- Renewal Deadline: All memberships must be renewed by July 31, 2026.
- Group Renewals: Strongly recommend states use group renewals to meet the 7/31 deadline.
- Distribution of Dues: Sent to the Regional Judging Directors (RJDS) in November.

**REGIONAL AND COMMITTEE REPORTS**

Each Regional Judging Director and Committee Chair provided a short report. [\(click here\)](#)

## **OLD BUSINESS**

- **2027 NAWGJ Symposium Planning**

Under the terms of the Symposium agreement, two complimentary rooms have been allocated for pre-event use. Executive leadership will utilize this time to finalize arrangements with Encore and hospitality staff.

- **NAWGJ Strategic Planning**

Progress continued on the NAWGJ Strategic Plan by refining survey questions designed for the Board of Directors, general membership, and colleagues. These insights will ensure we effectively address the evolving needs of our membership and the gymnastics community.

## **NEW BUSINESS**

- **Bylaws Committee:** Ann Heppner, Denise Green, Diane Thompson, Benda Eberhardt

**MOTION #1:** The Bylaws Committee moves to purchase a multiple-user Adobe software subscription for the creation and revision of applications.

Discussion: Follow up on researching and obtaining an Adobe license with approval from the Finance Committee.

Second: Not required

Passed: Unanimously

**MOTION #2:** The Bylaws committee proposes removing the requirement that the Collegiate Assigner be appointed a year before taking office (Collegiate Assigner-Elect position).

Tabled: After discussion, motion tabled until Summer meeting.

- **2026 SJD Virtual Workshop**
  - Date: 3-hour session, Sunday, August 16, 2026 (1:00 PM Eastern)
  - Topics: Finance, Assigning, Membership, Professional Responsibility
- **2026 RJD/SJD/State Committee Zoom meeting with Executive Committee**
  - September 12 or 13, 2026
  - One-hour time commitment per group
  - Two Regions per session, grouped by time zones with RJD/SJD/SC
  - Purpose: Interactive participation to educate and support

- **2026 BOD Meeting Dates**
  - Wednesday, **March 25**, (9:00 PM Eastern)
  - **BOD Virtual Meeting:** Committee Reports & Regional Reports
  - March 11 - BOD Motions due
  - March 18 - BOD Agenda sent with Motions attached
  - Quarterly National Spring Newsletter, due April 7, Publish April 20
  
  - Tuesday - Thursday, **July 20 - 24**
  - **Annual BOD, Kansas City, MO**
  - Room block July 20 - 23
  
  - Sunday, **August 16** (1:00 PM Eastern)
  - **2026 SJD Virtual Workshop**
  - Three (3)-hour commitment
  
  - Saturday / Sunday, **September 12 or 13**
  - **RJD/SJD/State Committee Zoom meeting with Executive Committee**
  - One (1) hour time commitment
  
  - **January 8-10, 2027**
  - **National Judges Cup**, Niagara Falls, NY
  - BOD Meeting

**MOTION** to Adjourn: Robin Smith

**Second:** Ann Heppner

**Passed:** Unanimously

Meeting adjourned: 12:55 PM

## 2025/2026 NAWGJ National Committees

### **Executive Committee**

Teresa Barnard\*, Ann Heppner  
Robin Ruegg, Denise Green

### **Bylaws Committee**

Ann Heppner\*, Denise Green  
Diane Thompson, Brenda Eberhardt

- Election
- Membership

### **College Judging Committee**

Debbie Campbell \*, Robin Ruegg  
Jenna Karadbil, Teresa Barnard

### **Communications Committee**

Priscilla Hickey\*, Gina Fuller, Jim Burton  
Brenda Eberhardt, Maureen Blair

- History
- Newsletter
- Social Media
- Technology
- Web Content

### **Finance Committee**

Robin Ruegg\*, Leslie McPeek  
April Brandon, Debbie Campbell

### **Education Committee**

Ann Heppner\*, Tammy Parsons  
Maureen Blair, Evelyn Paradis,  
Leslie McPeek, Suzann Azzaro  
April Brandon  
(All BODs participate)

### **Events Committee**

Teresa Barnard\*, Suzann Azzaro  
Evelyn Paradis, Gina Fuller, Robin Smith  
Tammy Parsons, Jim Burton,  
Diane Thompson-ex officio

- Awards
- NJC
- Site
- Symposium

### **Professional Development Committee**

Denise Green\*, Diane Thompson  
Priscilla Hickey, Robin Smith  
Ann Heppner, Jenna Karadbil

- Assigning
- Helping Hands
- Outreach, Recruitment & Mentoring
- Ethics

\* 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  
BOARD OF DIRECTOR'S MINUTES  
Virtual October 1, 2025**

**Call to Order**

President Teresa Barnard called the meeting to order on Wednesday, October 1st at 6:01 p.m. PT. 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: Suzzan Azzaro  
Region 4: Robin Smith  
Region 5: Debbie Campbell  
Region 6: Jim Burton  
Region 7: Leslie McPeek  
Region 8: Diane Thompson  
National Collegiate Assigner: Jenna Karadbil  
National Education Director: Tammy Parsons  
National History Director: Gina Fuller - excused  
National Judges Cup Director: Evelyn Paradis  
National Technology Director: Maureen Blair  
National Website Director: Brenda Eberhardt

**Approval of Minutes**

**MOTION:** Jim Burton

I moved to approve the minutes from our June 26-27, 2025, BOD meeting in Baltimore.

Second: Diane Thompson

Passed: Unanimously

**For the Record - Elections**

Completed State Committees election in Odd Regions - Term July 20, 2025\* to July 14, 2027

*\*Election timeline extended, resulting in a later start date*

Election results available for the Board of Directors in the Google Drive

Vice President Election - Timeline

- November 15: Letter of Eligibility, Duties of the Office, Candidate Application form, and Election Timeline emailed to eligible candidates
- December 1: Applications due to NAWGJ President
- December 5-15: Voting by BOD
- April 1, 2026: Newly elected Vice President assumes office

## EXECUTIVE REPORTS

### President: Teresa Barnard

- Attended USAG Advisory Council Meeting August 6, 2025, as a representative of NAWGJ
- Held NAWGJ General Meeting at USAG National Congress (recorded and posted on Website)
- Posted new Policies and Procedures on NAWGJ website
- Hosted two virtual meetings for RJDs and SJDs on new Policies and Procedures
- Attended virtual Women's Collegiate Gymnastics Association (WCGA) meeting on September 10, 2025

### Vice President: Ann Heppner

- Continues to work with the BOD on the development of the NAWGJ Strategic Plan
- Additional work to come at January BOD meeting

### Secretary: Denise Green

- NAWGJ has 2,456 members
  - 132 Lapsed/Overdue
  - 13 memberships pending as they await approval by rating verification
- 111 new members since August 1, 2025
- 296 new members since August 1, 2024

**Director of Finance: Robin Ruegg** (See Finance Committee report below)

## COMMITTEE REPORTS

**Executive Committee:** Teresa Barnard, Ann Heppner, Robin Ruegg, Denise Green

Completed:

- With the assistance of our attorneys, the Executive Committee and Jenna Karadbil, completed four new policies BOD approved 9/3/25
  - Rules of Professional Conduct
  - Disciplinary Procedures
  - Social Media Policy
  - Media Policy
  - Google Complaint Form and Media Request Forms.
- Encouraged SJDs to discuss the policies at their general membership meetings

**Bylaws Committee:** Ann Heppner, Chair, Denise Green, Diane Thompson, Brenda Eberhardt

Completed:

- State Committee elections, Odd Regions

In Process:

- Updating Bylaws and Election Guide - to be posted on website upon approval by the BOD

**College Judging Committee:** Debbie Campbell, Chair, Jenna Karadbil, Teresa Barnard, Robin Ruegg

Completed:

- Videos and presenters selected for the clinics
- Upcoming: Collegiate Judging Virtual Clinics
  - Vault and Rules Tuesday, October 21st, 8 pm EST
  - Bars - Wednesday, November 5th, 8 pm EST
  - Beam - Tuesday, November 18th, 8 pm EST
  - Floor - Wednesday, December 3rd, 8 pm EST

**Communications Committee:**

Priscilla Hickey, Chair, Gina Fuller, Jim Burton, Brenda Eberhardt, Maureen Blair

Completed:

- July 2025 National Newsletter

Upcoming:

- October 2025 National Newsletter
- BOD information emailed to Priscilla by October 7th - published by October 20th
- Next Committee Meeting October 9, 2025, to discuss Social Media Policy

**Education Committee:**

Ann Heppner, Chair, Tammy Parsons, Maureen Blair, Evelyn Paradis, Leslie McPeek, Suzann Azzaro, April Brandon

Completed:

- Two presentations developed by "Advisory Board" members have been posted on the NAWGJ website ("Level 6/7 Vault: The Dynamic Trio" and "FX Dance Series Evaluations")

In Process:

- Developing a streamlined process by which members can submit presentations to be considered and approved by the Education Committee for inclusion on the website.
- Updating the Rapid Reviews for the 2025-26 season - will be available on the website by December
- Preparing for the release of new USAG rules. The committee will promptly create Rapid Review Videos for test preparation

**Events Committee:**

Teresa Barnard, Chair, Suzann Azzaro, Evelyn Paradis, Gina Fuller, Robin Smith, Tammy Parsons, Jim Burton, (Diane Thompson-Green Flag/Awards)

Completed:

- Updated Green Flag Award application
- Prepared a link for 2026 Summer BOD Meeting - will present at January meeting

In Process:

- Working on a theme for 2027 NAWGJ Symposium - vote at the January 2026 BOD Meeting

**Director of Finance and Finance Committee:**

Robin Ruegg-Chair, April Brandon, Debbie Campbell, Leslie McPeek, Teresa Barnard (ex officio)

Completed:

- National Accounts Balance \$593,600.00 as of 9/10/25
  - This is approximately 2 years of expenses, with Symposium in 2027
- Received with appreciation Georgia's contribution of \$1,000 to Helping Hands in lieu of sending a judge to the NJC
- Paid for insurance policies and accounting fees
- Met virtually with SJDs from states holding more than \$1,500 per judge in their bank accounts to share ideas of how to spend down their accounts.
- Approved SJD reimbursement of up to \$399 for iPad purchases for judges

Future:

- Pay attorney fees for services provided in creating four new policies
- Purchase a replacement computer for Brenda Eberhardt, Website Director

## **Professional Development Committee:**

Denise Green, Chair, Ann Heppner, Diane Thompson, Priscilla Hickey, Robin Smith

Completed:

- Assigning: Posted Assigning Best Practices 2025 on NAWGJ website
- Ethics: Reviewed the new Rules of Professional Conduct and Disciplinary Procedure
- 2026 Outreach: Placed distribution information from 2025 in Google Drive
  - Determined to target the state meets for senior athletes (Xcel & Developmental)
  - Will work with Regional/State Chairs, RJDs/ SJDs, to complete this outreach project
- Helping Hands Awards: Reviewed and selected three presentations
  - Mary Lou Dillard - "Recruiting, Mentoring and Training New Judges"
  - Karin Ederer - "New Judge Adverturous Orientation" plus handouts
  - Megan Hergenroether - "Judge Jumpstart: A Mentorship & Mock Meet Program"

**MOTION:** The Professional Development Committee moves to approve the above three projects submitted for the 2025 Helping Hands Award. The applicants will receive funds for travel expenses and one night's accommodation at the NJC 2026.

**Second:** Not required

**Passed:** Unanimously

## **OLD BUSINESS**

### **New NAWGJ Policies:**

Teresa briefly discussed the rollout of new Rules of Professional Conduct, Disciplinary Procedures, Social Media Policy, Media Policy, as well as the Google Complaint Form and Media Request Forms. (BOD approved 9/3/25 via Google Form)

- Executive Committee requests to meet with Regional Committees in next two months to review and answer questions
- Ethics email: [ethics@nawgjngb.com](mailto:ethics@nawgjngb.com)
- Will provide a Q&A session at the NJC

## **NEW BUSINESS**

### **Events/Schedules**

January 2-4, 2026 Anaheim, California, National Judges Cup

January 3, 2026 BOD meeting tentative agenda

- Regional Google Drive work session
- 2027 NAWGJ Symposium
- Strategic Plan
- 2026 SJD National Workshop
  - Select dates/times
  - Determine Breakout sessions

NAWGJ BOD Google Calendar (NEW)

- Please add Committee meeting dates and times

## Amendments to the Bylaws

**MOTION:** The Bylaws Committee makes a motion to accept the following amendments to the NAWGJ Bylaws. (vote taken after a 15-day review)

No second needed (from Committee)

The BOD will vote on the five separate amendments on October 25, 2025.

### **Amendment to the 10/1/25 Minutes - Passed: Bylaw items below passed unanimously on 10/28/25**

#### **Item 1: Ad-Hoc Committees**

Article V, General Organization, Section IV, Letter A

##### **Motion to accept addition:**

Ad-Hoc Committees may be appointed by the presiding officer of each Committee, [with the consent of the Executive Committee.](#)

Rationale: Oversight

#### **Item 2: Terms of Office - Newly elected Executive Officers**

Article VI, Elections, Section II, Terms of Office, Letter E

##### **Motion to accept addition:**

[“Newly elected Executive Committee Members will begin as interim, non-voting members on December 16th at the discretion of the Executive Committee.”](#)

Rationale: Allows time for newly elected officer to gain knowledge of the position

#### **Item 3: SJD Duties - TA workshop**

Article XII, Duties of Officers, Section III, Other Officers, Letter A, State Judging

Director, Number 6, Specific Duties

##### **Motion to delete**

~~Attend a Test Administrators' Workshop to be eligible to administer the certification examination.~~

Rationale: Not necessary after January 1, 2026

#### **Item 4: SJD Duties - CPE Coordinator**

Article XII, Duties of Officers, Section III, Other Officers, Letter A, State Judging

Director, Number 7, Specific Duties

##### **Motion to delete**

~~Upon request of the USA Gymnastics State Administrative Committee Chairperson, designate a CPE Coordinator. The State CPE Coordinator will receive and maintain all CPE reports and file them with the officers indicated in the USA Gymnastics Women's Program Rules and Policies.~~

Rationale: Not a NAWGJ Duty

#### **Item 5: National Collegiate Assigner duties - revised in its entirety**

Article XII, Duties of Officers, Section IV, At-Large Directors, Letter A, National

Collegiate Assigner

**MOTION** to accept revised Collegiate Assigner duties

Rationale: The position has evolved in cooperation with the NCAA, thereby necessitating changes in duties

**National Collegiate Assigner (revised):**

Article XII, Duties of Officers, Section IV, At-Large Directors, Letter A. National Collegiate Assigner,

Mission Statement

In order for NAWGJ to have a collective voice and working relationship with organizations responsible for collegiate gymnastics, the NAWGJ National Collegiate Assigner will provide input and assistance to the Women's Collegiate Gymnastics Association (coaches association) and the NCAA. This position provides the following benefits for NAWGJ.

- Provides a fair and impartial assigning system for NAWGJ collegiate judges.
- Facilitates educational resources and opportunities for NAWGJ collegiate judges.
- Develops NAWGJ collegiate judges capacity for consistent application of rules nationwide.
- Allows NAWGJ to provide specific improvement feedback to collegiate judges based on evaluation data.
- Enhances the ethical standards expected on the collegiate field of play.

Specific Duties of National Collegiate Assigner:

Assigning Duties (assigning fees paid by meet hosts to NAWGJ National Collegiate Assigner Account) (Additionally a stipend is provided by the NCAA for oversight of judges duties)

1. Coordinate and oversee the assignment of judges for collegiate competitions.
  - a. Work with the collegiate competition assigning system administrator to update the collegiate assigning system.
  - b. Update the Collegiate Assigning System manuals annually: Institutional, Assigner, and Judges.
  - c. Assign approximately 85 colleges/universities to Regional assigners.
  - d. Train the Regional Assigners on the use of Collegiate assigning system.
  - e. Coordinate, monitor, and supervise the assigning process and assignments of each Regional Assigner to ensure compliance with NAWGJ/WCGA policies.
  - f. Ensure assignments are completed by specified timeline.
  - g. Notify eligible judges to enter their available dates by the specified time.
  - h. Notify Collegiate institutions of their responsibility to enter requests for judges.
2. Work with the NAWGJ Collegiate Judging Committee ("CJC") on refining the process and criteria for assigning Conference Championships, Women's Collegiate Gymnastics National Invitational Championship ("WCGNIC") National meets. Assign the Conference Championships, WCGNIC, Division III Regionals, and Nationals. Provide reports on the process and the outcomes.
3. Assign the invitational meets.
4. Participate in periodic meetings with the WCGA Officiating Committee and other WCGA Committees, as requested.
5. Participate in evaluation review meetings during collegiate season with the NAWGJ President. Contact and counsel judges with egregious issues based on evaluations and feedback from the regular season evaluations.
6. Assist WCGA with emergency fund requests from institutions.
7. Present on assigning and related topics at the annual WCGA Coaches convention.
8. Work with NAWGJ CJC on the process for selection of new Regional Assigners; coordinate the application review with the NAWGJ CJC, and make recommendations for approval from the NAWGJ Board of Directors. Notify selected applicants of their appointment and provide communication to those not selected.
9. Follow NAWGJ procedures for banking, taxes, and financial reimbursements. Submit a quarterly financial report to the NAWGJ Director of Finance.
10. For the last year of the Term, train the National Collegiate Assigner Elect.
11. Perform other duties as needed to enhance the assigning process.

## **National Collegiate Assigner (revised, continued):**

### Specific Duties of National Collegiate Assigner: Board Duties

1. Be responsible to the Executive Committee and the Board of Directors.
2. Embody and monitor the adherence of collegiate judges to the NAWGJ Rules and Rules of Professional Conduct.
3. Collaborate with NAWGJ CJC and the Education Director on the development and delivery of educational resources and clinics for collegiate judges.
  - a. Option to work with the NAWGJ CJC to develop the annual collegiate judging test.
  - b. Work with the NAWGJ CJC to develop, score, and post practice/on-site review videos.
  - c. Work with the NAWGJ CJC to develop clinics for collegiate judges and coaches. Present on NCAA Rules and collegiate judging at USAG National Congress, NAWGJ Symposium, and Regional Congresses, as requested.
4. Support the outreach, recruitment, and mentoring of collegiate judges.
5. Support and promote the National Judges' Cup. NAWGJ events and responsibilities must take priority over non-NAWGJ, non-collegiate events.

### Specific Duties: Board of Directors: Meetings

File a written report with NAWGJ prior to the Summer Board of Directors meeting; attend NAWGJ Board of Directors meetings if requested.

### Specific Duties: Financial and Reports

1. Establish a separate bank account in the name of NAWGJ with the National Collegiate Assigner's Own name, and that of at least one Executive Committee Board Member.
2. Obtain permission from the Director of Finance for depreciable expenses of \$500 or more.
3. Provide a written and oral Annual report, including financial expenditures, to the Board of Directors at the Summer meeting.
4. Submit Annual Statistical Report to Board of Directors.
5. Annually sign and submit to the Vice President a Confidentiality Agreement, a NAWGJ Conflict of Interest statement, and Mitigation Form, if applicable.
6. Collect Confidentiality Agreements and Conflict of Interest statements from Regional Assigners on an annual basis.
7. Perform other duties as needed to enhance the NAWGJ collegiate judging process.

Noncompliance with the duties of this office could result in removal from office after review by the Board of Directors.

## Friendly Amendments to the Bylaws

**MOTION:** Without objection, the chair accepts the following 14 friendly amendments to the NAWGJ Bylaws.

No objections noted

### 1. Annual Dues

Article IV, Section II, Dues, Letter B

Update annual NAWGJ dues from \$60.00 to **\$75.00**.

(Proposed by the Finance Committee, voted on, and passed June 29, 2025)

Distribution adjustment: **State 5.00, Regional \$12.00, National \$58.00**

### 2. Co-SJDs Date Clarification

Article V, Section 1, Officers, Letter H, and

Article VI, Section VI, Duties and Procedures, letter H:

**“Co-SJDs must submit a form delineating duties for each Co-SJD to the Executive Committee prior to the start of the election by February 20th.”**

### 3. Executive Officer Election - Clarification

Article VI, Section I, Duties & Procedures, Letter O

Replace ‘National Officers’ with ‘Executive Officers’.

**“The Executive Officers shall be elected through the voting of the Regional Judging Directors and National Executive Officers, who shall vote from a slate of eligible candidates for the respective office.”**

### 4. Term Limits - Exemptions for State Committees in Small States - Clarification

Article VI, Section III, Term Limits, Letter C

Add **“State Committee”** to title and following paragraph

**Exemption:** “States with 15 or less current members may ask to be exempt from Term Limits conditions **for their State Committees.**”

### 5. Rules of Professional Conduct and Disciplinary Procedures Language update

Article VII, Ethics, Hearings, Resignation, Section I, Ethics

A. “A guideline of standards for ethical behavior, found in the ~~Code~~ **Rules** of Professional Conduct (**ROPC**), shall be followed and enforced.”

B. A Committee shall oversee and enforce the standards of ethical behavior for the membership, following the procedures outlined in the **Disciplinary Procedures. Rules of Professional Conduct**. The Vice President shall be a member of the Professional Development Committee.

## Friendly Amendments to the Bylaws (continued)

### 6. Rules of Professional Conduct and Disciplinary Procedures Language update, continued

Article VII, Ethics, Hearings, Resignation, Section II, Hearings,  
Officers/Directors/Committee Members/**Members**

~~In the event that any Officer/Director/Committee Member fails to carry out the responsibilities of the respective office in an efficient manner, fails to adhere to the Canons or Rules, or is otherwise unprofessional, the Board of Directors will review and resolve the problem following the Level One Process. Said person is entitled to a hearing with the Board of Directors following the Level Two: Appeal Process in the COPR.~~

**Members**

- ~~1. In the event that any member fails to adhere to the Canons or Rules, or is otherwise unprofessional, the Level One: State Level Process will be followed in the COPR.~~
2. Said Member is entitled to the Level Two: Appeal Process, as written in the COPR.  
"In the event that any Officer/Director/Committee Member/Member fails to carry out the responsibilities of the respective office in an efficient manner, fails to adhere to the Rules, or is otherwise unprofessional, *the Ethics Committee will review and determine the direction for the complaint. The judge shall have the right to an appeal process. (refer to the Disciplinary Procedures)*"

### 7. Amendments, Voting process

Article VIII, Amendments to the Bylaws, Letter B

"All proposed amendments shall be voted on and approved by the Board of Directors. Should a vote be necessary, all Board of Directors Members shall vote ~~by email~~ *as requested*. Responses will be sent to the Vice President for tabulation."

### 8. Contracts

Article XII, Addition to All Officer Duties (BOD passed unanimously on 9/3/25.)

"*May issue and sign contracts, in addition to judging contracts, with approval of the Executive Committee.*"

### 9. State License and Corporate Filings

Article XII, Duties of Officers, National Secretary, Specific Duties: Membership # 6.

Move from National Secretary to President Duties:

Article XII, Duties of Officers, The President, Specific Duties: Authority

*3. File necessary documents with regard to State License and Corporate filings.*

### 10. Elections: Communication regarding unopposed candidates

Article XII, Duties of Officers, Section 1, Executive Officers, The Vice President, Specific Duties: Elections, Number 2

"Send a list of unopposed candidates to the ~~Website Director for posting~~ *Board of Directors for posting on the NAWGJ website and pertinent officers to inform candidates.*"

## **Friendly Amendments to the Bylaws (continued)**

### **11. Officers' Directory**

Article XII, Duties of Officers, National Secretary Duties, Specific Duties: Meetings & Minutes  
"Maintain an updated Officers' Directory." and send it to the National Website Director for posting.

### **12. Symposium Online Registration**

Article XII, Duties of Officers, National Secretary Duties, Specific Duties: Membership  
Delete : "Work with the online membership system regarding online registration for Symposium, if requested."

### **13. Reports**

Article XII, Duties of Officers, National Secretary Duties, Financial, and Reports:  
"Prior to the Summer Board of Directors meeting, submit a written Annual Report, which includes financial transactions to the NAWGJ Secretary and a summary for the minutes."

### **14. RJD Reports**

Article XII, Duties of Officers, RJD Duties, Financial and Reports, Number 8.  
8. Complete the necessary required reports to the President: Annual Statistical and Equipment Inventory reports. as listed on the RJD Checklist.

### **15. Title Change - Director of Technology**

Article XII, Duties of Officers, Section IV, At-Large Directors, Letter E.  
Title change Director of Library Projects and Technology Services  
Director of Technology

## **Proposed Dates**

- Saturday, **January 3**, Anaheim, California, National Judges Cup
  - December 20 - BOD Motions due
  - December 27 - BOD Agenda sent with Motions attached
  - Quarterly National Winter Newsletter, due Jan 7, Publish Jan 20
- Wednesday, **March 25**, BOD Virtual (6P/7M/8C/9E)
  - March 11 - BOD Motions due
  - March 18 - BOD Agenda sent with Motions attached
  - Quarterly National Spring Newsletter, due April 7, Publish Apr 20
- **May / June**, Committee Reports & Regional Reports, **TBD** (Virtual)
- Tuesday - Thursday, **July 21 - 23**, Annual BOD, Kansas City, MO
  - Room block July 20 - 23

**MOTION** to adjourn: Robin Smith

**Second:** Debbie Campbell

**Passed:** Unanimously

Meeting adjourned: 7:05 p.m

## 2025/2026 NAWGJ National Committees

### **Executive Committee**

Teresa Barnard\*, Ann Heppner  
Robin Ruegg, Denise Green

### **Bylaws Committee**

Ann Heppner\*, Denise Green  
Diane Thompson, Brenda Eberhardt

- Election
- Membership

### **College Judging Committee**

Debbie Campbell \*, Robin Ruegg  
Jenna Karadbil, Teresa Barnard

### **Communications Committee**

Priscilla Hickey\*, Gina Fuller, Jim Burton  
Brenda Eberhardt, Maureen Blair

- History
- Newsletter
- Social Media
- Technology
- Web Content

### **Finance Committee**

Robin Ruegg\*, Leslie McPeek  
April Brandon, Debbie Campbell

\* Denotes Committee Chairperson

### **Education Committee**

Ann Heppner\*, Tammy Parsons  
Maureen Blair, Evelyn Paradis,  
Leslie McPeek, Suzann Azzaro  
April Brandon  
(All BODs participate)

### **Events Committee**

Teresa Barnard\*, Suzann Azzaro  
Evelyn Paradis, Gina Fuller, Robin Smith  
Tammy Parsons, Jim Burton,  
Diane Thompson=ex officio

- Awards
- NJC
- Site
- Symposium

### **Professional Development Committee**

Denise Green\*, Diane Thompson  
Priscilla Hickey, Robin Smith  
Ann Heppner, Jenna Karadbil

- Assigning
- Helping Hands
- Outreach, Recruitment & Mentoring
- Ethics

# NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES

Executive Committee Board Minutes

Via Zoom

August 12, 2025

## Call to Order

President Teresa Barnard called the meeting to order on August 12, 2025, at 8:00 a.m. PT

In attendance:

President: Teresa Barnard

Vice President: Ann Heppner

Director of Finance: Robin Ruegg

Secretary: Denise Green

## Old Business

National Congress update

- Attendance was good at the NAWGJ General Membership meeting
  - Shared insurance comparison
  - Informed members of dues increase
  - Rapid Reviews will be out after USAG provides updates
- Sessions were of good quality and well attended
- SJDs excited to move back to in-person annual meeting

Strategic Plan

- Encourage RJDs to respond to the questionnaire sent from Ann.

Code of Ethics

- Determined pathway of ethics complaints
- September 1st completion date for new document

Insurance Update

- Signed and paid Directors and Officers Insurance
- General Liability and Professional Liability policies are upcoming

Google Suite

- Teresa or Denise will need to provide access to the Google Suite to the BOD and SJDs
- 2-Step Verification process will begin September 1, 2026.
- Propose that every state have a dedicated email on the G-Suite with an address that can belong to NAWGJ and stay with the position, not the person.
- Organization of Regional Drives by template shared in June to be completed by Oct 1st

## Finance

Discussed Indiana's proposal to purchase iPads for their judges. This capital expense fits within the \$400.00 limit and is an acceptable purchase. Sent to the Finance Committee to finalize.

## **New Business**

### Official Documents

- Discussed Bylaws updates for BOD to review, and possible consultations needed.
- Procedure regarding completing the unopposed form- update Election Guide to improve tracking of terms of State Committee, which are not by position but by terms. The Committee is the position.

### **Events**

- NJC  
BOD Meeting: 1st-5th Exec Meeting Friday, BOD tentatively Saturday  
BOD name tags- request Brenda to research
- Symposium  
Applications for presenters to be vetted and practice sessions required
- Education  
Consider providing education on tips for presenting.

Next Work Session: Code of Ethics document review - August 21st

Meeting Adjourned at 10:25 a.m. PT

# NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES

Executive Committee Board Minutes

Via Zoom

July 3, 2025

## Call to Order

President Teresa Barnard called the meeting to order July 3, 2025, at 8:00 a.m. PT

In attendance:

President: Teresa Barnard

Vice President: Ann Heppner

Director of Finance: Robin Ruegg

Secretary: Denise Green

## Old Business

### NAWGJ Contract

Discussed the GymJas Assigning Contract

- The contract must be the same for all states, as it cannot be customized specifically for each state.
- Each state has the authority to establish a policy regarding what happens when the red flag appears (two weeks after the contract has been delivered, but not signed). For instance, a state could say that it will remove the judge from the contract offer if not responded to within a week of the red flag. A state needs only to communicate this information and follow through on it. The assigner can see the date the assignment was transmitted, so the information is there to support such a policy.

### Social Media

Reviewed Social Media Policy and NAWGJ Facebook posting concerns.

Reviewed draft of Revised Social Media Guidelines, Rules, Cannons & Disciplinary Procedures.

- Bylaws, Article VII states the VP is a required member of the professional development committee. Ann will be added to the committee..
- Since the NAWGJ President is the ultimate authority, the position will not be involved in the initial process but will refer concerns to the Professional Responsibility Committee.
- The National Collegiate Assigner will be added to the Professional Responsibility Committee.

### Strategic Planning: Next Steps

Ann will present the “Next Steps” to the BOD at the October meeting, with data collection prior to that date.

- Presentation slides
  - Brainstorming strengths, weaknesses, threats, and opportunities from BOD/SJDs
- Data collection
  - Target groups to survey
- Develop Survey - Target date Sept. 1
  - Send survey to NAWGJ BOD
  - Send survey to associated organizations
  - Outside data person to compile information

### Elections

State Committee elections are going well. Responded to all emails requesting ballots. Request membership to check accuracy of their emails.

### Job-Shadow positions

With the upcoming election for the Vice President, the BOD will consider a shadow position from the date elected until taking the position on April 1, 2026.

Motion to be discussed at the October 1st BOD meeting.

- The Executive Committee proposes that the newly elected members for the positions of Vice President, Director of Finance, and Secretary begin shadowing their roles starting from the completion date of the election on December 15.
- Request the National College Assigner review and provide recommendations for the National Collegiate Assigner elect position.

## **NEW BUSINESS**

### Official Documents/Bylaws Committee

Discussion:

- Consider Sub Committees under an Official Documents Committee:
  - Elections, Membership, Best Practices
- Consider the Bylaws Committee as a stand-alone committee

### Clarifications:

1. Assigner/Financial State Committee member resigns - can another SC member take the position?

### *Robert's Rules:*

Vacancies in Committees

“The resignation of a member of a committee should be addressed to the appointing power, and it is the responsibility of that power to fill the resulting vacancy. “(In this case, it is the SJD/SC and RJD)

*NAWGJ Bylaws, ARTICLE VI - ELECTIONS, Section I - Duties and Procedures, J.*

“J. 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 board. \*Clarification: This is regarding elected positions only.”

An interim election may be held, due to resignations or illness, but the procedures must follow the regular pattern set forth in the “Timeline for the Election” document for the designated election on the NAWGJ website.

Robert’s Rules supports our Bylaws by providing the body (SC and SJD in consultation with the RJD) the responsibility to determine how to fill the vacated position. If it is determined that an election is the solution, then the election will follow the guidelines in the Election Guide.

2. No applicant for an elected position

Bylaws, ARTICLE VI - ELECTIONS, Section III - Term Limits, A.

“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.”

3. Process: The Education Committee reviews Educational Projects and determines which projects to accept. BOD approves projects that incur costs. A separate tab on the website will be provided for NAWGJ-created projects.

4. Bylaws committee - amendment to the title of Technology Support Services Director requires a 15-day review and vote.

5. Teresa, Brenda, and Maureen will discuss passwords/passcodes to be in compliance with the Bylaws.

### Expenditures

- Brenda Eberhardt, National Website Director, is approved to purchase an updated computer.
- Helping Hands: Revisit and clarify the protocol for symposiums and clinics.

Meeting adjourned: 10:00 a.m. PT

Next Meeting: August 12th, 8:00 a.m. PT

**NAWGJ - BOARD OF DIRECTOR'S MINUTES  
Baltimore, MD June 26-27, 2025**

***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  
Baltimore, MD  
June 26-27, 2025**

**Call to Order**

President Teresa Barnard called the meeting to order on Thursday, July 26 at 8:50 a.m. ET. 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: Suzzan Azzaro - excused

Region 4: Robin Smith

Region 5: Debbie Campbell

Region 6: Jim Burton

Region 7: Leslie McPeck

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 - excused

**Conflict of Interest/Confidentiality Agreement forms**

Ann Heppner, Vice President, requested all BOD members complete the Conflict of Interest and Confidentiality Agreement forms electronically.

**Approval of Minutes**

**MOTION:** Priscilla Hickey

I move to approve the minutes from our April 30, 2025, Board of Directors' Zoom meeting.

Second: Diane Thompson

Passed: Unanimously

**NAWGJ - BOARD OF DIRECTOR'S MINUTES**  
**Baltimore, MD June 26-27, 2025**

**For the Record**

**Bylaw Committee (vote after 30-day review)**

**MOTION:** After a 30-day review, the Bylaws Committee moves the four listed amendments to the NAWGJ Bylaws.

**1. Article V - General Organization, Section 1 - Officers, H.**

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.
- *Co-SJDs have one voice and one vote.*

May 23, 2025: Unanimously Approved

**2. Article VI - Elections, Section 1 - Duties and Procedures, A.**

A simple majority of votes cast shall be necessary for elections. ~~State Committee.~~  
*In the event of a tie, elections will be broken by a run-off election to be completed as soon as possible after the initial elections.*

**3. Article XII, Section II - Board of Directors Members, Regional Judging Director, Specific Duties, 3.**

~~The RJD may recommend qualified judges from their respective Regions for selected national and Regional competitions. select judges~~

*All women's national gymnastics administrative organizations (USAG, NGA, YMCA, etc.) have a process for selecting judges for post-season meets. The NAWGJ Regional Judging Director may make or be requested to recommend qualified judges.*

May 23, 2025: Unanimously Approved

**4. Article XII, Section III - Other Officers, A. State Judging Director, Specific Duties, 5.**

~~5. Recommend qualified judges from the State Judging Director's respective State for State and Regional competitions with the assistance of the State Committee members.~~

**NAWGJ - BOARD OF DIRECTOR'S MINUTES  
Baltimore, MD June 26-27, 2025**

*All women's national gymnastics administrative organizations (USAG, NGA, YMCA, etc.) have a process for selecting judges for post-season meets. The NAWGJ State Judging Director may make or be requested to recommend qualified judges.*

May 23, 2025: Unanimously Approved

**Elections:** State Committee elections for odd-numbered Regions are in process. Voting takes place between June 25 and July 10, with the results finalized by July 12, 2025. Elected members will take office July 20.

**OLD BUSINESS**

**Strategic Planning**

A brief overview of the development of a NAWGJ Strategic plan re-introduced to the BOD to aid in committee meeting discussions.

**NAWGJ Committees**

Teresa reviewed the goals of the Committee meetings:

1. Develop a joint mission using the information from previous committees
2. Develop goals and timelines with a future focus that supports NAWGJ's overall mission.
3. Consider and develop motions.

**Motion to Recess** to Committee Meetings: Debbie Campbell

Second: Diane Thompson

Passed: Unanimously

Meeting Recessed: 9:45 a.m. ET

**NAWGJ - BOARD OF DIRECTOR'S MINUTES**  
**Baltimore, MD June 26-27, 2025**

**Reconvened the Board of Directors Meeting** Thursday, July 26, 2025, at 2:30 p.m. ET  
All members present except excused members Suzann Azzaro and Brenda Eberhart.

**EXECUTIVE REPORTS**

**President's Report - Teresa Barnard**

Over the past year:

- Signed the contract for the 2026 BOD meeting to be hosted in Kansas City at the Loews Hotel.
- Signed the contract for the 2027 BOD meeting and NAWGJ Symposium to be hosted in Kansas City at the Loews Hotel.
- Quarterly zoom BOD meetings in October, January and April. The January meeting was in person in Fort Lauderdale, FL, in conjunction with the NJC.
- Produced and sent quarterly National Newsletters via Wild Apricot to all members.
- Met quarterly with Land's End for Uniforms and introduced a new jacket with the badge. Working on 3 new vests.
- Renewed our Insurance with the current carrier. Signed the renewal application for our 2025-2026 Policies.
- Attended two meetings in person, representing the organization.
  - WCGA meeting in Salt Lake City, Utah
    - Presented the NAWGJ NCAA college task force findings
  - DEV/Tech Joint committee meeting & USAG Tech meeting in Salt Lake City, Utah
    - Presented our USAG Report
    - Presented a PowerPoint with concerns for the future and testing
    - Nichole Otterson will attend our meeting virtually
  - Financially, NAWGJ covered the cost of my attendance at both meetings and my hotel room for all days, as the meetings took place before and after Nationals.
- The Executive Committee, the National Collegiate Assigner, and I began working with an attorney on redrafting the Code of Professional Responsibilities document, the Problem Resolution Process, and the Social Media Policy. Target date for completion - September 1, 2025.

**NAWGJ - BOARD OF DIRECTOR'S MINUTES**  
**Baltimore, MD June 26-27, 2025**

**Vice President Report - Ann Heppner**

Three-in-One Report: VP activities, Election Committee, Bylaws Committee

**Executive Duties**

**Bylaws, Election Guide** (Bylaws Committee: Ann Heppner, Denise Green, Bonnie Synol)

- Ongoing work on updating and removing outdated documents on website with help of Webmaster, Brenda Eberhardt
- Election results reported to Board of Directors and recorded in minutes with the help of National Secretary, Denise Green
- Research on Strategic Planning for NAWGJ

**Bylaws** (Bylaws Committee: Ann Heppner, Denise Green, Bonnie Synol)

- Bylaws updates determined by Board of Directors (BOD) at July 2024 meeting: See meeting notes for details
- Bylaws document updated to reflect BOD decisions
- Task list for Summer BOD meeting

**Election Guide** (Election Committee: Ann Heppner, Bonnie Synol, Denise Green, Jim Burton)

- Election Guide published 10/24
- Ongoing work with Election Buddy, changes in process
  - Double check by RJD appreciated and working well
- Task list for Summer BOD meeting

**Elections Report**

- Ongoing identification and clarification of Term Limits
- July 2-July 16, 2024 - State Committee Election - Even Regions
  - 373 Voters 71%
  - Election conducted, concluded
  - Challenging issues with termed-out candidates.
  - Change procedures for next election
- Jan 30-Feb 16, 2025 - RJD elections as scheduled - Odd regions
  - 291 Voters 72%
  - Collaboration with Website Director for URLs
  - Election conducted, concluded
  - Tie vote - Region 7

**NAWGJ - BOARD OF DIRECTOR'S MINUTES**  
**Baltimore, MD June 26-27, 2025**

- Mar 5-Mar 20, 2025 Tie-breaker Election
  - 153 voters 74%
  - Election conducted, concluded
  
- March 25-April 8, 2025 - Special SJD Election - Kansas
  - 23 voters 79%
  - Election conducted, concluded
  
- June 25-July 10, 2025 - State Committee Election - Odd Regions
  - Currently underway

**Director of Finance - Robin Ruegg**

- The proposed budget for Fiscal Year 2025 requires the National Committee's (BOD) approval. This covers the National accounts only.
  - 2025 Proposed Income: \$213,000
  - 2025 Proposed Expenses: \$279,241
  - 2025 Proposed Net Loss: -\$ 66,241Notes: \$37,000 down payment paid for Symposium 2027.  
Increased expenses due to paying for RJD hotels out of National account.
  
- States still need to spend down their accounts or have a plan to spend next year with recertification.
  
- Note that CD rates are 3.0-4.0% currently, so the national account owns five CDs earning interest. Regions and States can invest in CDs also—it is good cash management policy for those amounts being held for recertification or symposium.
  
- NAWGJ National Bank Accounts as of 06/22/2025 totaled \$599,633. This consists of a checking account, 2 savings accounts (1 for Helping Hands), and 5 CDs.  
Note: for 1 year's expenses of \$280,000, we will keep funds in checking and savings accounts.
  
- Starting in Fiscal Year 2026 (Nov 1, 2025), we will begin using a revised financial report that compares the financial report to the actual bank balance.
  
- Summary of total NAWGJ finances for the last Fiscal Year from Nov 1, 2023 – Oct 31, 2024.
  - Income: \$3,302,205
  - Expenses: \$2,852,004
  - Net Revenue: \$ 450,200Notes: NAWGJ continues to bring in significant funds from judges' cups at the state level. Reminder: All money belongs to the overall NAWGJ organization, regardless of whether it is in State, Regional, or National accounts.
  
- Balance sheet 10/31/24: \$3,568,679 (Money held in State, Regional and National bank accounts, including checking, savings, CDs)

**NAWGJ - BOARD OF DIRECTOR'S MINUTES**  
**Baltimore, MD June 26-27, 2025**

- **Proposed Budget**

The Director of Finance, Robin Ruegg, reviewed the Proposed and Preliminary budgets for Fiscal Year 2025-26 (November 1, 2025 to October 31, 2026).

**MOTION:** from the Finance Committee

***The Finance Committee moves to approve the 2025 budget and the preliminary 2026 budget for the National NAWGJ accounts.***

**Second:** Not required

**Passed:** Unanimously

**Secretary's Report - Denise Green**

**Memberships**

- NAWGJ has 2,396 members, including 22 who are *pending* certification.
  - Membership increased by 135 from last year's total of 2,261.
  - 64% of members are Level 10 and above with 91% having a Level  $\frac{4}{5}$  rating.
  - Review of profiles indicates many ratings have not been updated.
- 38 SJDs and State Committees took advantage of group renewals.
- Distributions of funds from dues paid (between August 1, 2024, and July 31, 2025), will be sent to the RJDs in November of 2025.
- 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 that the voting process is accurate, efficient, and inclusive.
- If a judge is unable to sign in to their NAWGJ profile to update, please use the "Reset Password" button or contact the NAWGJ Secretary via email (secnawgj@gmail.com).

**Minutes**

- Approved Minutes from the Board of Directors' meetings and Executive Committee meetings are posted on the National NAWGJ website under the "About Us" tab.

**OLD BUSINESS**

**Regional & Committee Reports**

Please refer to the Board of Directors Minutes (4/16/24 & 4/30/25).

**SJD Annual Workshop**

Teresa Barnard, President, briefly reviewed the upcoming virtual SJD Meeting and Workshop.

**NAWGJ - BOARD OF DIRECTOR'S MINUTES**  
**Baltimore, MD June 26-27, 2025**

**NEW BUSINESS**

**RJD Presentation**

Region 5 - Regional Judging Director Debbie Campbell presented an overview of strategies to organize RJD duties and utilize Google Drive to provide support to the SJDs.

**Website Review**

Teresa Barnard, President, reviewed the following protocol for website updates. The Committees/Directors listed below will review and provide suggestions for changes to the listed website sections:

- About Us - Executive Committee
- Become a Judge - Professional Development Committee
- Member - Executive Committee
- Educational Links, Judging Aids - Education Committee
- Events - Events Committee
- NCAA - Collegiate Judging Committee
- Organization - Executive Committee
- Store - Website Director

**MOTION** to Recess: Jim Burton

**Second:** Diane Thompson

**Passed:** Unanimously

Meeting Recessed: 5:00 p.m. ET

**NAWGJ - BOARD OF DIRECTOR'S MINUTES**  
**Baltimore, MD June 26-27, 2025**

**Reconvened the Board of Directors Meeting** - Friday, July 27, 2026, 8:40 a.m. ET  
All members present, except excused members Suzann Azzaro and Brenda Eberhardt.

**NEW BUSINESS** (continued)

**NAWGJ Policies and Procedures Best Practices**

Teresa Barnard, President, and Debbie Campbell, Region 5 RJD, presented the NAWGJ Best Practices for Financials and Procedures document to the Board of Directors. The document will serve as guidelines, providing direction to NAWGJ officers and members regarding finances, assignments, membership, and other matters. When completed, it will be reviewed by the BOD. Target date September 1st.

**Committees**

Committees presented their updated Missions and Goals, including timelines.  
On Sunday, motions from the Committees will be reviewed, discussed, and votes taken.

**NAWGJ Strategic Planning session**

Ann Heppner, Vice President, led the BOD in an activity to gather information for a future strategic plan. These included recognizing NAWGJ's strengths and weaknesses, as well as our opportunities and threats. Information will be gathered from various sources related to our organization to develop our decision-making process.

**NAWGJ Insurance**

Jenna Kardbil, National College Assigner, will create a side-by-side document comparing what the NAWGJ insurance policy covers versus USAG at a judge-related event, simplifying the coverage information.

**Google Suite**

The BOD held a work session to organize the Google Drive files for uniformity and easier accessibility.

Five (5) folders in Regional Shared Drives:

- Elections - Membership lists running/voting
- Financials - Compensation Plans, Educational Plans, Fundraiser Financial Report, Quarterly Reports
- Forms - Annual Statistical Report, Assigning Protocols, Confidentiality & Conflict of Interest, Green Flag Report, Inventory Report, Mitigation Forms, Signed Contracts, State Committee Members
- Minutes for Meetings - all State and Regional meeting minutes
- Resources - Director's Directory, Blank NAWGJ Expense Report Form, Blank Clinician Agreement, Google Suite Information

**NAWGJ - BOARD OF DIRECTOR'S MINUTES**  
**Baltimore, MD June 26-27, 2025**

**MOTION** to Recess: April Brandon

Second: Leslie McPeek

Passed: Unanimously

Meeting Recessed: 5:00 p.m. ET

**Reconvened the Board of Directors Meeting**: Saturday, July 28, 2025, 9:30 a.m. ET

All members were present, except for the excused members: Debbie Campbell, Suzann Azzaro, and Brenda Eberhardt.

**SJD Annual Workshop**

Teresa Barnard reviewed the agenda: Tammy Parsons manages the Zoom breakout rooms.

11:00 - 1:00 Introduction, Executive Reports

Nadine Thompson - assists Robin Ruegg, Director of Finance

Amanda Reynolds - USAIGC

Donagene Jones - NGA

Nichole Otterson - USAG

1:00 - 2:00 Lunch

2:00 - 4:30 RJD Committee Meeting with SJDs

5:00 - 8:00 Breakout rooms (after a 10-minute opening)

- Organizing SJD Position Using Technology - Denise Green, Maureen Blair, Robin Smith.
- Finance: Education Reimbursements, Fundraising - Robin Ruegg, Evelyn Paradis, Jim Burton, Leslie McPeek.
- Preparing for the Future - Teresa Barnard, Ann Heppner, Gina Fuller.
- Assigning Best Practices - April Brandon, Priscilla Hickey, Jenna Kardbil, Diane Thompson.

**MOTION** to Recess: Jim Burton

Second: Diane Thompson

Passed: Unanimously

Meeting recessed: 10:45 a.m. ET

**NAWGJ - BOARD OF DIRECTOR'S MINUTES**  
**Baltimore, MD June 26-27, 2025**

**Reconvened the Board of Directors Meeting**, Sunday, July 29, 2026, 8:30 a.m. ET  
All members were present, except for the excused member, Debbie Campbell.  
Attending virtually: Suzann Azzaro and Brenda Eberhardt.

**Protocols and Procedures**

- Presented protocols for personal information going out to memberships (e.g., deaths).
  - NAWGJ Regional or National Officers - Executive Committee will compile and send information via Wild Apricot.
  - Other members - Information may be compiled and sent via Wild Apricot or emailed to specific Regions.
  - For emails or information shared from Wild Apricot (the membership site), the NAWGJ President is the official voice of NAWGJ.
    - **Rule 9:** Judges shall not speak to the press or other media on behalf of NAWGJ unless it is part of their official job duties for NAWGJ.
- Helping Hands: SJDs send requests to the Helping Hands Sub-Committee, which will forward them to the Executive Committee for review and approval.
- RFP (Requests for Projects): Requests submitted to the Awards Sub-Committee for review and approval. Projects will be shared with BOD.
- NAWGJ Educational Projects: The Education Committee reviews Educational Projects and determines which projects to accept for the website. BOD approves projects that incur costs.

NAWGJ - BOARD OF DIRECTOR'S MINUTES  
Baltimore, MD June 26-27, 2025

**MOTIONS from Committees**

**MOTION #1:** from Bylaws Committee

*The Bylaws Committee moves to amend the title of the National Library/Technology Services Director to Technology Services and Support Director.*

Second: No second required

Passed: Unanimously

**MOTION #2:** from Collegiate Judging Committee

*The Collegiate Judging Committee recommends the three appointments for Collegiate Regional assigners.*

Proposals:

1. To appoint Michelle Ripple to the position of NCAA Regional Assigner for a four-year term, beginning upon her acceptance.
2. To appoint Amanda Turko to the position of NCAA Regional Assigner for a four-year term, beginning upon her acceptance.
3. To appoint Mark Welch to the position of NCAA Regional Assigner for a four-year term, beginning upon his acceptance.

Rationale:

The Collegiate Judging Committee ("CJC") reviewed the 10 submitted applications for the three open Regional Assigner positions. The CJC met and discussed each of the applicants, their respective applications, and the requirements for the open positions. Upon full discussion, (Jenna Karadbil recused herself from discussion on Amanda Turko) the CJC committee voted and unanimously agreed upon the three applicants stated above.

Second: No second required

Passed: Unanimously

**MOTION #3:** from the Executive Committee

*The Executive Committee moves that all National Annual SJD Meetings return to in-person beginning in 2027.*

Second: No second required

Passed: Unanimously

**MOTION #4:** from the Executive Committee

*In addition to the President, the Executive Committee moves that two additional administrators have the passwords/codes to all sites that are password protected.*

Second: No second required

Passed: Unanimously

**NAWGJ - BOARD OF DIRECTOR'S MINUTES**  
**Baltimore, MD June 26-27, 2025**

**MOTION #5:** from the Education Committee

***The Education Committee moves to use a specific logo as a signature element for NAWGJ-created or produced educational materials.***

Second: No second required

Passed: Unanimously

**MOTION #6:** From the Finance Committee

***The Finance Committee moves that elected officers, specifically the Executive Committee, RJDs, and SJDs, may issue contracts, in addition to judging contracts, with approval of their respective committees.***

- ***Within the National Board of Directors, approved by the Executive Committee***
- ***Regional Judging Director, their Regional Committee***
- ***State Judging Director, their State Committee***

Second: No second required

Passed: Unanimously

**MOTION #7:** from the Finance Committee

***The Finance Committee moves to raise NAWGJ membership dues as of July 31, 2026 to \$75 or \$30 for a first-year membership.***

Second: No second required

Passed: Unanimously

**NAWGJ VP - Discussion**

- With the upcoming election for the Vice President, the BOD will consider a shadow position from the date elected until taking position on April 1, 2026.
- Motion to be discussed at the October 1st BOD meeting.

**Review of SJD meeting & workshop**

- Continue with breakout sessions next year - survey to determine needs of SJDs.
- Good education from outside organizations - USAIGC, USGA, NGA. Consider other organizations for next year.
- Consider splitting SJD sessions into two weekends or keeping them on one weekend.

**NAWGJ - BOARD OF DIRECTOR'S MINUTES**  
**Baltimore, MD June 26-27, 2025**

**GOOD of the ORDER**

**Newsletter**

- BOD - Provide information for the Newsletter by July 7th. The theme is "Gratitude," e.g., expressing gratitude to assigners, etc.

**NAWGJ Region 8**

- Brenda Eberhardt reports that NAWGJ Region 8 will host a casino night and raffle at USAG National Congress.
- The NAWGJ store will donate NAWGJ 50th anniversary memorabilia and a NAWGJ symposium registration.

**Presidential Appreciation**

- Teresa Barnard shared gracious remarks to each member of the BOD for their ongoing support of NAWGJ.

**Proposed Dates for Quarterly 2025-26 BOD and 2026 Annual SJD Workshop**

- Wednesday, **October 1**, Virtual (6P/7M/8C/9E)
  - September 17 - Motions due
  - September 24 - Agenda sent with Motions attached
  - Quarterly National Fall Newsletter
- Saturday, **January 3**, Anaheim, California, National Judges Cup
  - December 20 - Motions due
  - December 27 - Agenda sent with Motions attached
  - Quarterly National Winter Newsletter
- Wednesday, **March 25**, Virtual (6P/7M/8C/9E)
  - March 11 - Motions due
  - March 18 - Agenda sent with Motions attached
  - Quarterly National Spring Newsletter
- **May / June**, Committee Reports & Regional Reports, **TBD** (Virtual)
- Tuesday - Thursday, **July 21 - 23**, Kansas City, MO
  - Room block July 20 - 23

**MOTION** to adjourn: Robin Smith

Second: Ann Heppner

Pass: Unanimously

Meeting adjourned: 10:18 a.m. ET

NAWGJ - BOARD OF DIRECTOR'S MINUTES  
Baltimore, MD June 26-27, 2025

2025/2026 NAWGJ National Committees

<p><b>Executive Committee</b> Teresa Barnard*, Ann Heppner Robin Ruegg, Denise Green</p> <p><b>Bylaws Committee</b> Ann Heppner*, Denise Green Diane Thompson, Brenda Eberhardt</p> <ul style="list-style-type: none"><li>○ Election</li><li>○ Membership</li></ul> <p><b>College Judging Committee</b> Debbie Campbell *, Robin Ruegg Jenna Karadbil, Teresa Barnard</p> <p><b>Communications Committee</b> Priscilla Hickey*, Gina Fuller, Jim Burton Brenda Eberhardt, Maureen Blair</p> <ul style="list-style-type: none"><li>○ History</li><li>○ Newsletter</li><li>○ Social Media</li><li>○ Technology</li><li>○ Web Content</li></ul>	<p><b>Education Committee</b> Ann Heppner*, Tammy Parsons Maureen Blair, Evelyn Paradis, Leslie McPeek, Suzann Azzaro April Brandon (All BODs participate)</p> <p><b>Events Committee</b> Teresa Barnard*, Suzann Azzaro Evelyn Paradis, Gina Fuller, Robin Smith Tammy Parsons, Jim Burton</p> <ul style="list-style-type: none"><li>○ Awards</li><li>○ NJC</li><li>○ Site</li><li>○ Symposium</li></ul> <p><b>Finance Committee</b> Robin Ruegg*, Leslie McPeek April Brandon, Debbie Campbell</p> <p><b>Professional Development Committee</b> Denise Green*, Diane Thompson Priscilla Hickey, Robin Smith Ann Heppner</p> <ul style="list-style-type: none"><li>○ Assigning</li><li>○ Helping Hands</li><li>○ Outreach, Recruitment &amp; Mentoring</li><li>○ Professional Responsibility</li></ul>
--	---

\* Denotes Committee Chairperson

# NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES

Executive Committee Board Minutes

Baltimore, MD

June 24 & 26, 2025

## Call to Order

President Teresa Barnard called the meeting to order June 24, 2025, at 9:12 p.m.. ET

In attendance:

President: Teresa Barnard

Vice President: Ann Heppner

Director of Finance: Robin Ruegg

Secretary: Denise Green

## Old Business

- Update - Election for State Committee
  - Will use a fillable PDF with automatic copy going forward
  - Renaming SC application continues to be problematic
  - All SJD/RJD email communications - need member identifying information
  - Reviewed recommended delegation of tasks-
    - RJD collects Wild Apricot membership list from SJDs
    - RJDs synchronize the distribution of election forms received from the VP (eligibility, duties, applications, and the timeline)
    - SJDs send the VP/RJD state membership list only from those states holding elections.
- Reviewed agenda for Board of Directors and SJD annual meetings
- Professional Responsibilities Documents
  - Reviewed draft copy of Social Media Guidelines. Made revisions.
  - Problem Resolution Process-Scheduled meeting with attorney 7/2/25
- National Collegiate Assigner Duties  
Ann and Denise will meet with Jenna to review the duties, which will then be presented to the Board of Directors for approval.
- Reviewed Strategic Plan presentation for the Board of Directors.
- Reorganized Google Drive

Adjourned: 10:45 p.m. ET

Reconvened: June 26th at 8:00 a.m. ET

All members present

- Develop protocols for personal information going out to memberships (e.g., deaths)
  - NAWGJ Regional Office or higher -the Executive Committee will compile and send information via Wild Apricot
  - Other members- Information may be compiled and sent by specific Regions or States

- For emails or information shared from Wild Apricot (the membership site), the NAWGJ President is the official voice of NAWGJ. Rule 9: Judges shall not speak to the press or other media on behalf of NAWGJ unless it is part of their official job duties for NAWGJ.
- Helping Hands: The executive committee moves to provide Brianne Rauzi with \$500.00 from Helping Hands to offset the costs of traveling to her NAWGJ Regional meeting.

Adjourned: 8:50 a.m. ET

# NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES

Executive Committee Board Minutes

Via Zoom

May 30, 2025

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

## Call to Order

President Teresa Barnard called the meeting to order at 9:00 a.m. PDT.

In attendance:

President: Teresa Barnard

Vice President: Ann Heppner

Director of Finance: Robin Ruegg

Secretary: Denise Green

## Old Business

- Election for State Committee
  - Will use a fillable PDF going forward
  - All applications must be filled in electronically (typed)
  - State Committee elections in process
    - Voting: June 25th to July 10
    - Takes office July 15th
- Reviewed agenda for Board of Directors and SJD annual meetings.
  - Schedule completed
    - Wednesday Exec Meeting-Strategic plan
    - Thursday BOD meeting, Committee meetings: review missions, goals, assign committee members
    - Friday Committee Missions/Goals Review/Motions, Organizing Google Suite
    - Saturday: BOD overview SJD Workshop- Executive Committee Reports, NGA and USAG updates.  
SJD workshops (2 sessions)
    - Sunday: Motions, Feedback from SJD Meetings, Wrap Up
  - Topics and presenters for Saturday SJD workshop 35-40 minutes
    - Assigning in small/large states: April & Priscilla
      - Note taker: Diane Monitor: Jenna
    - Finance-education reimbursements, fundraising: Robin & Evelyn
      - Note taker: Leslie Monitor: Jim
    - Preparing for the future: Ann & Teresa
      - Note taker: Gina Monitor:
    - Organizing using Technology: Denise & Debbie
      - Note taker: Brenda Monitor: Robin S.

## **New Business**

Jenna Karadbil joined the meeting.

## **Problem Resolution Process**

Discussed revising the Problem Resolution Process and Social Media Policy with the assistance of a specialized attorney.

- Teresa will sign a retainer for the attorney to review our current Problem Resolution Process.
- Robin will pay a retainer fee of \$3500.
- Teresa will send a link to the attorney of our current Problem Resolution Process and Social Media Policy.
- A call with the attorney will be set up for the Executive Committee and Jenna.

When completed, it will be presented to the Board of Directors for approval.

Teresa will present the new Problem Resolution Process at the General Membership meeting, post it on the website, and include it in the quarterly newsletter.

## **Media concerns**

Discussion on concerns with the misuse of media.

## **National Collegiate Assigner Duties**

Ann and Denise will meet with Jenna to revise the duties of her position, which will be brought to the Board of Directors for approval.

Adjourned: 11:08 a.m. PDT

Next meeting: June 24, 2025, Baltimore, MD

*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 DIRECTORS MINUTES  
Via Zoom  
April 30, 2025**

**Call to Order**

President Teresa Barnard called the meeting to order at 6:03 p.m. PDT. 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 - excused

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 - excused

National Library Director and Technology Services: Maureen Blair

National Website Director: Brenda Eberhardt

Newly elected Region 3 RJD: Suzy Azzaro (begins term May 15th)

Newly elected Region 7 RJD: Leslie McPeek (begins term May 15th)

**Approval of Minutes**

**MOTION:** Bonnie Synol moved to approve the minutes from our March 16, 2025, Zoom meeting.

Second: Marilyn Blilie

Passed: Unanimously

**EXECUTIVE REPORTS**

**President:** Teresa Barnard

Teresa read an expression of thanks tribute to Marilyn Blilie (10 years) and Bonnie Synol (22 years) for their service as RJDs for Regions 3 and 7.

## **REGIONAL REPORTS**

### **Region 1**

RJD: April Brandon (Partial term 2024; Re-elected 2025-2029)

Finance Committee

Outreach, Recruitment & Mentoring Committee

Ad Hoc Assigning

SJDs: AZ-Natalie Koga, NorCal-Donagene Jones/Julie Andrews, NV-Alex Hammond, SoCal-Emily Wensel, UT-Pat Bryant

- Judges Information:  
290 active NAWGJ members: AZ-45, NorCal-109, NV-31, SoCal-71, UT-34  
60% rated Level 10 and above
- Clinics/education opportunities/events offered:  
July- R1 Hi tech camp- SoCal  
Aug- R1 Congress- NorCal  
Sept- R1 Basic Skills Camp- Utah  
Oct- R1 College showcase- Utah  
Dec- Regional Base Score Symposium-SoCal  
Dec- Basic Skills Camp-NorCal  
All State Judges Cups and National Judges Cup-FL
- All states offered reimbursement packages for education opportunities in various amounts.

### **Region 2**

RJD: Priscilla Hickey (Partial term 2021-2022; Re-elected 2022-2026)

Helping Hands Committee

History Advisory Committee

Outreach, Recruitment & Mentoring

Guide to Changes

SJDs: AK-Dietrich Sheffield (ending 5/15/25), Kalei Rupp & Kai Sims (new 5/15/25), HI-Pattie Walkabout, ID-Erin Jacobsen, MT-Jeanine Henneford, OR-Debbie Anderson, WA-Michelle LaDow

- Judges Information:  
158 Active NAWGJ Members: AK-22, HI-12, ID-22, MT-10, OR-34, WA-58  
One active Judge in Japan (associated with Washington)  
65% rated Level 10 and above
- Volunteer/Education opportunities:  
Washington (Naydenov Gymnastics) hosted the 2025 USAG Dev Regional Championships.  
Oregon (Athletic Edge) hosted the 2025 USAG Xcel Regional Championships.  
26 members (Group Registration) 2025 National Congress in New Orleans, LA in August.

- Green Flag Winners:  
Regional Winner - WA – Tracy Duncan  
AK – Loretta Cole  
ID – Johnna Sandow  
OR – Debbie Anderson  
WA – Tracy Duncan
- Finance:  
State Judges Cups and Fundraisers continued to be successful.  
RJD hosted a Level 8 State Team Challenge at Dev Regionals in Vancouver for the 2025 NAWGJ Regional fundraiser.

### **Region 3**

RJD: Marilyn Blilie (2015-2025) terms out; newly elected Suzanne Azzaro (2025-2029)  
College Judging Committee  
Site  
Web Content

SJDs: AR: Karma White, CO: Stacie Beckwith, KS: Molly Oehlert, NM: Kelly Shane, OK: Brittany Shaw,  
TX: Bonnie Crawford, WY: Briana Rauzi

- Judges Information:  
320 Active members: AR-12, CO-46, KS-28, NM-13, OK-22, TX-135, WY-11  
64%-Active Level 10, National, Brevet
- Education:  
Region 3 Congress - NAWGJ Reception - many in attendance  
Most Region 3 states held one or more state educational clinics  
KS & TX SJDs held weekly educational Zoom meetings (up to 30 in attendance at some)  
Many judges volunteered at 3 USAG Camps
- Green Flag Awards:  
2024 Regional Winner – Stacey DeWitt  
KS: Stacey DeWitt  
OK: Alissa Ricketts  
TX: Donna Robacker
- Finance:  
Most states have assisted judges with expenses and clinics.  
All states are planning a Judges Cup for their fundraiser.  
All but one state have healthy finances, looking healthy as a Region.

### **Region 4**

RJD: Robin Smith (2013-2025); terms out 2026  
Finance Committee  
Helping Hands  
Ad Hoc Assigning

SJDs: IA-Kerri Clifton, MN-Kylie Fortunato, MO-Felicia Ostrom & Annie Alameda, NB-Angie Jensen, ND-Sarah Weniger, SD-Shania Drey, WI-Mary Pica Anderson

- Judges Information:  
Region 4 has 216 active judges  
58% rated Level 10 and above
- Education:  
Hosted a Virtual Symposium with 7 hours of training from a variety of judges in our region, covering a range of topics from beginner to advanced judges. Topics approved by our RTC for credit.  
Planning another Virtual Symposium this fall and another symposium later in the summer or early fall, concentrating on beginners for a large portion of the Symposium.  
Trying to help Nationals and Brevets gain leadership credits for the 2026 testing.  
Region 4 switched to 4-judge panels for all optional levels 6-10, providing multiple opportunities for our judges to participate.
- Green Flag Awards:  
Regional Green Flag winner: Jan Adkins, WI  
Gina Fuller, MO  
Beth Miller, IA  
Connie Dickson, MN  
Jan Adkins, WI

## **Region 5**

Regional Judging Director: Debbie Campbell (2018 partial term, Re-elected 2021-2025, Re-elected 2025-2029)

College Judging Committee  
Finance Committee  
Ad Hoc Assigning

State Judging Directors: IL-Heather Forbes, IN-Pat Ergle, KY-Michael Crowe, MI-Co SJDs-Sheryl DeWeerd and Paula Noe, OH-Co SJDs-Kathleen Edwards and Tina Snyder

- Judges Information:  
340 NAWGJ Members: (IL-75, IN-55, KY-31, MI-59, OH-120 - April 19, 2025)  
60.6% rated Level 10 and above
- Education  
Regional Symposium in September 2024 – 229 judges participated, with 29 clinicians and over 36 topics covered.  
No Region 5 USAG Congress in 2024, will have Region 5 USAG Congress in June of 2025.
- Green Flag Awards:  
Regional Winner, Region 5, Ruth Hanna (IN)  
2024 State Winners

IL – Jeanne Johnson  
IN – Ruth Hannah  
KY – Terri Cooper  
MI – Keiko McNitt  
OH – Tina Snyder

- Finances:  
All states have assisted judges with expenses and clinics.  
All states are planning a Judges Cup for their fundraiser.  
Our finances are all looking healthy as a Region.  
Zoom has become a familiar word for most of us! We have one shared regional account.

## **Region 6**

Regional Judging Director: Jim Burton -(2022-2026); first term  
Awards Committee  
Helping Hands Committee  
Web Content Committee

SJDs: Deb Carrier and Linda Briggs-CT, Jenn Perry-MA, Valerie Jackson and Carlee Cummings-ME, [No applications were submitted in the 2024 elections: Danielle Baxter-NH, continues after terming out, Karen Gurnett and Cheryl Tosh-NY-N, Gail Caspare-NY-S, Katy Basu and Robin Grady-RI, Kori Crane and Michelle Rubman-VT.

Region 6 is very pleased to have Maine reinstated to their NAWGJ status. An SJD election was held in May 2024, with Valerie Jackson and Carlee Cummings elected as first-time Co-SJDs. Special thanks to Danielle Baxter for handling the SJD duties for Maine and New Hampshire during their temporary merger.

- Judges information  
242 active NAWGJ members  
77% rated Level 10 and above
- Education  
For all levels of the Development Program, SJDs are utilizing education/mentor positions to recruit and train new officials and prepare existing judges who are testing up to the next level.  
A total of six clinics were held, including one hybrid clinic that was both in-person and virtual simultaneously.  
Three Rising Stars Training Camps in the fall of 2024, including DP Levels 6-10.  
Two Xcel Rising Stars Training Camps and  
Two High Performance Level 9-10 Training Camps.  
Over 600 athletes participated, and over 55 officials volunteered to work with the gymnasts and coaches. The Rising Stars Camps were most beneficial in helping our National and Brevet officials obtain necessary Leadership Credits for their 2026 courses.

- Green Flag  
Regional Winner: Vicki Lee Tucker - NY-S
- Finance  
Seven Judge's Cups were held, two of which were 'Go to Events'. Judges traveled to participating clubs, evaluated routines, and filled out critique sheets.

## **Region 7**

Regional Judging Director: Bonnie Synol - elected (2003-2025), termed-out; newly elected Leslie McPeek (2025-2029)

Bylaws Committee  
Education Committee  
Site Committee

State Judging Directors: Jane Flynn-MD, Pamela Gardin-NJ, Linda Kothe & Laurie Lengel-PA/DE, Laurell Mauro & Summer Oostra-VA/WV

- Judges information:  
327 active NAWGJ Members:  
66% rated Level 10 and above  
Assigning - All states have transitioned to using GymJas as our assigning program. RJD continued to work with our USAG RTC and RACC to contract and communicate with the judges for our regional meets.
- Education:  
Our states are planning educational opportunities for their judges for the upcoming season. The growth of the Xcel program in our region enables us to give more judges the opportunity to judge a regional meet.
- Fundraising:  
All of our SJDs hold Judges' Cups and/or clinics to raise funds to provide educational opportunities for our judges.  
All of our states supported this year's National Judges' Cup by sending judges and/or teams.
- Transition:  
Bonnie has transferred and organized all of the Region 7 documents from her drive to the National Google Drive to enable a smooth transition for our new Region 7 RJD.

As of May 14th, Bonnie's 22 years as Region 7 NAWGJ RJD will come to an end. Leslie McPeek from NJ will be our new RJD. Bonnie thanks all for their support and the opportunity to serve our wonderful organization throughout the years.

## **Region 8**

Regional Judging Director: Diane Thompson (Partial term 2020-2022; Re-elected 2022-2026)

History Committee  
Awards Committee  
Professional Responsibility

SJDs: 5 new SJDs introduced and mentored by previous SJDs; 3 in 2nd term  
AL-Stephanie Kuhlmann, FL-Patricia Lydon, GA-Cathy Campfield, LA-Silke Tietje, MS-Reg Shurden,  
NC-Cris Fuller, SC-Sue Dolinar, TN-Dawn Roy

- Judges Information:  
432 active NAWGJ Members: AL (35), FL(131), GA (75), LA (33), MS (19), NC (76), SC (42),  
TN (21)  
66% rated Level 10 and above
- Education:  
State clinics throughout Region  
Many attendees at Regional USAG Congress in Atlanta  
Strong representation at National USAG Congress in MN  
NAWGJ Regional Symposium at National Training Camp
- Volunteer opportunities at Regional competitions

## **DIRECTORS REPORTS**

**National Education Director:** Tammy Parsons (see Education Committee)

**National Collegiate Assigner:** Jenna Karadbil

2024-2025 Season Statistics:

- 335 active judges compared to 389 in 2024
  - 248 judges had 5 or more assignments
  - 276 judges had 4 or more assignments
  - 59 judges had less than 4 assignments
- 389 meets were assigned (the exact same number as last year)
  - 2522 judges assigned (an increase of 123 assignments compared to 2024)
  - There were not enough judges for Conference Meets. Virtually every judge who had availability, regardless of years of experience, was assigned.

2024-25 Collegiate Season Activities:

Projects:

- Confidentiality: Implemented a Confidentiality Agreement for all Regional Assigners.
- Championships/Postseason Meet Referees: Developed a standard Meet Referee Coaches Agenda for each such competition.
- Contract: Documented Assigning Services Contract between the WCGA and NAWGJ for the services of the National and Regional Assigners.
- Mentor/Mentee: Supported the Mentor Program for new judges.
- Financial: Opened a new National Assigner bank account with the NAWGJ Treasurer. Created an invoicing system for the WCGA to pay directly all institutions assigning fees.

Worked with the WCGA Treasurer to facilitate multiple payments through supplemental assigning invoices.

- Evaluations: Added comment form box in the judges' JAS self-evaluation, which allows judges to comment on their judging panels (and the meet ref).

### **Education:**

- Presentations:
  - Annual WCGA Convention in Daytona Beach
  - USA Gymnastics National Congress with volunteer college coach
  - Region 1 Congress with volunteer college coach
  - Created and supervised presentation by judges and coaches at all other Regional Congresses.

Brief newsletter updates sent to all Collegiate Judges upon need from National Assigner via JAS from September to April

- Judges Training:
  - Virtual New Judges Training
    - 55 live attendees, several experienced judges also attended
    - 83% attended for the entire time
- Two Virtual Collegiate Clinics:
  - Two events per session with four clinicians
  - 313 live attendees for the first clinic, with 70% attending the entire time
  - 280 live attendees for the second clinic, with 69% attending the entire time

### **Evaluations:**

- Conducted regular Zoom meetings with NAWGJ President and WCGA/Judge Representative (Deborah Yohman) to review coaches and Meet Referee evaluations from JAS.
- Addressed judging issues based on evaluations.
- NAWGJ Procedures: Identified the need for modifications to the NAWGJ disciplinary process and procedures to be more applicable to collegiate gymnastics.

### **2025-26: Immediate Actions:**

- Selection of New Assigners
- Preparation of presentation for National and Regional Congresses
- Commencement of revised Disciplinary Procedures for collegiate gymnastics
- Preparation and implementation of practical test for judges identified through the
- JAS judge and meet ref evaluations
- Preparation of new meet ref presentation for the NAWGJ website
- Preparation of new yellow card presentation for the NAWGJ website
- Preparation of equipment rules/meet ref requirement for the NAWGJ website (for meet refs on championship meets and for postseason.)

### **2024-25 Initiatives:**

- Continue pre-season online judging clinics.
- Edit JAS manuals (WCGA voted to combine all three manuals – judges, institutions

- and assigners – into one, single manual)
- With the JAS Administrator to update and revise the JAS, per project worksheet
- Work with WCGA on any information or procedures for passed proposals
- Work with the NCAA on any information or procedures for WCGA passed proposals that are accepted by the NCAA
- Increase coach input/interactions on scoring video routines

**National Historian:** Gina Fuller (See History Advisory report)

**National Judges Cup Director:** Evelyn Paradis

The 2025 National Judges Cup was held in Fort Lauderdale, Florida. It hosted one hundred (100) judges representing thirty-five (35) states, four hundred fifty (450) gymnasts representing eighty (80) clubs, two (02) All-Star Teams, and eighteen (18) State Teams in the Patty J. Shipman Level 7 State Team Challenge. The 2026 National Judges Cup will be held in Anaheim, California, and the 2027 National Judges Cup Request for Proposals are being reviewed at this time.

**National Library & Technology Services:** Maureen Blair

Accomplishments:

- In November 2024, eight iPads were purchased for use at the Judges Cup in Florida to video all routines (opt-in process was used for permissions).
- After Judges Cup, each RJD received an iPad to take back to get videos (permissions process is still being worked on).
- A dual form has been created to cover NAWGJ and USAG clinics. Recommend having the form reviewed for use.
- Regions 2 and 4 conducted a test run of the permission slip process and retention of videos.
- Folders for each region have been created for uploading.
- Edited and uploaded routines to YouTube for Education to use on the NAWG website.

Next Year Goals:

- At the annual meeting, confirm all iPads will be brought back to Judges Cup to video routines. (Need to ensure all RJDs will be attending, or we need to look at alternatives for getting iPads to the Judges Cup.)
- Create a document on how to video routines and retain permissions from athletes.
- Assign each region (X) amount of routines by each level to secure, label, and upload to Google Drive.

**Website Director:** Brenda Eberhardt

- Since our last report, our email subscribers have grown to 1936 as of our last blast. We are reaching most of our members. Perhaps each of you could reach out to the judges in your Region and remind them to sign up for our email blasts.
- The Jackie Fie Archives page was added and linked to the History page. Thanks to Cookie Batsche, we were able to share several videos highlighting events such as shorthand beginnings, technique explanations, and elite compulsories featuring some of our favorite past Olympians..

- Updated items were added to the website, and older practice judging videos, along with their scripts, were removed. As always, please notify us if you find something on the website that shouldn't be there or if a link is no longer working. We try, but know we need everyone's help to keep everything current and in working order.
- Our plan is to continue doing our best to keep the website current and fulfill the needs and requests of the membership. As always, we welcome suggestions on how to make it better and are happy to answer any questions you may have.

## COMMITTEE REPORTS

**Awards Committee:** Diane Thompson (chair), Jim Burton, Evelyn Paradis

- Green Flag awards were mailed out to all RJDs in early February and then distributed to State and Regional recipients in each region.  
2024 Regional Recipients were as follows:  
Region 1 Leesa Berahovich (NorCal)  
Region 2 Tracy Duncan (WA)  
Region 3 Stacey DeWitt (KS)  
Region 4 Jan Adkins (WI)  
Region 5 Ruth Hanna (IN)  
Region 6 Vicki Lee Tucker (NYS)  
Region 7 Myra Elfenbein (MD)  
Region 8 Gwyned Bius (GA)  
These regional recipients will all be considered for the national award at the next National Symposium.
- Recognition Awards  
The Awards Committee recently met to discuss options for recognizing retiring RJDs for their years of dedicated service. Available options are currently being explored.

**Bylaws Committee:** Ann Heppner (chair), Denise Green, Bonnie Synol

- Housekeeping:
  - State Committee language repeated in Bylaws
  - Consolidate reference for eligibility to vote
  - Replace "Active" with "Current" in all locations
  - At-Large Director application update, more than one position
  - Notification for elections broadened to include BOD, Historian, Webmaster
  - General procedures in Election Guide
  - Adjust election timeline to allow for test election
  - Replace JAS with Collegiate judging where appropriate throughout

From Collegiate Judging Committee

  - Change in dual roles to avoid concentration of power

Remove backward movement for SJD to SC, Exempt small states  
\*All proposals passed and in respective documents
- Proposals for Spring 2025 (Summary for details see BOD meeting notes):

- Clean up language in RJD/SJD duties regarding recommendations of judges for post-season meets..
  - Clarify tie-breaking for all elections
  - One voice, one vote for Co-SJDs
- \*Vote on 5/16/25

- Ongoing Work:
  - VP, RJD, SJD Calendar updates for Summer Meeting
  - Forward-thinking proposals regarding NCAA
  - Continuing work to integrate NCAA procedures with NAWGJ mission and vision
  - Provisional Application for Termed-out candidates
  - Field Questions from members and officers

**Collegiate Judging Committee:** Marilyn Blilie (chair), Jenna Karadbil (director), Teresa Barnard, Debbie Campbell, Robin Ruegg

**Projects:**

- Solicited NCAA routines from NCAA Coaches & found others on YouTube/NAWGJ videos
- Scored 20 UB, BB, FL routines and vaults with the judges from NCAA Nationals and collated scores for use in clinics, practice judging, and on-site reviews
- Sent Supervisor and Scoreboard routines, and collated their scores and compiled results.
- Conducted a clinic for judges who were New-To-College Judging (a WCGA requirement)\Conducted two Virtual Clinics for collegiate judges & coaches emphasizing USAG rule changes, NCAA rule changes, and practice judging

**Education Committee:** Bonnie Synol (chair), Teresa Barnard, Maureen Blair, Tammy Parsons (director), Robin Ruegg.

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

Following the NAWGJ Board of Directors’ meeting in July 2024, the Education Committee met monthly.

- Major activities of the Education Committee in 2024-25 included:
  - Education Section of NAWGJ Website
    - Reviewed and created directory/map of Education section
    - Identified outdated materials
      - Requested removal of outdated scored videos in the “Practice Judging” section.
      - Replaced with new routines (without scripts) from 2025 National Judges’ Cup – minimum 10 routines on each event for Levels 6-10.
  - Rapid Review Videos
    - Reviewed Rapid Review videos produced in 2023-24 (all Dev and Xcel levels) and identified edits necessitated by rule changes.

- Updated Rapid Review videos, where necessary, with the changes for the 2024-25 season and replaced them on the website in December.
  - Library of Videos
    - Existing Videos
      - Uploaded all existing videos onto Google Drive
      - Organized, archived, and set a format for video library
    - Current/New Videos
      - Developed a system for quick identification of video content
      - Obtained proper permissions for videos to be used for educational purposes
      - Videos are labeled to indicate permission level
      - Videos from the 2025 National Judges' Cup have been uploaded to Google Drive
      - Investigating optimal processes for acquisition and organization of videos
  - Presentations
    - The Advisory Committee agreed to create three presentations for the website:
      - Level 6/7 Vault
      - Double Backs
      - FX Dance Series
- Areas of focus moving forward:
  - Develop a timeline for educational projects in preparation for 2026 recertification.
  - Develop a uniform, professional template to be used for NAWGJ educational materials.
  - Acquire/select routines to be used in Rapid Review videos and in the upcoming quadrennium.
  - Continue to update and organize the Education Section of NAWGJ website.

**Elections Committee:** Ann Heppner (chair), Denise Green, Brenda Eberhardt

Overarching objective: Create equitable, efficient, indisputable, and accessible elections.

Aspirational Goal: Create Election procedures where all eventualities are provided for through clear, accessible, Election Guide.

Continuing work to unite electronic platform with NAWGJ procedures

Continuing work to seamlessly integrate term limits procedures into elections

Continuing work to integrate NCAA procedures with NAWGJ mission and vision

- Ongoing work:
  - Fielding Questions about elections
  - Running elections!
  - Procedures for termed-out candidates to be “ready to run”
    - Application during regular application window
    - Provisional application for termed-out candidates
    - Clarity on what SC positions may be open for application
  - Google application often problematic
    - Research other options

- Ongoing concern: time spent adding voters after voting window opens
  - Problem usually centers around membership information not updated
    - Possible “tough luck” proposal
- New procedural effort to clarify election and procedure for Officers and Members
  - Forum: May 15th, 6 pm Pacific Time
  - Google Doc for Q & A
  - Present Task List & Expectations
  - Clarify types of State Committee formations
  - Clarify procedures for termed-out members
  - Sharing knowledge of who is running
  - Changing positions before voting begins (cut-off date)
- Clarifications:
  - Bylaws state that only Level 10s and above are eligible to vote for RJD
  - State Committee member can only apply for one position; can change before voting opens.

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

- National Bank Accounts (as of 04/27/2025): \$541,815.49. Includes a checking account, two savings accounts, and 5 CDs.
- Major purchases: Prepaid hotel for the 2027 Symposium, purchased iPads and stands for each region, additional attorney fees, and annual insurance cost of \$ 9,846.
- Nadine Thompson (former SJD) is being paid to help review and balance Financial Reports and QuickBooks. She has been extremely helpful to some SJDs and RJDs who have needed guidance.
- Proposal passed that NAWGJ can add processing fees to bills if a buyer also has an option to make a payment without incurring fees.
- Provided fifty \$25 gift cards to NJC from points earned from Executive credit cards.
- Contract created to hire clinicians for NAWGJ presentation.
- NAWGJ 2025 Clinician fees--\$213 for preparation, \$213 for presenting a 50-60 minute clinic based on 2024 CPI of 2.9% (see July 2024 BOD minutes; passed that this fee will increase each year by the CPI amount).
- BOD passed a resolution to consolidate the four newly elected RJD bank accounts to the national account. Details to be worked out.

**Helping Hands:** Robin Smith (chair), Jim Burton, Priscilla Hickey

We continue to receive donations for Helping Hands. We had a contest for the 2025 Judges Cup. We asked for plans that states could implement to help support, train, and retain our judges. The Montana State Committee had the winning proposal. Delia Harvey, Maria Fish, Sharon Mozer, and Jeanine Henneford had their flights and one night of hotel paid through Helping Hands.

**History Advisory:** Diane Thompson (Chair), Gina Fuller (Director), Priscilla Hickey

- Ongoing projects of the History committee include:
  - Researching NAWGJ honored members to augment and unify the information on the

website.

- o Continued work on archive projects.
- o Updating the history of NAWGJ officers and State Committees.
- o Gathering information and noteworthy events for our Milestones page, our “In Memoriam” page, and our “Retired Judges” page.
- This year, we completed:
  - o Research, documentation, and photos of six more honored members. All Hall of Fame Honored Members are now complete.
  - o Created a Jackie Fie Archive with donated videos, with more to be added.
  - o Created a Google form as a way to gather information on our honored members.
  - o Ongoing documentation projects

Looking forward to next year, we hope to continue with our ongoing projects, create a history of shorthand, and continue work on our archive projects.

**Outreach, Recruitment, and Mentoring Committee:** Priscilla Hickey, Jenna Karadbil, April Brandon

- Developed two-sided postcard for New Judges with QR codes linked to NAWGJ.org
- Published & Distributed Cards
  - o 375 cards to NCAA
  - o 100 cards to DIII Collegiate Nationals
  - o 250 cards to NAIGC
  - o 125 cards to 8 NAWGJ Directors & USAIGC Director





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

- Several situations were brought to the committee for discussion and guidance on understanding and applying the problem resolution process.
- Updated document “You Know When it is Time” and posted on the NAWGJ website.
- Jenna, National Collegiate Assigner, requested a modified version of the problem resolution process, which will be completed this summer.
- The Executive Committee will review the Code of Professional Responsibilities this summer and consider revisions.
- Develop educational opportunities to understand and apply the problem resolution process, to be offered for RJDs and SJDs via Zoom in the coming year.

**Site Committee:** Teresa Barnard(chair), Marilyn Blilie, Bonnie Synol, Evelyn Paradis

In June/July, we started the process of selecting the 2027 NAWGJ Symposium host city and chose Kansas City. In October 2024, Evelyn Paradis and Teresa Barnard traveled to Kansas City to visit four hotels. We ranked the hotels in order and presented our selections to the Board of Directors. We voted to choose the Loews Hotel Kansas City.

We also signed the Contract for the 2026 Board of Directors Meeting in July at the Loews Kansas City. Since 2026 is a recertification year, the meeting will take place during the week to leave weekends for testing.

We are currently making a selection for the 2027 NJC from the 5 RFPs received.

**Web Content Committee Report:** Jim Burton (chair), Brenda Eberhardt (Director), Gina Fuller, Maureen Blair, Tammy Parsons

Accomplishments:

- Committee members continued ongoing review of content pages to ensure links are active.
- Special thanks to Brenda Eberhardt for placing updated content and videos on the website. Many of the recommendations/suggestions we obtained at the breakout

rooms with SJDs at the 2024 NGB Meeting in St. Louis were also implemented to the best of our abilities. The Jackie Fie Archives page provides a valuable addition to our history.

Going Forward:

- Consider updating our Server and software, with the intent of modernizing our website. To be discussed at the BOD meeting in June.

**Ad Hoc Assigning Committee:** Debbie Campbell (chair), April Brandon, Robin Smith

The Ad Hoc Assigning Committee held two Zoom meetings with SJDs and/or Assignors to help establish assigning protocols and answer questions. We encourage each state to have a written policy for assigning that is easy to understand.

**Uniform:** Teresa

Exploring adding vests to the uniform options.

## OLD BUSINESS

### Overview of New Committees

- The President shared the list of committee assignments for 2024-25.
  - Missions and Goals for committees
  - Participants of subcommittees
- Review Mission Statement

### Upcoming Meetings

- **May 15th virtual Election Meeting** (5P/6M/7C/8E) p.m.
  - All RJDs/SJDs in Odd Regions
- **June 26th - 29th, in-person BOD summer meeting**
  - Briefly reviewed summer meeting schedule.
- **June 28th virtual SJD Summer Meeting and Workshop agenda**
  - **Morning Session** (5-7 HI/7-9 AK/8-10 P/9-11 M/10-12 C/11-1 E)
    - Gymnastics organization representatives' information
    - Executive Director reports
  - **Between Sessions**, time tbd by RJD
    - Regional meetings with an SJD eat-and-greet.
  - **2nd Session** (10-1:30 HI/12-3:30 AK/1-4:30 P/2-5:30 M/3-6:30 C/4-7:30 E)
    - Breakouts with Focus Forward Agendas - Four, 30-minute sessions
      - Organizing SJD position using technology, calendar, etc.
      - Financial - education reimbursements, fundraising
      - Preparing for the future
      - Assigning in small states/large states

MOTION to adjourn: Marilyn Blilie

Second: Bonnie Synol

Meeting Adjourned: 7:27 pm PDT

## 2024/2025 NAWGJ Committees

<p><b>1. Executive Committee</b></p> <ul style="list-style-type: none"><li>○ <b>Teresa, Ann, Robin R., Denise</b></li></ul> <p><b>2. Bylaws Committee</b></p> <ul style="list-style-type: none"><li>○ <b>Ann*, Denise, Diane, Brenda</b></li><li>○ Election</li><li>○ Membership</li></ul> <p><b>3. Professional Development Committee</b></p> <ul style="list-style-type: none"><li>○ <b>Denise*, Diane, Priscilla, Robin S.</b></li><li>○ Professional Responsibility</li><li>○ Assigning</li><li>○ Outreach, Recruitment &amp; Mentoring</li><li>○ Helping Hands</li></ul> <p><b>4. College Judging Committee</b></p> <ul style="list-style-type: none"><li>○ <b>Robin R., Deb*, Jenna, Teresa</b></li></ul> <p><b>5. Education Committee</b> <b>(all BODs will participate)</b></p> <ul style="list-style-type: none"><li>○ <b>Ann*, Tammy, Maureen, Evelyn, Leslie, Suzy, April</b></li></ul>	<p><b>6. Events Committee</b></p> <ul style="list-style-type: none"><li>○ <b>Teresa*, Suzy, Evelyn, Gina, Tammy, Jim, Robin S.</b></li><li>○ Awards</li><li>○ Site</li><li>○ NJC</li><li>○ Symposium</li></ul> <p><b>7. Finance Committee</b></p> <ul style="list-style-type: none"><li>○ <b>Robin R*, Leslie, April, Deb</b></li></ul> <p><b>8. Communications Committee</b></p> <ul style="list-style-type: none"><li>○ <b>Priscilla*, Gina, Brenda, Jim, Maureen</b></li><li>○ Web Content</li><li>○ Technology</li><li>○ Newsletter</li><li>○ Social Media</li><li>○ History</li></ul>
--	--

\* Denotes Committee Chairperson

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

Virtual  
April 16, 2025

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

**Call to Order**

President Teresa Barnard called the quarterly meeting to order at 6:05 PM, PDT. After welcoming everyone, specifically the two newly elected RJDs, 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, excused

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

Newly elected Region 3 RJD: Suzy Azzaro (begins term May 15th)

Newly elected Region 7 RJD: Leslie McPeek (begins term May 15th)

**Approval of Minutes**

**MOTION:** Priscilla Hickey

I move to approve the minutes from the January 4, 2025, Board of Directors meeting.

Second: Bonnie Synol

Passed: Unanimously

**For the Record - Elections**

**Region 1**

RJD - April Brandon wins by acclamation. Term May 15, 2025 to May 14, 2029.

April was re-elected after completing the last year of Teresa Barnard's RJD term.

## **Region 2**

SJD - Alaska special election, Deatrich Sheffield moving (completed one year of a 4-year term).  
Kai Brinkley Sims and Kalei Rupp ran unopposed as Co-SJDs: Term May 15, 2025 to May 14, 2028.  
(partial term)

## **Region 3**

RJD - Suzann Azzaro elected - Term May 15, 2025 to May 14, 2029. (1st term)  
SJD - Molly Oehlert elected SJD Kansas - Term May 15, 2025 to May 14, 2027. (partial term)

## **Region 5**

RJD - Debbie Campbell wins by acclamation. Term May 15, 2025 to May 14, 2029. (2nd term)

## **Region 7**

RJD - Leslie McPeek elected in runoff vote. Term May 15, 2025 to May 14, 2029. (1st term)

- Clarification for applicants eligible for SJD: Shall have been a voting member of their respective NAWGJ State Committee for at least one year (12 months).

## **OLD BUSINESS**

### **Education Committee**

Bonnie reported that the advisory committee is working on three projects, which will be posted on the NAWGJ National website.

### **Election Committee**

Discussed agenda for May 15th, (6 Pacific/7 Central/8 Eastern) p.m. virtual meeting with RJDs/SJDs in Odd Regions - Even Regions are welcome to attend.

- A Google Form will be sent to RJDs for input.
- A reminder will be sent to the Odd & Even Region RJDs to forward to their respective SJDs.

Past election information will be removed from the website.

### **Finance Committee**

The NAWGJ National office will consolidate the Regional Judging Director's accounts for Regions 3 and 7 in May, issuing credit cards with limits. Adding Regions 1 and 5 will occur at a later date. Even Regions will be brought in next year, with SJD accounts to follow gradually, after a successful pilot with the RJD accounts..

## **NEW BUSINESS**

### **Bylaw Committee**

**MOTION:** After a 30-day review, the Bylaws Committee moves the four listed amendments to the NAWGJ Bylaws. (vote date: May 16, 2025)

#### **1. Article V - General Organization, Section 1 - Officers, H.**

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.
- *Co-SJDs have one voice and one vote.*

## **2. Article VI - Elections, Section 1 - Duties and Procedures, A.**

A simple majority of votes cast shall be necessary for elections. ~~State Committee~~ *In the event of a tie, elections will be broken by a run-off election to be completed as soon as possible after the initial elections.*

## **3. Article XII, Section II - Board of Directors Members, Regional Judging Director, Specific Duties, 3.**

~~The RJD may recommend qualified judges from their respective Regions for selected national and Regional competitions. select judges~~

*All women's national gymnastics administrative organizations (USAG, NGA, YMCA, etc.) have a process for selecting judges for post-season meets. The NAWGJ Regional Judging Director may make or be requested to recommend qualified judges.*

## **4. Article XII, Section III - Other Officers, A. State Judging Director, Specific Duties, 5.**

~~5. Recommend qualified judges from the State Judging Director's respective State for State and Regional competitions with the assistance of the State Committee members.~~

*All women's national gymnastics administrative organizations (USAG, NGA, YMCA, etc.) have a process for selecting judges for post-season meets. The NAWGJ State Judging Director may make or be requested to recommend qualified judges.*

### **Outreach Committee**

At the request of the NAIGC Board, the Outreach Committee proposes producing 250+ postcards to give to the NAIGC Board to provide to their graduating seniors in the spring of 2025. The postcards would promote "Becoming a Gymnastics Judge" and include a QR code with information linked to our website—the estimated cost is less than \$400.

Postcards project approved by the Executive Committee, March 14, 2025

**MOTION:** The Outreach Committee requests funding (up to \$1,500) for the production and distribution of New Judge Outreach cards to gymnastics organizations' State, Regional, and National Congresses in 2025, and distribution to SJDs, RJDs, and NAWGJ Directors upon request.

No second needed (from Committee)

Passed: Unanimously

### **Future BOD Committees**

Teresa sent a Google form for Directors to be completed with their top four preferred 2025-26 committees. The list of committees and their subcommittees can be reviewed in the minutes from the January 24, 2025, meeting. Committees will be established by the April 30th board meeting.

### **NCAA update - Teresa**

In order to address judges' concerns, NAWGJ established a Task Force to focus on the enhancement of collegiate judging, from the perspective of judges. The purpose of this Task Force, therefore, was to (1) identify factors that affect a judge's decision to quit judging collegiate gymnastics and (2) propose activities to address areas of concern.

Factors that emerged as areas of concern for judges will be shared with the WCGA in May and then reported to the NAWGJ membership.

## **FUTURE MEETINGS**

- **April 30th virtual BOD Meeting (5P/6M/7C/8E) p.m.**
  - April 19, 2025 - Regional and Committee reports and summaries due in Google All-Access Report folder.
  - RJDs and At-Large Directors present a 2-minute summary report.
- **May 15th virtual Election Meeting (5P/6M/7C/8E) p.m.**
  - All RJDs/SJDs in Odd Regions
- **June 26th - 29th, in-person BOD summer meeting**
  - Briefly reviewed summer meeting schedule.
- **June 28th virtual SJD Summer Meeting and Workshop agenda**
  - **Morning Session (5-7 HI/7-9 AK/8-10 P/9-11 M/10-12 C/11-1 E)**
    - Gymnastics organization representatives' information
    - Executive Director reports
  - **Between Sessions**, time tbd by RJD
    - Regional meetings with an SJD eat-and-greet.
  - **2nd Session (10-1:30 HI/12-3:30 AK/1-4:30 P/2-5:30 M/3-6:30 C/4-7:30 E)**
    - Breakouts with Focus Forward Agendas - Four, 30-minute sessions
      - Organizing SJD position using technology, calendar, etc.
      - Financial - education reimbursements, fundraising
      - Preparing for the future
      - Assigning in small states/large states

## **GOOD of the ORDER**

### **Google suite**

A reminder was given to the BOD to:

- Clean up and organize the Regional and Committee Shared Drive folders by year and/or category by June 25th.
- RJD/Committee Shared drives: ensure current officers have access and inform Teresa of those who are beyond the 3-month transition to out-of-office guideline.

### **Group NAWGJ membership**

RJDs- Remind SJDs - Group renewals due to Denise by May 1st. (upcoming year only)

**Board of Directors Reservations:** Directors, please make reservations at the Hyatt Regency Baltimore Inner Harbor for our June 26th- 29th BOD meeting using the link sent on January 7th.

### **Summer SJD Workshop**

RJDs send reminder to SJDs about dates and times for National meeting, workshop, and Regional meeting.

**Website:** New RJDs and SJDs, please send Brenda a headshot of yourself in your NAWGJ uniform for the website.

**Motion to adjourn:** Bonnie Synol  
Second: Marilyn Blylie  
Meeting Adjourned: 7:03 pm PDT

## **2024/2025 NAWGJ COMMITTEES**

**Awards:** Diane Thompson\*, Evelyn Paradis, Jim Burton

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

**College Judging:** Marilyn Blilie\*, Jenna Karadbil, Teresa Barnard, Debbie Campbell, Robin Ruegg, Cookie Batsche

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

**Elections:** Ann Heppner\*, Brenda Eberhardt, Denise Green

**Executive:** Teresa Barnard, Ann Heppner, Robin Ruegg, Denise Green

**Finance:** Robin Ruegg\*, April Brandon, Debbie Campbell, Robin Smith, Teresa Barnard

**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

**Professional Responsibility:** Denise Green\*, Ann Heppner, Diane Thompson, Robin Ruegg

**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

# NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES

Executive Committee Board Minutes

Via Zoom

April 14, 2025

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

## **Call to Order**

President Teresa Barnard called the meeting to order at 6:30 pm PDT.

In attendance:

President: Teresa Barnard

Vice President: Ann Heppner

Director of Finance: Robin Ruegg

Secretary: Denise Green

## **Old Business**

- Reviewed agenda for the April 16th Board of Directors meeting.
- Reviewed agenda for Board of Directors and SJD annual meetings.
  - Schedule
  - Topics for SJD workshop

## **New Business**

Meetings

- Region 5 SJDs are excused from the annual virtual SJD meeting. Debbie Campbell, Region 5 RJD, will review the recordings of the meetings with them, since they will be attending Region 5 Congress that weekend.
- Suzzy Azzaro, Region 3 RJD, will be excused from the June BOD meeting.

## **NCAA**

- Based on the College Judging Task Force meetings, Teresa will present the top talking points at the coaches convention in May. A summary will also be shared at the Governing Board meeting on Wednesday.
- Teresa will contact Paul Anderson for input on developing a revised conflict resolution process for collegiate judges.

## **Finances**

- Bringing in accounts in Regions 3 & 7 in May, issuing credit cards with limits to the RJDs. We will ease into adding Regions 1 & 5 at a later date.
- The Executive Committee hotel will be paid for using our NAWGJ credit cards to acquire points that can be used for gift cards. Robin will order gift cards to use as thank yous for the summer Board of Directors meeting.

## **Committees**

- Teresa will send out a Google Form asking RJDs to list the top 4 committees on which they would like to serve. More discussion at the April 16th Board of Directors meeting.

Adjourned: 8:15 pm      Next meeting: March 18th, 6:30 p.m. PDT

# NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES

Executive Committee Board Minutes

Via Zoom

March 18, 2025

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

## Call to Order

President Teresa Barnard called the monthly Executive Committee meeting to order at 6:30 p.m..

In attendance:

President: Teresa Barnard

Vice President: Ann Heppner

Director of Finance: Robin Ruegg

Secretary: Denise Green

## ● Positive communications

- Jackie Fie sent an email of appreciation to NAWGJ for its years of dedication to women's gymnastics judging.
- Judy Dobransky sent a letter praising the new educational practice judging videos.
- A college coach emailed a letter of appreciation for a judge at his meet.

## ● Date Change

May 15, 2025, 6:00 pm PST, The Elections Committee will meet virtually with State (SJD) and Regional Judging Directors (RJD) to discuss election protocol, setting up a State Committee, etc., before State Committee elections.

## ● Elections

Region 7 RJD run-off elections close 3/20/25. Newly elected RJD takes office 5/15/25  
Kansas and Alaska SJD position - Voting 3/25/25 - 4/8/25. Newly elected SJDs take office 5/15/25

## ● Clarification on applicants eligible for SJD

- Discussed vacancies- Bylaws address them.

## ● Recruiting New Judges

"Becoming a Gymnastics Judge" recruiting cards, which include QR codes with information linked to our website, will be handed out to graduating seniors at:

- Collegiate Regional meets and mailed to college coaches
- National and Regional Congress
- Possibly Developmental Program Eastern/Western and National Championships

## ● Director Duties

- Process for addressing duties not met
- Discussed open communication, documentation, and next steps
- Will discuss with BOD

## ● Presentations

- Diane Thompson, Region 8 RJD, will work on the National Congress NAWGJ presentations for retiring RJDs.

- **Annual RJD, Committee, and At-Large Board Reports & Summaries**
  - Due by April 19, 2025 - File in All-Access Drive-"Board Reports for Denise-2025 Reports and Summaries"
- **Professional Responsibilities**
  - Discussed sharing documented, factual information with Meet Directors (employers).
  - NAWGJ needs to have conversations with the employers to gain clarity since they certify and contract the judges, and NAWGJ assigns them.
  - Resources for information: David Gerson, soccer referee, gymnastics organizations
- **Education**
  - Discussed the judge's role in handling an injured athlete.
  - Refer to USAG Rules and Policies Chapter 1, V. Competitive Coach Membership Responsibilities, Q. (page 19).
  - Provide education on "What to do when a gymnast is injured and the judge has concerns?" A recording of "Unusual Judging Situations and How to Deal with Them" by Teresa Barnard and April Brandon will be posted on the NAWGJ website after National Congress.
- **Google Drive**
  - The timeline for removing access for past Directors from the Google Drive will be 3 months, allowing time for material to be transferred to the newly elected Directors.
- **Technology**
  - Proposed buying an Adobe software product to create/edit documents and attain signatures.
- **NAWGJ Trademarks review**
  - The purpose is to identify the source of our product(s)/services and protect them from confusion or fraudulent use.
  - NAWGJ Trademarks, as listed in the Bylaws, include:
    - Leaping Lady™
    - NAWGJ emblem™
    - Patty J. Shipman™
    - NAWGJ™
    - National Association of Women's Gymnastics Judges™
    - National Judges Cup™

Process: If a member wishes to use the logo, the Executive Committee will review the proposal. Our SJDs may use these trademarks for fundraisers if net revenue returns to the NAWGJ fund. NAWGJ trademarks cannot be used for personal financial gain or to do harm to the organization.

#### **Nest Meetings: Board of Directors**

- Wednesday, April 16th (6P/8C/9E)
  - April 2nd - Motions due
  - April 9th - Agenda Sent with Motions attached
  - Quarterly National Spring Newsletter
- Wednesday, April 30th Virtual - Committee and At-Large Reports (incoming RJDs invited)
  - Reports in Shared Drive by Saturday, April 19th

**Adjourned: 8:20 p.m. PDT**

# NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES

Executive Committee Board Minutes

Via Zoom

February 25, 2025

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

## **Call to Order**

President Teresa Barnard called the meeting to order at 7:00 pm PST.

President: Teresa Barnard

Vice President: Ann Heppner

Director of Finance: Robin Ruegg

Secretary: Denise Green

## **Old Business**

Summer Board Of Directors Meeting, Baltimore June 24 - June 29.2025

Wednesday, June 25 - Executive Committee Meeting

Thursday, June 26 - morning - Committee Meetings

Thursday, June 26 - afternoon - Friday, June 27th, evening - BOD Meeting

Saturday, June 28 - morning/afternoon - SJD Virtual Meeting

Sunday, June 29th - morning - Board of Directors wrap-up

## **New Business**

### **License**

Renewed the NAWGJ business license in the State of Nevada. Paul J. Anderson from Maupin, Cox & LeGoy remains our Registered Agent.

### **Elections**

Region 3: Suzan Azzaro elected RJD and will take office on May 15, 2025.

Region 7: Runoff RJD Election - Level 10's and above- Voting March 5-20.

- In the event of a tie, the applications will be provided to the National BOD's, who will make the final determination. The RJD of that Region will recuse themselves from the vote.

### **NJC**

The executive board reviewed and approved for issuance the Request For Proposal form for 2027 National Judges Cup. Event dates January 8-10, 2027.

### **College Judging update**

Discussed forming a roundtable discussion group to include the College Judging Committee, the Executive Committee, and a few additional participants to determine how NAWGJ can help improve college judging for our members.

### **Process for College Discipline Issues**

The Professional Responsibility Committee will develop an NCAA problem-resolution process for the Code of Professional Responsibility, which the BODs will review at our June meeting.

### **NAWGJ Contract for Presenters**

The Finance Committee will provide a contract for presenters at NAWGJ National, Regional, and State events. The SJD will issue contracts for the State Committee, the RJD for the Regional Committee, and the VP for the BOD, upon approval by their respective committees. A blank contract will be placed in the Google Drive.

Adjourned: 8:50 pm      Next meeting: March 18th, 6:30 p.m. PDT

# **NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES**

Executive Committee Board Minutes

Via Zoom

February 5, 2025

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

Call to Order

President Teresa Barnard called the meeting to order at 6:30 pm PST.

President: Teresa Barnard

Vice President: Ann Heppner

Director of Finance: Robin Ruegg

Secretary: Denise Green

## **Updated the NAWGJ Professional Attire Guidelines**

Vests: Considering a True Navy vest to be worn under the NAWGJ Jacket or over a white shirt with a leaping lady or NAWGJ badge to provide more options.

## **Document Update**

"You know when it's time." The Executive Committee will update this document by March 1st and send it to the Professional Responsibility Committee to review and share with the membership.

## **Guidance for our SJDs/RJDs**

- The Executive Committee will provide information and clarification during the Summer Workshop to NAWGJ Directors to determine which organization is responsible for handling a variety of concerns.
- NAWGJ supports developing positive working relationships with all gymnastics organization directors and committees to improve judges' professionalism and skills.

## **Collegiate Exploratory Committee**

- NAWGJ will encourage WCGA to add a link on its website for communications from Scoreboard to the judges. While this is not an NAWGJ issue, it impacts our members as it discusses their work.

## **Bylaws Committee**

- Clarify the language in our Election Guide and Bylaws regarding the recommendation of qualified judges from Regions/States for National and Regional competitions.
- Consider the potential conflict of interest of NAWGJ members sitting on multiple boards/committees.
- Research and discuss eligibility to vote in RJD elections with the BOD at the June 2025 meeting.

**Follow-up:** At the request of the NAIGC Board, the Outreach Committee proposes producing 250+ postcards to give to the NAIGC Board to provide to their graduating seniors in the spring of 2025. The postcards would promote "Becoming a Gymnastics Judge" and include a QR code with information linked to our website—the estimated cost is less than \$400.

Postcards will be approved by the Executive Committee before printing.

**Updated NAWGJ national clinician fees for 2025.**

- Using the CPI of 2.9% for 2024, fees for 2025 will be:
  - \$213 for developing and \$213 for presenting a 50-60 minute clinic
    - 2024 fee of  $\$207 \times 1.029 = \$213$ .  
See July 2024 BOD minutes.
- States/Regions with small accounts have asked if our fees are required for State and Regional clinics.
  - Executive Committee will discuss options with the Helping Hands Committee
  - Further BOD discussion is needed to determine a recommendation for using these fees for all NAWGJ-sponsored events.

**The Education Committee** has requested that the Education Advisory Group be provided with a contract and payment to develop three pre-recorded presentations (\$213.00), which will be posted on the NAWGJ website. The Executive Committee requests the Education Committee bring a motion to the next BOD meeting.

**2025 National Judges Cup**—After expenses, a check for \$7381.64 will be sent to NAWGJ. This decreased from the last two years when \$11,000 was sent to NAWGJ.

Meeting adjourned: 8:00 p.m.

**NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES**  
**BOARD OF DIRECTOR'S MINUTES**  
Hilton Fort Lauderdale Marina  
January 4, 2025

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

**Call to Order**

President Teresa Barnard called the quarterly meeting to order at 10:05 a.m. EST. 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 (virtual)

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 (virtual)

National History Director: Gina Fuller (virtual) until 12:55

National Judges Cup Director: Evelyn Paradis

National Library/Technology Services Director: Maureen Blair

National Website Director: Brenda Eberhardt, excused

Past President: Catherine Batsche

**Approval of Minutes**

**MOTION:** Priscilla Hickey

I move to approve the minutes from our virtual October 16, 2024, BOD meeting.

Second: Robin Smith

Passed: Unanimously

**For the Record - Elections**

Director of Finance - Robin Ruegg re-elected - Term April 1, 2025 to March 31, 2029

**EXECUTIVE REPORTS**

**President: Teresa Barnard**

- BOD meeting June 25-29, 2025 - Baltimore, Maryland Tentative schedule
  - Directors will be provided link to reserve rooms
  - Reimbursed from National Account

- BOD Timeline
  - Wednesday, June 25th - Executive Meeting
  - Thursday, June 26th - Morning Committee Meetings
  - Thursday June 26th - Afternoon & Evening - BOD meetings
  - Friday, June 27th - BOD Meeting
  - Saturday, June 28th - Morning/Late Afternoon - SJD (virtual workshop)
    - Morning Executive reports and updates
    - Afternoon breakout sessions
  - Sunday, June 29th - Morning - BOD wrap-up

**Vice President: Ann Heppner**

- Review State Committee term-limits benefits
  - Upward mobility and larger pool for SJD, RJD, and National office positions
  - Opportunity for more members to participate and engage with NAWGJ
  - Decision: No changes made
    - Follow the current guidelines for at least a cycle
    - Bylaws Committee will check clarity of language in the Bylaws
- State Committee open position criteria
  - After an election, all state NAWGJ members are eligible to apply for unfilled State Committee positions, including termed-out State Committee members.
  - These positions are considered elected.
- Election Guide
  - Will be posted on the NAWGJ website upon completion
  - New: The Elections Committee will meet virtually with State (SJD) and Regional Judging Directors (RJD) prior to State Committee elections.
    - May 9, 2025, 6:00 pm PST
- Election for Regional Judging Directors (Odd Regions)
  - Eligibility criteria sent January 1, 2025
  - Applications due January 15, 2025
  - Voting period January 30 - February 15, 2025
  - RJD assumes office May 15, 2025

**Director of Finance: Robin Ruegg**

- Reviewed:
  - Revised NAWGJ financial form under construction. Hope to use in Quarter One - 2025
  - Updated Travel expense voucher
- RJDs will add State Compensation packages by year to Regional Drive - Finance folder

**Secretary: Denise Green**

- NAWGJ has 2,301 members and eleven (11) memberships pending as they await approval
- SJD Group renewal reminders/changes
  - Use NAWGJ Membership site (Wild Apricot) as the membership renewal list
  - Group renewals are accepted annually from November 1 to May 1
  - Limit each renewal to the upcoming year only (provide “other” option, e.g., funds for education materials versus renewing two or more years out-eliminate extra years beyond future years).

## OLD BUSINESS

### Finance

Director of Finance: Robin Ruegg & Finance Committee members:

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

- Pilot program to be implemented after 2025 Regional Judging Directors elections for consolidation of the odd RJDs accounts, moving forward to add the even RJDs in 2026.
- A new Quarterly Financial Google Form created for RJD transactions will include expenses and deposits, requests for checks, the need for 1099s, the ability to add a file for receipts, and totals—links to a graph and list showing account balances.

**MOTION:** The Executive Board and the Finance Committee move that we transfer the four (4) odd regions' bank accounts to the National Account after the 2025 RJD elections. This will be a pilot to test the concept of consolidating accounts.

Passed: Unanimously

### Board of Directors' Committees

Discussion on possible restructuring of the BOD Committees

Rationale for restructure:

1. Research by members of the Executive Committee uncovered many references to problems with a lack of understanding and involvement when committees become too numerous and insular.
2. Research completed by members of the Executive Committee encourages fewer committees with sub-committees for better involvement and shared vision for the entire Board of Directors.

(References: The Nonprofit Board Answer Book, Trustee Handbook, Creating an Effective Governing Board Handbook, Boards That Make a Difference)

After discussion, the BOD decided on the following Committees to begin after the upcoming 2025 RJD elections.

<ul style="list-style-type: none"><li><b>1. Executive Committee</b></li><li><b>2. Bylaws Committee</b><ul style="list-style-type: none"><li>○ Election</li><li>○ Membership</li></ul></li><li><b>3. Professional Development Committee</b><ul style="list-style-type: none"><li>○ Professional Responsibility</li><li>○ Assigning</li><li>○ Outreach, Recruitment &amp; Mentoring</li><li>○ Helping Hands</li></ul></li><li><b>4. College Judging Committee</b></li><li><b>5. Education Committee</b></li></ul>	<ul style="list-style-type: none"><li><b>6. Events Committee</b><ul style="list-style-type: none"><li>○ Awards</li><li>○ Site</li><li>○ NJC</li><li>○ Symposium</li></ul></li><li><b>7. Finance Committee</b></li><li><b>8. Communications Committee</b><ul style="list-style-type: none"><li>○ Web Content</li><li>○ Technology</li><li>○ Newsletter</li><li>○ Social Media</li><li>○ History</li></ul></li></ul>
---	--

### Newsletter

Teresa requested information for the January 2025 National Newsletter.

## **Elections**

### **MOTION:**

The Election Committee moves that after an election, all state NAWGJ members are eligible to apply for unfilled State Committee positions, including termed-out members.

Passed: 9 approved, one abstention

## **Collegiate Judging:**

Teresa Barnard (President) and Jenna Karadbil (National Collegiate Assigner) shared the following information:

- Collegiate Judging Flow chart for roles and jurisdiction of the various collegiate judging entities.
- Supervisor of Officials (SOO) PowerPoint
- The National Association of Intercollegiate Gymnastics Clubs (NAIGC) requested that NAWGJ develop an information card for the graduating senior gymnasts regarding gymnastics judging. A list of colleges with club gymnastics will be provided to the SJDs.
- "Virtius" scoring system was demonstrated at a meeting, and the Collegiate Judging committee gave feedback.

## **NEW BUSINESS**

1. The Executive Committee introduced the request to develop a NAWGJ Strategic Plan to begin within the upcoming year.
2. Clarification: Advisory council(s) process requires annual approval from the Board of Directors for:
  - Individuals
  - Projects - to include timelines
3. Shared Google Drive - committee folder cleanup with a framework by year is requested (before the June Board of Directors' meeting).
4. Discussed considering two meetings per year with SJDs, one virtual and one in-person, after 2027.
5. Catherine Batsche encouraged NAWGJ to contract an individual to edit videos for educational purposes.
6. Maureen Blair, Library/Technology Director, distributed iPads and stands to the RJDs for educational use. A reminder was given that we cannot share videos with other organizations without specific permission.
7. The Professional Responsibility Committee was requested to revisit the Professional Responsibility Document to clarify what should occur when an individual under review does not attend a scheduled meeting.

**MOTION to adjourn:** Bonnie Synol

Second: Marilyn Blilie

Meeting Adjourned: 1:14 pm EST

## Proposed Date for SJD/RJD virtual meeting with VP and Elections Committee

- Thursday, May 15th, 6:00 pm PDT

## Proposed Dates for Quarterly 2024-25 BOD

- Wednesday, April 16th (6P/8C/9E)
  - April 2nd - Motions due
  - April 9th - Agenda Sent with Motions attached
  - Quarterly National Spring Newsletter
- Wednesday, April 30th Virtual - Committee and At-Large Reports (incoming RJDs invited)
  - Reports in Shared Drive by Saturday, April 19th
- BOD Timeline, Baltimore, MD
  - Wednesday, June 25th - Executive Meeting
  - Thursday, June 26th - Morning Committee Meetings
  - Thursday June 26th - Afternoon & Evening - BOD meetings
  - Friday, June 27th - BOD Meeting
  - Saturday, June 28th - Morning/Late Afternoon - SJD (virtual workshop)
    - Morning Executive reports and updates
    - Afternoon breakout sessions
  - Sunday, June 29th - Morning - BOD wrap-up

### 2025 Annual SJD Workshop (Virtual) Saturday, June 28th - Morning/Late Afternoon

Morning - Executive Reports and Updates

Afternoon - Breakout Sessions

## 2024/2025 NAWGJ COMMITTEES

**Awards:** Diane Thompson\*, Evelyn Paradis, Jim Burton

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

**College Judging:** Marilyn Blilie\*, Jenna Karadbil, Teresa Barnard, Debbie Campbell, Robin Ruegg, Cookie Batsche

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

**Elections:** Ann Heppner\*, Brenda Eberhardt, Denise Green

**Executive:** Teresa Barnard, Ann Heppner, Robin Ruegg, Denise Green

**Finance:** Robin Ruegg\*, April Brandon, Debbie Campbell, Robin Smith, Teresa Barnard

**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

**Professional Responsibility:** Denise Green\*, Ann Heppner, Diane Thompson, Robin Ruegg

**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

*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 Committee Board Minutes  
Via Zoom  
December 17, 2024**

**Call to Order**

President Teresa Barnard called the meeting to order at 1:00 pm PST.

President: Teresa Barnard

Vice President: Ann Heppner

Director of Finance: Robin Ruegg

Secretary: Denise Green

**Possible Committee Re-Structure (2025)**

The committee discussed possible restructuring ideas.

Rationale for restructure:

1. Research by members of the Executive. Committee uncovered many references to problems with board understanding and involvement when committees become too numerous and insular.
2. Research completed by members of the Executive. Committee encourages fewer committees with sub-committees for better involvement and shared vision for the entire Board Of Directors.

(References: The Nonprofit Board Answer Book, Trustee Handbook, Creating an Effective Governing Board Handbook, Boards That Make a Difference)

After BOD input and approval, effective after the 2025 RJD election. Each committee will have a chair and subcommittees.

**Finance:**

**June 2025 BOD Meeting**

Directors will reserve their rooms and be reimbursed due to how the contract was written.

**Proposed consolidation of the RJD accounts:**

Teresa and Debbie created a Financial Google Form for RJD transactions. This includes Expenses and Deposits, Requests for Checks, the need for 1099s, the ability to add a file for receipts, and totals. This form links to a graph and list showing account balances. The Finance Committee will present this at the January 2025 BOD meeting.

**Signatures**

Executive Committee will add signatures to the NAWGJ Bank of America accounts while they are in Ft. Lauderdale.

**Funds Awarded**

Helping Hands is awarding \$3386.49 for airfare/accommodations at NJC to the RFP award winners, who will be honored at NJC 2025.

**Structure of BOD in Ft. Lauderdale:**

Discussed the agenda for the BOD meeting at the NJC

**Collegiate Judging:**

Flow chart created to help improve our knowledge of the roles and jurisdiction of the various collegiate judging entities. Will be shared with the BOD in January.

The National Association of Intercollegiate Gymnastics Clubs (NAIGC) requested that NAWGJ develop an information card for the graduating senior gymnasts regarding gymnastics judging. A list of colleges with club gymnastics will be provided to the SJDs.

“Virtius” scoring system was demonstrated at a meeting, and the Collegiate Judging committee gave feedback.

Meeting Adjourned: 3:00 p.m.

*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  
October 16, 2024**

**Call to Order**

President Teresa Barnard called the quarterly meeting to order at 6:00 p.m. PDT. 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 (excused)

National Website Director: Brenda Eberhardt (excused)

**Approval of Minutes**

**MOTION:** Priscilla Hickey

I move to approve the minutes from our July 9-12, 2024, BOD meeting in St. Louis.

Second: Robin Smith

Passed: Unanimously

**For the Record - Elections**

**State Committees even Regions** - Term July 20, 2024 to July 14, 2026

Will send the document to Gina Fuller, NAWGJ Historian, for the website.

## **EXECUTIVE REPORTS**

### **President: Teresa Barnard**

#### Completed:

- Site visit to Kansas City for July 2027 NAWGJ Symposium
- Not pursuing the cruise educational opportunity at this time

#### In Process:

- Quarterly National NAWGJ Newsletter will be emailed to the membership
- Current pay rate for NAWGJ presenters is highly recommended
  - States may adjust due to their financial capabilities

### **Vice President: Ann Heppner**

#### In Process:

- Election for Director of Finance Election
  - Eligibility out November 15, 2024
  - Applications due December 1, 2024
  - Voting December 5-15, 2025 (BODs)
  - Assumes office April 1, 2025.

### **Director of Finance, Robin Ruegg & Finance Committee members:**

#### **April Brandon, Debbie Campbell, Robin Smith, Teresa Barnard (*ex officio*)**

#### In Process:

- Finance Report to be improved for Q1 2025.
  - Q4 Reports due Nov 20.
  - Nadine Thompson works with Robin to review finance reports versus bank statements and NAWGJ accounting. This has been extremely helpful.
- Collect W9s
  - Because people move regularly, collect and send in W9s every year
  - More judges are participating in clinics for NAWGJ, and they may earn over \$600 in a year from various sources
  - The National Office will send a 1099 only for those earning more than \$600 in one year from all NAWGJ sources
  - Collecting and sending in 1099s is MORE IMPORTANT than our financial reports for NAWGJ's taxes.
  - We MUST turn in this information to our accountant by January 1st, and 1099s must be issued by January 31st, or we can be fined by the IRS a minimum of \$60 PER FORM that is missing. (late fee can go up over \$300 per form)
- State Funds: We encourage states to spend their funds on our mission to the benefit of our members.
- Zoom meeting will be offered for SJDs and their State Committees to discuss Compensation Plans and other fund-use opportunities.
- At the BOD meeting in January, the Finance Committee will discuss proposals with the Board for possible procedures to consolidate our finances.

### **Secretary: Denise Green**

#### In Process:

- NAWGJ has 2,232 members and 14 memberships pending as they await approval
- 83 members are lapsed
- 100 new members since August 1, 2024
- Director's Directory moved from NAWGJ website to Regional and BOD's Shared Drives

## **REGIONAL JUDGING DIRECTOR'S REPORTS**

### **Region 1**

We are hosting several training camps within Region 1, giving judges opportunities to earn leadership credits. Several states have already hosted their Judges Cups. Northern California, Southern California, and Nevada are sponsoring teams to participate in the Patty J. Shipman Level 7 State Team Challenge. Our Regional Symposium will take place Dec. 8th in LA.

### **Region 2**

NAWGJ Symposium was hosted with Region 2 USAG Congress in July 2024. Love 2 Judge Retreat was hosted in Eastern Washington in September with 31 judges attending. Region 2 Fall Training Camps are underway with many opportunities for judges to participate.

• South - Eugene OR • North - Vancouver WA • Mountain - Bozeman MT • High Tech - Kent WA.

### **Region 3**

We are thankful for the many clinics held throughout the summer and fall in every Region 3 state. These clinics have been instrumental in preparing our judges for the upcoming 2025 season, ensuring everyone is up-to-date with the latest rule changes creating more consistent/accurate judging.

### **Region 4**

NAWGJ is having a Virtual Symposium in October. We will have several presentations from members of the Region 4 Judging Community. It will be free to our Region 4 Judges. Many of our judges are participating in Region 4 Training Camps this fall.

### **Region 5**

NAWGJ held a Regional Symposium in Noblesville, IN. We had a great turnout, with 229 judges attending the event and 28 clinicians! We were lucky enough to have our clinicians lecture about all levels and aspects of judging over the two days. Our judges are excited and ready to do their part to help Region 5 gymnasts reach their goals this season!

### **Region 6**

We are hosting three Rising Stars and two Xcel/Compulsory Training Camps in October. Additionally, three high-performance Development Program training camps will be held in CT, MA, and RI over the next two months. Thank you to all our volunteer judges, coaches, and host clubs.

### **Region 7**

We hosted our Region 7 NAWGJ in-person Symposium. It was wonderful to see everyone and learn all the changes and updates for the season. Looking forward to seeing everyone this season!

### **Region 8**

Our states have conducted Judges' Cups, clinics, and training camps. A Regional NAWGJ Symposium was hosted with the National Training Camp. Coaches, athletes, and judges appreciated the interactive nature of our camps and clinics. This fall, Region 8 was hit by two massive hurricanes that caused serious damage. Our gymnastics community continues to offer emotional and financial support to each other as we all recover.

**NAWGJ BOD:** As a National organization, our hearts go out to those suffering in Region 8 after two hurricanes devastated their communities.

## **AT-LARGE DIRECTORS AND COMMITTEE REPORTS**

### **Assigning: Debbie Campbell, April Brandon, Robin Smith**

Completed:

- Held two Zoom meetings to educate and answer questions from SJDs and Assigners
- Survey sent to SJDs and Assigners

In Process:

- Update website PowerPoint - "Assigning Best Practices"
- Post the Assigning Survey Q&A on website

### **Awards: Diane Thompson, Evelyn Paradis, Jim Burton**

In Process:

- Nominations for the Green Flag Award due to SJDs October 14, 2024
- Due to RJDs November 15, 2024
- Deadline extended for Region 8

### **Bylaws & Elections Committees: Ann Heppner, Bonnie Synol, Denise Green, Brenda Eberhardt**

Completed:

- Bylaws document updated with most recent changes

In Process:

- Post updated Bylaws on website
- Update the National Collegiate Assigner duties
- Update Election guide with corrections, new timelines, and guide page

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

In Process:

- Continue to research honored members
- Format information for the website
- Work with the Election Committee to track NAWGJ positions

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

Completed:

- Jeanine Henneford and the Montana State NAWGJ Committee (Deila Harvey, Maria Fish & Sharon Mozer) won the Helping Hands contest by devising a plan to help with Judges retention using Helping Hands funds. They will get a check for one airfare and 1-night hotel room in January at our NJC.

### **National Collegiate Director, Jenna Karadbil & Collegiate Judging Committee members: Marilyn Blilie, Teresa Barnard, Debbie Campbell, Robin Ruegg, Cookie Batsche (ex officio)**

Completed:

- Held two meetings to work on December clinics
- Routines shared with last season's NCAA National judges and the ScoreBoard committee to attain scores/deductions

In Process:

- Work with presenters for College Judging clinics
- Required New College Judges Virtual Clinic - October 22th, 7:00 PM EST
- College Judges Virtual Clinics - December 3rd & 10th, 7:00 PM EST

**National Education Director, Tammy Parsons & Committee members:  
Bonnie Synol, Teresa Barnard, Maureen Blair, Robin Ruegg**

In Process:

- Holding monthly meetings
- Identify outdated educational information on the website
- Update links as needed
- Update Rapid Reviews with new rules for Optionals and Xcel by Dec 1st
- Make a uniform template for organizing educational information

**National Judges Cup Director: Evelyn Paradis**

In Process:

- Registration for the NJC closes Nov 1st
- Several emails out to generate interest

**Outreach, Recruitment & Mentoring:**

**Priscilla Hickey, April Brandon, Jenna Karadbil, Cookie Batsche (ex officio)**

In Process:

- Highlighting outreach, recruitment, and mentoring in NAWGJ quarterly newsletter
- Minnesota is the focus of the October NAWGJ Newsletter

**Professional Responsibility: Denise Green, Ann Heppner, Diane Thompson, Robin Ruegg**

Completed:

- Updated Problem Resolution Process Document
- Posted updated document on website

Ongoing:

- The committee appreciates the clarity and effectiveness of the Problem Resolution Process

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

Completed:

- Teresa and Evelyn visited four sites for our 2027 NAWGJ Symposium
- Recommended The Loews City Hotel at \$249/night
- They noted there are several nearby hotels in the area with lower rates

**Web Content:**

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

In Process:

- Developing proposals for the Summer BOD meeting to update our website server and platform

## OLD BUSINESS:

### FALL 2024 Bylaws Proposed Changes

**MOTION:** After a 30-day review, the Bylaws Committee moves the following changes in the Bylaws.  
No second needed (from Committee)

Passed: Unanimously

#### Backward movement SJDs: Article VI, Section III - Term Limits

- A. 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 Members 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.)
- 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 six 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.

*\*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.*

*Clarification: SJDs may not run for a position on the State Committee for two years. They may be appointed to a position, with the exception of Assigner, Webmaster, or Financial Assistant, by the State Judging Director.*

**MOTION:** After a 30-day review, the Bylaws Committee moves the following changes in the Bylaws.  
No second needed (from Committee)

Passed: Unanimously

#### Term Limit Exemptions for Small States: Article VI, Section III - Term Limits

*Addition:*

*B. Exemption: States with 15 or fewer current members may ask to be exempted from Term Limits conditions. Exemptions are granted by the Regional Board with notice to the Executive Committee.*

## **NEW BUSINESS**

### **Site Committee**

**Motion:** Evelyn Paradis moves that we contract the Loews Kansas City Hotel for the July 2027 NAWGJ Symposium.

Second: April Brandon

Passed unanimously

### **Finance Committee**

**Motion:** The Finance Committee moves that NAWGJ may add the convenience fee (such as for using a credit card, PayPal, Venmo, or Zelle), if state law allows, to a buyer's bill, provided the buyer is also offered an opportunity to pay using a method that does not charge a fee.

No second needed (from Committee)

Passed: Unanimously

### **Elections Committee Request**

Future discussion is needed at the January BOD meeting to clarify open positions in a State Committee election. Criteria must be developed for:

- Who is eligible to apply? (termed-out, ran but not elected, new applicants)
- How will the positions be labeled? (appointed or elected)
- Shall positions be treated equally, given their requirements? (some are required to be elected in Bylaws)

**MOTION to adjourn:** Bonnie Synol

Second: Marilyn Blilie

Meeting Adjourned: 7:35 pm PDT

## Future BOD Meetings

- 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\*, Jenna Karadbil, Teresa Barnard,  
Debbie Campbell, Robin Ruegg, Cookie Batsche

**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

**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

**Professional Responsibility:** Denise Green\*, Ann Heppner, Diane Thompson, Robin Ruegg

**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

*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

*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**

<b>Region 2</b>	
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
<b>Region 4</b>	
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
<b>Region 6</b>	
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
<b>Region 8</b>	
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 17<sup>th</sup>. Met with the Women's Technical Committee on May 18<sup>th</sup> 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 25<sup>th</sup>.

Represented NAWGJ on the USA Gymnastics Advisory Council. The Council met virtually on September 22 and in-person on June 25<sup>th</sup> 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 7<sup>th</sup> and NCAA Post Season Committee on June 9. Also with Lois, met weekly with (1) the Women's Gymnastics Coaches Association and (2) Jason Frederick on Road To National site/JAS.

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

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

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

**MOTION:** Ann Heppner

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

Second: Teresa Bardard

Passed: Unanimously

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

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

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

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

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

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

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

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

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

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

Thanks and appreciation to Barb Tebben for her ongoing assistance.

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

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

#### **Executive Board Updates**

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

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

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

#### **Regional Reports**

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

#### **OLD BUSINESS**

##### **National/Brevet Certification/Recertification Overview-Catherine Batsche**

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

## **Review of 2021 SJD Workshop**

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

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

## **COMMITTEE REPORTS**

### **Awards Committee**

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

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

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

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

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

### **Constitution Committee**

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

### **Finance Committee**

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

## **Helping Hands Committee**

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

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

## **Professional Responsibility Committee**

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

## **NEW BUSINESS**

### **Awards Committee**

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

### **Constitution Committee**

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

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

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

Second: not needed

Passed: unanimously

### **Finance Committee**

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

No second necessary

Passed: unanimous

Motion to adjourn: Bonnie Synol

Second: Pat Panichas

Meeting adjourned at 5:15 pm PDT

## RECONVENE THE MEETING 7/8/2021

### Call to Order

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

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

### Welcome At-Large Directors

Welcome Gina Fuller, National Historian

### DIRECTOR REPORTS

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

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

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

### Education Committee

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

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

### **Historian Advisory Committee**

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

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

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

### **Judges Cup Committee**

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

### **Library - Judy Dobransky**

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

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

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

### **Web Content Committee**

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

### **Uniform Ad-Hoc Committee**

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

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

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

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

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

### **Diversity Initiative Zoom Meeting with Board**

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

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

### **NEW BUSINESS Continued- Site Committee**

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

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

### **Professional Responsibility Committee**

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

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

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

No second needed

Passed: Unanimously

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

### **JAS Committee Assigner Appointment**

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

No second needed

Passed: Unanimously

### **Judges Cup Proposals**

Proposal by the Constitution and Site Committee:

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

Second: Priscilla Hickey

Passed: unanimously

Proposal by the Vice President

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

Second: Robin Smith

Passed: Unanimously

Motion to adjourn: Bonnie Synol

Second: Pat Panichas

Meeting adjourned at 5:15 PDT

## **NGB MEETING RECONVENES 7/10/21**

### **Call to Order**

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

### **OLD BUSINESS continues**

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

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

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

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

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

MOTION to adjourn: Robin Smith

Second: Marilyn Blilie.

Meeting adjourned at 8:27 p.m. PDT

## **NGB MEETING RECONVENES via Zoom 7/19/21**

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

President: Catherine Batsche

Vice President: Ann Heppner

Director of Finance: Robin Ruegg

Secretary: Denise Green

Region 1: Teresa Barnard

Region 2: Priscilla Hickey

Region 3: Marilyn Blilie

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 Paradis!

- 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](http://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 1<sup>st</sup>.

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 1<sup>st</sup> through March 31<sup>st</sup>, 2024. The selected Co-host will be notified by April 15<sup>th</sup>, 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](mailto: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