NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES
Executive Committee Meeting
Via Google Meet
June 2, 2026

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 session to order on June 2, 2026, at 10:30 am Pacific time.
In attendance:

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

OLD BUSINESS

Elections:
Reg 1 RJD Election
- Application deadline - June 1st.
- Candidates: Julie Andrews and Heather Carmondy
- Voting: June 16th to July 1 (level 10 and above)
- Newly elected RJD will be invited to the July BOD meeting and assume office on August 1st
- Election Buddy will draw up and send a service agreement for the RJD election

SJD Election
- WY SJD, Brianne Rauzi, resigned.
- With less than one year left in the term (Ends May 14, 2027), an election is not necessary according to Bylaws, P9, Art VI, Sec 1
- Will encourage RJD to request WY select a current elected State Committee member to fill the position

State Committee elections
- The application deadline is June 10th.
- Voting: June 25th to July 10th.

Memberships:
1595 out of 2460 members have renewed to 7/31/27. Forty states have taken advantage of group renewals.

2026 Summer Board of Directors Meeting
Region 6 RJD proxy received approval from the President to vote in place of the Region 6 RJD

Schedule
Finalized the schedule for the summer Board of Directors meeting

Sunday/Monday- Arrivals and work sessions

Tuesday
Executive Meeting 8:00 am
Board of Directors Lunch and Welcome Meeting 12:00 pm
Committee Meetings

- 1:30 Official Documents & College Judging
- 2:45 Professional Development & Communications
- 4:00 Education (Everyone should try to attend)
- 5:15 Finance & Events

Wednesday
Committees submit motions by 7:00 a.m.
Executive Committee review motions 7:00 a.m.
Board of Directors Meeting - 8:30 am - 4:00

- Attendance/ Minutes Approval/Introduction of new and returning members
- Executive Reports
- Education/Website Refresh
- Set up Emails/Drive for the Board of Directors
- Work session on the Regional and At-Large Drives in NAWGJ Workspace

Thursday
Board of Directors Meeting - 8:30 - 4:00

- Best Practices Document
- Workshop on New Policies: Ethics report and proposed changes
- Symposium Update and Discussion

Trolley ride & BOD Dinner

Friday
Board of Directors Meeting - 8:30- 12:00

- RJD: Workshops - What's your job? Regional and National responsibilities
- Motions
    - Discussion and voting

Adjourn: 12:00 pm, Pacific Time

Next meeting: Executive Committee meeting, July 7, 2026, 6:00 pm Pacific time

NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES
Executive Committee Meeting
Virtual
May 13, 2026

Call to Order
President Teresa Barnard called the session to order on May 13, 2026, at 8:00 am PT. In attendance:

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

OLD BUSINESS
2026-2027 Committees Finalized

Executive: Teresa Barnard*, Bonnie Synol, Robin Ruegg, *April Brandon*
Official Documents: Bonnie Synol*, Diane Thompson, *Leslie McPeek*, *April Brandon* (membership), *Gina Fuller*(elections)
College Judging: Debbie Campbell*, Teresa Barnard, Jenna Karadbil, Robin Ruegg
Communications: *Suzy Azzaro**, Jim Burton, Gina Fuller, Brenda Eberhardt, Maureen Blair
Finance: Robin Ruegg*, Leslie McPeek, Debbie Campbell, *Patty Ames*, *April Brandon* (Helping Hands), Teresa Barnard ex officio
Education: Bonnie Synol*, Tammy Parsons, Maureen Blair, Evelyn Paradis, Suzy Azzaro, *Patty Ames, Sarah Nelson*
Events: Teresa Barnard*, Evelyn Paradis, Tammy Parsons, Diane Thompson, Gina Fuller, *Brenda Eberhardt, Sarah Nelson*
Professional Responsibilities: *Robin Ruegg*,* Bonnie Synol, Diane Thompson , Jenna Kardbil,*(ethics*), *Brenda Eberhardt*, *Jim Burton* (outreach)

Elections

- Held a Google meeting with the SJDs in the even regions concerning their upcoming State Committee elections.
- Created and shared a Google form with them to list their SC positions. (Lists were due the 11th.) All have been received as of the 12th.
- Florida and New York South were given permission by their RJDs to increase their Committees to 11 members due to their membership size. North Dakota, South Dakota, and Montana have fewer than five.
- New applications for SJD Special Election, RJD Special Election, and State Committee Elections were created.
- The Election timelines in the Election Guide were updated to coincide with the election information in the Bylaws.

- The application packet for the MS Special Election was sent. Applications are due on May 14th. One application received so far
- The application packet will be sent to eligible candidates for the Region 1 RJD Special Election on May 18th.
- The application packet for the State Committee (SC) elections will be forwarded to the RJDs on May 25th.
- The spreadsheet for SC elections has been set up.
- Discussed: RJDs are responsible for maintaining records in the drive for election purposes.

5/15/26: Addendum: Lisa Hardin has been elected through acclamation for the position of State Judging Director in Mississippi, replacing Reg Shurden. Partial term: 5/15/26 to 5/14/28.

Ethics
Executive Committee will meet to review the NAWGJ Disciplinary Procedures document.

Finance
Overall, funds are higher than last fiscal year due to state accounts holding funds for recertification and the National Symposium
National funds consistent with previous fiscal year
Topic at SJD meeting: How much states are spending for recertification and symposium per member
Robin shared a preliminary budget for the National Symposium; input from the Events Committee is forthcoming.

Summer BOD meeting agenda
To be finalized and sent out before next meeting

NEW BUSINESS
President update
Teresa provided an update on positive meetings with WCGA & Dev/Tech Committees.

Website
Set a process for approval and removal of items from the National Website (upcoming)
*To post or delete an item on the National Website, you must submit the Google Form to the Committee it corresponds to, e.g., Education/Collegiate Judging/Official Document

Adjourned: 9:20 am PT

Upcoming Meetings
May 29, 2026 - 8:00 am, PT: Executive Committee -NAWGJ Disciplinary Procedures
June 2, 2026 - 10:30 am, PT: Executive Committee Meeting
July 21-24, 2026: Summer BOD Meeting, Kansas City, MO

Minutes approved: 5/20/26

NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES

Executive Committee Board Work Session
Virtual
April 15, 2026

Call to Order
President Teresa Barnard called the session to order on April 15, 2026, at 6:10 am PT
In attendance:

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

OLD BUSINESS
President Update
Video policy - Will research various organizations' processes regarding sanction requirements for photographers.

Events:
NJC Bids for 2028 - One bid received from Dean and Debbie Capelotti

- Motion to approve the bid from the Dean and Debbie Capilietti for the 2028 NJC, Hyatt Regency, Dallas, TX
- Unanimously approve

2026 July BOD meeting in Kansas City, MO: discussed hospitality expenses
2027 National Symposium update
Working with Events Committee on speakers, activities, and event site-specifics

Elections
National Secretary
April 10 - Vice President emails each eligible candidate
April 20 - Candidate Application Form due to Vice President
April 20-25 - Test election conducted
April 25-May 5 - Voting: Regional Judging Directors and Executive Officers
August 1 - Newly elected National Secretary assumes office

State Committee Elections process
April 28th - 6:00 pm Pacific Time - Vice President, President, Secretary meet with SJDs from even Regions to discuss State Committee composition and process

- SJDs meet with SC for approval of composition of new SC
- SJDs notify VP and state members SC positions
- May 25th - Application packets sent to RJDs to forward eligible candidates
- June 10th - Candidate Application Form due to VP and RJD
- June 25-July 10 - Voting
- July 15 - Newly elected State Committee Members assume office

Membership
Discussed methods for encouraging annual profile reviews. Considering integrating checkboxes requiring members to certify the accuracy of their data and their ongoing commitment to NAWGJ policies.

Finance
Robin Ruegg, Director of Finance: Requested permission from the Executive Board to increase payment to Financial Assistants for the Director of Finance from $27 to $28/hour.

- Unanimously Approve

Matter of record: Applying the 2.7% CPI for 2025, NAWGJ fees for clinicians for 2026 are $219 for preparation, $219 for presenting an hour clinic. This is up from $213 each for 2025.

Robin and Teresa will meet May 8 to work on a preliminary financial proposal for the 2027 Symposium. With a new chair, the Helping Hands Committee will need to determine scholarship criteria and amounts for Symposium.

Budget vote: 4/15/26 - Board of Directors approved proposed 2026 and 2027 NAWGJ budgets.

Requesting the Finance Committee to establish a 'Best Practices' protocol regarding the use of NAWGJ state funds to reimburse judges' Conus rate for single-room lodging at post-season USAG meets.

- Will discuss with BOD at Summer meeting

Official Documents
Review of NAWGJ Rules of Professional Conduct and Disciplinary Procedures and possible updates. Will meet with the Ethics Committee prior to the next BOD meeting to develop proposals.

NEW BUSINESS
Professional Development
Many questions were asked at the Regional USAG meets. To address this, the Professional Development Committee will send a Google Form to the BOD requesting questions from its membership, e.g., assignments, pay, requirements for various levels, single hotel rooms, reimbursements. The Committee will research and post Q&A on the national website.

- Many concerns are not under the jurisdiction of NAWGJ, but we will provide information as best we can.

Collegiate Judging

- Response to social media interview. Judges would like to see us do an interview about how judges are certified and assigned to NCAA meets. Collegiate Judging Committee has discussed this in the 2025-26 season and has plans to reach out to the media to provide education.

Education: NAWGJ Education Committee is compiling routines for practice judging to prepare for the upcoming testing.

- Rapid Reviews with the rules posted ASAP
- Unscored level 10 routines available as determined by the Education Committee
- Rapid Review Routines and script for level 10 by August

Discussed expectations and use of NAWGJ Videos

Meeting adjourned: 8:45 am PT
Next Meeting: May 13, 2026, 7:00 am PT

NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES

Executive Committee Board Work Session
Virtual
March 4, 2026

Call to Order
President Teresa Barnard called the session to order on March 4, 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

Review 3/25/26 virtual BOD meeting

March 11th, Any motion due from Committees
March 15th, Annual Statistical Report form sent out
March 18th, Agenda for meeting will be sent out
March 25th, 6:00 PM (PST) Board of Directors Meeting

Elections

- Region 4 Regional Judging Director: Sarah Nelson elected 2/20/26
  Term May 15, 2026 to May 14, 2030
- Set timeline for upcoming elections (Bonnie)
- Set meeting date for State Committee election information with SJDs (Bonnie)

Finance update

NJC $47,101
RJD's hotel for summer meeting - recommend using Helping Hands if needed
Endowment update - no information yet. Consider committee with Ann as a representative

Strategic Plan

Discuss at Summer BOD meeting
Pursue ability to combine Membership and Website
Consider using a Google Form for judges attending Symposium for data
Consider Ad Hoc Committee to continue the development of the plan

NEW BUSINESS
Future BOD meetings

- January: Complete form for RJDs and Committee reports with specific data, plus a 2-minute verbal update

- March: Complete Google form with specified data
- Summer: Executive Reports and work sessions
    - Review Robert's Rules for meetings

Update on NJC bid process
- Maintain 1-year bids

Transfer process and timeline for Vice President and Secretary positions
- Work to move information on Google accounts to generic Executive Committee Google Suite accounts by summer meeting

NAWGJ Committees
- Discussed Proposed Committee members for 2026-27

Review Disciplinary Process
- Discussed process

Meeting adjourned: 8:28 pm PT

Next BOD Meeting: March 25, 2026, at 6:30 pm PT
Next Exec. Meeting: Wednesday, April 15th, 6:00 am PT

NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES

Executive Committee Board Work Session
Via Zoom
April 15, 2026

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President: Teresa Barnard
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Meeting adjourned: 8:45 am PT
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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 Google Meet
March 25, 2026

Call to Order
President Teresa Barnard called the meeting to order on Wednesday, March 25, at 6:02 pm (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
Region 7: Leslie McPeek
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 Director of Technology: Maureen Blair
National Website Director: Brenda Eberhardt
Vice-President Elect: Bonnie Synol
Guests: Region 2 RJD elect: Patty Ames
Region 4 RJD elect: Sarah Nelson - not in attendance

Approval of Minutes
MOTION: Priscilla
I move to approve the minutes from our January 3, 2026, Board of Directors meeting.
Second: Robin Smith
Passed: Unanimously

For the Record: Elections
RJDs elected by acclamation (1/16/26). Term: May 15, 2026, to May 14, 2030
Region 2: Patty Ames
Region 6: Jim Burton (2nd term)
Region 8: Diane Thompson (2nd Term)
RJD elected by vote (2/20/26)
Region 4: Sarah Nelson

OLD BUSINESS

President: Teresa Barnard

Expressed appreciation and gratitude to the outgoing officers for their dedicated service to NAWGJ.

Ann Heppner, Vice President (2018-2026)
Priscilla Hickey, Region 2 RJD (2021 - 2026)
Robin Smith - Region 4 RJD (2013 - 2026)

Welcomed newly elected RJDs:

Patty Ames, Region 2 RJD
Sarah Nelson, Region 4 RJD

Reviewed Robert's Rules of Order

REGIONAL AND COMMITTEE REPORTS

Region 1: April Brandon, RJD (1st term 5/2025 to 5/2029)

SJDs: Term: 5/2023 - 5/2027

Term 1: N-CA - Julie Andrews, S-CA - Emily Wensel, UT - Pat Bryant

Term 2: N-CA - Donagene Jones, NV - Alex Hammond, AZ - Natalie Koga

- Meetings with SJDs: 1 time, numerous communications via email
- Number of NAWGJ members: 333
- Number of Judges on Regional Panels:
  Level 8 - 10: 4
  Level 6 - 7: 2
  Xcel B - SA: 2
- Some State assigners had issues filling judging positions
- All states financially healthy

Region 2: Priscilla Hickey, RJD (term completes 5/14/26, Patty Ames 5/15/26-5/14/30)

SJDs: Term: 5/2024 - 5/2028

Term 1: AK - Kalei Rupp & Kai Sims (new May 15, 2025, completing D. Sheffield's term),
ID - Erin Jacobsen, WA - Michelle LaDow, Resigning April 2, 2026, Election in process.

Term 2: OR - Debbie Anderson

Termed out & Re-elected: HI - Pattie Walkabout, MT - Jeanine Henneford

- Meetings with SJDs: limited group and individual phone calls and emails
- Number of NAWGJ members: 172
- Number of Judges on Regional Panels:
  Level 8 - 10: 4
  Level 6 - 7: 2
  Xcel Gold - SA: 2
  Xcel S - B: No Regional Meet
- State assigners often needed to pull judges from other states to fill positions
- Some states need financial help

Region 3: Suzy Azzaro, RJD (1st term 5/2025 to 5/2029)
SJDs: Term: 5/2023 - 5/2027
Term 1: KS - Molly Oehlert, CO - Stacie Beckwith, WY - Brianne Rauzi, OK - Brittney Shaw
Term 2: NM - Kelly Shane, TX - Bonnie Crawford, AR - Karma White

- Meetings with SJDs: 2
- Number of NAWGJ members: 327
- Number of Judges on Regional Panels:
  Level 9 - 10: 4
  Level 6 - 8: 2
  Xcel Gold - SA: 2
  Xcel S - B: No Regional Meet
- State assigners had no issues filling judging positions
- All states financially healthy

Region 4: Robin Smith, RJD (term completed 5/14/26, Sarah Nelson 5/15/26 - 5/14/30)
SJDs: Term 5/2024 - 5/2028
Term 1: IA - Kerri Clifton, MN - Kylie Fortunato, MO - Annie Alameda & Felicia Ostrom,
NE - Angie Jensen, SD - Shania Drey, WI - Mary Pica Anderson,
Term 2: ND - Sarah Weninger

- Meetings with SJDs: 0
- Number of NAWGJ members: 212
- Number of Judges on Regional Panels:
  Level 6 - 10: 4
  Xcel S - SA: 2
  Xcel B: No Regional Meet
- State assigners often needed to pull judges from other states to fill positions
- Some states need financial help

Region 5: Debbie Campbell, RJD (2nd term 5/2025 - 5/2029)
SJDs: Term 5/2023 - 5/2027
Term 1: IL - Heather Forbes, IN - Pat Ergle, KY - Michael Crowe, MI - Sheryl DeWeerd & Paula Noe
Term 2: OH - Kathleen Edwards and Tina Snyder

- Meetings with SJDs: 6 with all, numerous 1-on-1
- Number of NAWGJ members: 356
- Number of Judges on Regional Panels:
  Level 8 - 10: 4
  Level: 6 - 7: 2
  Xcel G - SA: 2
  Xcel S - B: no Regional Meet
- State assigners often needed to pull judges from other states to fill positions
- All states financially healthy

Region 6: Jim Burton, RJD - 2nd Term: 5/2026 - 5/2030
SJDs: Term: 5/2023 - 5/2027
Term 1: CT - Deb Carrier & Linda Briggs, MA - Jenn Perry, ME - Valerie Jackson & Carlee Cummings, NYN - Karen Gurnett and Cheryl Tosh, NYS - Gail Caspare, RI - Katy Basu & Robin Grady, VT - Kori Crane & Michelle Rubman
Termed out & Re-elected: NH - Danielle Baxter

- Meetings with SJDs: Upcoming meeting at Region 6/7 Congress or via Zoom
- Number of NAWGJ members: 283
- Number of Judges on Regional Panels:
  Level 6 - 10: 4
  Xcel P - SA: 4
  Xcel S - B: 2
- Some State assigners had issues filling judging positions
- All states financially healthy

Region 7: Leslie McPeek, RJD - 1st Term: 5/2025-2029
SJDs: Term 5/2024-5/2028
Term 1: NJ - Pam Gardin, MD - Jane Flynn, PA/DE - Linda Kothe & Laurie Lengel, VA/WV - Summer Oostra & Laurell Mauro

- Meetings with SJDs: Individually, as needed
- Number of NAWGJ members: 314
- Number of Judges on Regional Panels:
  Level 7 - 10: 4
  Level 6: No Regional held
  Xcel Gold - SA: 2
  Xcel S - B: No Regional Meet
- Some State assigners had issues filling judging positions
- All states financially healthy

Region 8: Diane Thompson, RJD - 2nd Term: 5/2026 - 5/2030
SJDs: Term 5/2024-5/2028
Term 1: AL - Stephanie Kuhlman, FL - Patricia Lydon, GA - Cathy Campfield, LA - Silke Tietje, NC - Cris Fuller, SC - Sue Dolinar, TN - Dawn Roy
Term 2: MS - Reg Shurden 2nd term

- Meetings with SJDs: Individually, as needed
- Number of NAWGJ members: 453
- Number of Judges on Regional Panels:
  Level 6 - 10: 4
  Xcel Gold - SA: 2
  Xcel S - B: No Regional Meet
- State assigners had no issues filling judging positions
- All states financially healthy

COMMITTEE REPORTS

Executive Committee

Teresa Barnard*, Ann Heppner, Robin Ruegg, Denise Green, Bonnie Synol (Guest)

- Meetings: The Executive Committee has met 3 times this quarter.
- Current Projects
    - Ongoing review of our new Disciplinary Procedures and Rules of Professional Conduct
    - Organization of the summer meeting
    - Organization of committee structure
    - Strategic Planning

Official Documents Committee & Bylaws Committee

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

Sub Committees: Elections, Membership

Bylaws Committee (Standing Committee)

Ann Heppner*, Denise Green, Diane Thompson

- Meetings: 1/3/26, numerous elections meetings
- Current Projects:
    - Membership: Encourage SJDs to use the Group renewal for 2027 NAWGJ memberships by 5/1/26
    - Bylaws document: Housekeeping change: Article V: General Organization, Section II-Requirements of Office, Letter H.
        - A member may not serve in any of the following positions simultaneously: State Judging Director, State Committee Assigner, Regional Judging Director, National Officer, At-Large Director, or Regional Collegiate Assigner.
        - 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.*~~
          Proposed change in language: *appointed or elected member of a collegiate judges' oversight committee.*
    - Elections:
        - Upcoming Special Elections:
            - WA SJD, Michelle LaDow's resignation accepted
            - Timeline for Secretary election
            - Monitoring possible election in Mississippi
        - TBD: Vice President virtual meeting with SJDs - "State Committee Elections process."

College Judging Committee

Members: Debbie Campbell*, Teresa Barnard, Jenna Karadbil, Robin Ruegg

- Meetings: 0
- Current Projects:
    - Timeline for next year

Communications

Committee Members: Priscilla Hickey *, Jim Burton, Gina Fuller, Brenda Eberhardt, Maureen Blair

- List of Subcommittees
    - History, Technology, Newsletter, Web Content, Social Media
- Number of meetings: 2
- Current Projects:
    - History
        - Interviewed and compiled document on Lifetime member Joanne Aschenbrenner (on website)
        - Currently working on document for Lifetime member Mary McLellen
    - Web Content
        - Submitting summary report to Brenda for 2023 NAWGJ Symposium (not posted at this time)
        - National newsletter submission
        - Updated National/State officers document
        - Website Review, meeting March 26th with Victor Thomas, Thomas Digital
    - Technology
        - Videotaping Project completed at NJC in January 2026.
        - Request sent to RJDs on Feb 5, 2026: With the iPads out, we are asking each RJD and any Board Members to provide the following:
            - Minimum of 5 routines per Level (6 through 10) from actual meet.
            - Need to get the attached permission slip for all athletes who will be videotaped.
            - Contact Maureen for location to upload videos, permissions, and score sheets.
    - Newsletter
        - Working on National Newsletter, April 2026.
            - Focus on New RJDs, SJDs, photos requests
            - Officers and Director updates and plans
            - Due Date: Monday, April 7th
    - Social Media
        - Sent Google Survey to RJDs to distribute to the SJDs (Website and Facebook Accounts), March 11, 2026.

Education

Ann Heppner*/Bonnie Synol *, Tammy Parsons, Suzy Azzaro, Maureen Blair, April Brandon, Evelyn Paradis, Leslie McPeek

- Meetings: 3
- Current Projects:
    - The major project is developing new Rapid Reviews for new Code. The focus has been on obtaining and selecting videos for practice judging routines. Also working on planning format and developing templates for new videos.

Events
Teresa Barnard*, Suzy Azzaro, Evelyn Paradis, Gina Fuller, Tammy Parsons, Jim Burton, Robin Smith, Diane Thompson (guest)

- Meetings: Feb. 18th and 1 April 8th
- Current Projects
    - Planning Summer meeting extras (ideas to see the sites)
    - Awards for outgoing Board of Directors Members
    - Continued planning for Symposium
    - Green Flags sent to award winners

Finance
Members: Robin Ruegg*, Teresa Barnard, Leslie McPeek, April Brandon, Debbie Campbell

- Number of Meetings: 1
- Current Projects:
    - Working on budget for 2026, 2027. Need to work with Site Committee to determine budget for 2027 Symposium. Also wanted full board to know we received $47,101.30 from the 2026 National Judges Cup. Thanks to all who participated.
    - Proposed budget for BOD email vote before summer meeting

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

- Subcommittees: Assigning, Ethics, Helping Hands, Outreach, Recruitment & Mentoring
- Meetings held: Professional Development: 2, Ethics: 10+
- Current Projects:
    - Ethics:
        - Sending Google Form for a summary upon completion of process
        - January 1 - March 25:
            - 33 alleged complaints received regarding 19 judges
            - 5 referred to a Review Panel
    - Helping Hands: Received 3 donations
    - Outreach, Recruitment & Mentoring: 2026 Recruitment cards ready to go to DEV and XCEL graduating seniors, NCAA, NIAGC, and HS Nationals. Determining whether to send to Regional and National USAG Congresses.
    - Assigning: Maintaining

NEW BUSINESS
Motion: The Bylaws Committee moves to change the name of the Bylaws Committee to the "Official Documents and Bylaws Committee", which will continue to have the following subcommittees: NAWGJ Documents, Elections, and Membership.

Rationale: The name "Bylaws Committee" is named as a standing committee in the Bylaws and needs to be its own committee, but for planning purposes, will be bundled with the Official Documents Committee.
No second required
Passed: Unanimously

Motion: The Bylaws Committee requests that if there is an unopposed candidate for the SJD special election in the State of Washington, the unopposed candidate will assume office immediately. Current SJD submitted a resignation letter effective 04/02/2026.
No second required
Passed: Unanimously

ADDENDUM (3/26/26):
WA SJD election: Leah Mohtes-Chan ran unopposed and elected by acclamation on 3/26/26, effective immediately.

2026 - 2027 Upcoming Meeting Dates

- **Tuesday, April 28th (6:00 pm Pacific)**
  VP/Even SJDs "State Committee Elections" - Virtual Meeting
  State Committee composition and process

- **Tuesday - Thursday, July 20 - 24**
  Annual BOD, Kansas City, MO

- **Sunday, August 16 (10:00 am Pacific Time)**
  2026 SJD Virtual Workshop
  Three (3)-hour commitment

- **Saturday / Sunday, September 12 or 13**
  RJD/SJD/State Committee Virtual meeting with Executive Committee
  One (1) hour time commitment

- **January 8-10, 2027**
  National Judges Cup, Niagara Falls, NY
  BOD Meeting

MOTION to Adjourn: **Ann Heppner and Priscilla Hickey**
Second: Robin Smith
Passed: Unanimously
Meeting adjourned: 7:07 PM

2025/2026 NAWGJ National Committees

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

Bylaws and Official Documents 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
February 4, 2026

Call to Order
President Teresa Barnard called the meeting to order on February 4, 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 McPeek, 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

* 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

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
- 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.
   <u>Move from National Secretary to President Duties:</u>
   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.

<u>Expenditures</u>

- 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

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 McPeek
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

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.~~

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

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.

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

- 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: $279,241
  - 2025 Proposed Net Loss: -$ 66,241

  Notes: $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: $ 450,200

  Notes: 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)

- **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 ⅘ 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.

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

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

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

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 <u>not</u> 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.

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

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.

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

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

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
- Awards
- NJC
- Site
- Symposium

Finance Committee
Robin Ruegg*, Leslie McPeek
April Brandon, Debbie Campbell

Professional Development Committee
Denise Green*, Diane Thompson
Priscilla Hickey, Robin Smith
Ann Heppner
- Assigning
- Helping Hands
- Outreach, Recruitment & Mentoring
- Professional Responsibility

* 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 actie 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:
  o Two events per session with four clinicians
  o 313 live attendees for the first clinic, with 70% attending the entire time
  o 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.

- <u>Recognition Awards</u>
  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.
    - Continued work on archive projects.
    - Updating the history of NAWGJ officers and State Committees.
    - Gathering information and noteworthy events for our Milestones page, our "In Memoriam" page, and our "Retired Judges" page.
- This year, we completed:
    - Research, documentation, and photos of six more honored members. All Hall of Fame Honored Members are now complete.
    - Created a Jackie Fie Archive with donated videos, with more to be added.
    - Created a Google form as a way to gather information on our honored members.
    - 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
    - 375 cards to NCAA
    - 100 cards to DIII Collegiate Nationals
    - 250 cards to NAIGC
    - 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

1. **Executive Committee**
   - **Teresa, Ann, Robin R., Denise**

2. **Bylaws Committee**
   - **Ann*, Denise, Diane, Brenda**
   - Election
   - Membership

3. **Professional Development Committee**
   - **Denise*, Diane, Priscilla, Robin S.**
   - Professional Responsibility
   - Assigning
   - Outreach, Recruitment & Mentoring
   - Helping Hands

4. **College Judging Committee**
   - **Robin R., Deb*, Jenna, Teresa**

5. **Education Committee**
   (all BODs will participate)
   - **Ann*, Tammy, Maureen, Evelyn, Leslie, Suzy, April**

6. **Events Committee**
   - **Teresa*, Suzy, Evelyn, Gina, Tammy, Jim, Robin S.**
   - Awards
   - Site
   - NJC
   - Symposium

7. **Finance Committee**
   - **Robin R*, Leslie, April, Deb**

8. **Communications Committee**
   - **Priscilla*, Gina, Brenda, Jim, Maureen**
   - Web Content
   - Technology
   - Newsletter
   - Social Media
   - History

* 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 themself 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 x 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.

1. **Executive Committee** 2. **Bylaws Committee** ○ Election ○ Membership 3. **Professional Development Committee** ○ Professional Responsibility ○ Assigning ○ Outreach, Recruitment & Mentoring ○ Helping Hands 4. **College Judging Committee** 5. **Education Committee**	6. **Events Committee** ○ Awards ○ Site ○ NJC ○ Symposium 7. **Finance Committee** 8. **Communications Committee** ○ Web Content ○ Technology ○ Newsletter ○ Social Media ○ History

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.)
    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.

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

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NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES
BOARD OF DIRECTOR'S MINUTES
Via Zoom
March 25, 2024

Call to Order
President Catherine Batsche called the meeting to order at 8:00 p.m. EDT. After welcoming everyone, she called for a roll call for the record:

President: Catherine Batsche
Vice President: Ann Heppner
Director of Finance: Robin Ruegg
Secretary: Denise Green
Region 1: Teresa Barnard
Region 2: Priscilla Hickey
Region 3: Marilyn Blilie
Region 4: Robin Smith
Region 5: Debbie Campbell
Region 6: Jim Burton
Region 7: Bonnie Synol
Region 8: Diane Thompson

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

For the Record - Elections
President - Term April 1, 2023 - March 31, 2027

NAWGJ President	
Teresa Barnard	Unopposed

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

Region 1 RJD	
April Brandon	Elected

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

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

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

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

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

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

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

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

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

Motion: The Finance Committee moves to close the Library bank account and will process future payments through centralized NAWGJ funds on a project basis.
No second needed
Passed: Unanimously

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

2024 Summer Board Meeting topics for discussion

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

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

B. Budgetary processes

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

C. Levels of permission for video use

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

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

MOTION to adjourn: Bonnie Synol
Second: Teresa Barnard
Meeting Adjourned: 9:05 pm EDT

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

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

Via Zoom

March 18, 2024

Call to Order

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

President: Catherine Batsche (Cookie)
Vice President: Ann Heppner
Director of Finance: Robin Ruegg
Secretary: Denise Green
President-elect: Teresa Barnard

At-Large Applications

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

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

Finance Committee recommendations

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

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

Education Committee

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

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

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

Tentative schedule:
Exec meeting Wed AM
Committee meetings Wed PM
Committee meetings Thurs AM
Board meeting Thurs PM
Board meeting Friday AM/PM
SJD virtual meeting Saturday AM
BOD meeting Saturday PM
SJD virtual meeting Sunday AM

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

Meeting Adjourned: 9:40 PM, EDT

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

Call to Order

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

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

Approval of Minutes

MOTION: Robin Smith: I move to approve the minutes from the September 9, 2020 Conference Call.
Second: Bonnie Synol
Vote: Passed/Unanimous

National Secretary Changes

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

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

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

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

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

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

2021 Judges' Cup Update – Evelyn Paradis, National Judging Cup Director
The National Judges' Cup was held at the Louisville, Kentucky Convention Center January 8-10. Strict health and safety guidelines for the Covid 19 pandemic were enforced, per the Kentucky Governor.

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

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

New At-Large Director: National Historian
In anticipation of adding a National Historian to the NGB, a document listing the duties and qualifications of the position was distributed.

> **MOTION:** Cindy Lord
> I move that we add a new At-Large Director, the NAWGJ Historian, to the National Governing Board.
> Second: Pat Panichas

Vote: Passed/Unanimous

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

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

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

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

> OLD Rule 10: A judge who has accepted a contract issued by NAWGJ and who later cannot, for valid and substantial reasons, perform that contract shall contact the appropriate assigning official at the earliest possible time and shall adhere to the procedures designated by the assigning entity to facilitate replacement as appropriate.
>
> NEW Rule 10: A judge who has accepted a contract issued by NAWGJ and who later decides to decline the assignment, must communicate with the designated assigning official at the earliest possible time. If there is an appropriate replacement available, the judge may be released from the contract; if not, the original contract shall remain valid. Non-compliance may be considered a violation of the NAWGJ Code of Professional Responsibility and may be addressed accordingly. Exceptions may be made for emergency situations such as illness, family emergency, or other valid reasons.
>
> **MOTION**: Marilyn Blilie
> I move that we accept the Rule #10 revision.
> Second: Barbara Tebben
> Vote: Passed/Unanimous

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

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

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

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

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

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

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

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

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

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

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

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

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

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

NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES
NATIONAL GOVERNING BOARD MINUTES
Hosted by Zoom
March 23, 2021

Call to Order
President: Cookie Batsche
Vice President: Ann Heppner
Director of Finance: Robin Ruegg
Secretary: Barbara Tebben
Region 1: Cindy Lord
Region 2: Denise Green
Region 3: Marilyn Blilie
Region 4: Robin Smith
Region 5: Debbie Campbell
Region 6: Pat Panichas
Region 7: Bonnie Synol
Region 8: Diane Thompson

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

Executive Committee Conference Call Action (March 9, 2021)
Approval of Money Transfer

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

Vote: Unanimous/Passed

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

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

New Officers

National Secretary

Denise Green will become the NAWGJ Secretary April 1.

Regional Judging Directors

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

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

Committee Selection Procedures

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

April: The Executive Board will meet to constitute committees and send out assignments.
May/June: Committees will meet virtually.
July: Committees will meet in person prior to the NGB Meeting.

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

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

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

Motion to Adjourn: Bonnie Synol
Second: Cindy Lord
Meeting adjourned 8:07 EDT

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

NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES
NATIONAL GOVERNING BOARD MINUTES
Hosted by Zoom
May 4, 2021

Call to Order

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

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

MOTION: Bonnie Synol
I move to approve the minutes from our March 23, 2021 Zoom meeting.
Second: Marilyn Bliliie
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

<u>AD HOC COMMITTEES</u>
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 Blile
I move to approve the minutes from our May 4, 2021 Zoom meeting.
Second: Debbie Campbell
Passed: Unanimously

For the Record
No new elections were held for NAWGJ SJDs or NGB officers.

REPORTS

President's Report-Catherine Batsche
Met with the USAG DP/WTC Joint Committee and gave an annual report May 17th. Met with the Women's Technical Committee on May 18th to discuss proposals for the recertification process of National and USA Brevet judges and additions to the uniform requirements. Both proposals were approved as was our request to revise language in the Code of Points regarding judges' responsibility for equipment (see minutes of the WTC for final wording).

Conducted the NAWGJ Annual Meeting at USAG Congress on June 25th.

Represented NAWGJ on the USA Gymnastics Advisory Council. The Council met virtually on September 22 and in-person on June 25th at National Congress. Members include representatives from: AAU, College Coaches Associations (Men's and Women's), Intercollegiate Gymnastics Clubs, NCAA, Jewish Community Centers, Girls and Women in Sport, High School Federation, Special Olympics, Independent Gymnastics Clubs, Competitive Aerobics, Elite Coaches, Rhythmic, Sokol, Turners, and YMCA.

Represented NAWGJ, along with Lois Colburn, at the NCAA Coaches Virtual Convention on May 6 and 7th and NCAA Post Season Committee on June 9. Also with Lois, met weekly with (1) the Women's Gymnastics Coaches Association and (2) Jason Frederick on Road To National site/JAS.

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

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

MOTION**:** Ann Heppner
I move to eliminate the paper process for all elections (all electronic)
Second: Teresa Bardard
Passed: Unanimously

Director of Finance-Robin Ruegg
Reviewed and discussed FY2020 tax return, which will be posted on the National Web site.
Reviewed the Annual budget to ensure financial expenditures are supporting NAWGJ's mission.
Provided a list of goals attained and considerations for the future.

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

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

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

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

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

Secretary Report-Denise Green
Thanks and appreciation to Barb Tebben for her ongoing assistance.

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

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

Executive Board Updates
Insurance: We are in good standing and our policy will renew in August.

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

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

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

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

Review of 2021 SJD Workshop
The NGB reviewed the agenda for the upcoming SJD Workshop. Annual Reports and Updates, Professional Attire Guidelines, National/USA Brevet Recertification & Updates, Positive Leadership, Zoom with a surprise guest, Joyce Tanac Schroeder.

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

COMMITTEE REPORTS
Awards Committee
During the past year, Barb Tebben and Cindy Lord were honored upon retirement from the NGB. The retiring members of the USAG Technical Committee (Carole Bunge, Char Christensen, Marian Dykes, Myra 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 Judinging 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 ColburnNational 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.

<u>NEW BUSINESS Continued-</u>

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 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 be 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
<u>NJC 2022</u>
- The NJC held in New Orleans with a Mardi Gras theme was a positive experience for gymnasts, coaches, and judges. Thank you Evelyn Paridis!

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

<u>NJC 2023 & Future</u>

- 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 WGCA 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.

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•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 <u>five</u> 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 <u>seven</u> 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, Priscila 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.*

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 6 years of service time on the State Committee.*
e. *For At-Large Directors, approval is granted by the Executive Committee.*
f. *Exception: The National Collegiate Assigner may only serve two terms consecutively.*

Future Clinics: Discussed proposed clinics for 2022-23.

Adjourned: 9:30 pm

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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

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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
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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

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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 McPeek & 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 Elfenbein, Marian Dykes, and Linda Mulvihill, to score and vet selected projects; •Series Project–Floor Tumbling Series; •Optional Routines By Event and Level – posted

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

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

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

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

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

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

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

There were also three All-Star Teams.

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

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

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

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

REGIONAL REPORTS:

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

COMMITTEE REPORTS

Awards Committee -Bonnie Synol
Hall of Fame Inductees Catherine Batche, Connie Maloney, and Linda Mulvihill and Lifetime members Denise Green, Ann Heppner, and Cindy Lord will be honored and receive awards at Symposium.
Green Flag Award winners for 2022 were named and posted on the website. The National recipient was Julie King. She will be recognized at the Symposium.
The RFP winner for 2022 was Janette Doucette. She will present her project at Symposium along with past RFP winners.
Requests for Projects will be due by September 1st and sent to Jim Burton.

Bylaws Committee -Ann Heppner

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

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

Education Committee -Marilyn Blilie

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

Elections Committee -Ann Heppner

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

Finance Committee -Robin Ruegg

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

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

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

History Committee -Gina Fuller/Diane Thompson
Proposed ideas:
•Create a standard of documentation for NAWGJ statistics; •Continue research of Honored members and present in a standardized format on the website; •Create History of Pandemic years, including stories and photos; •Create History of Shorthand (Linda Chencinski).
Request for help: RJDs, SJDs, all NAWGJ Membership to send information to NAWGJ_Historian@outlook.com

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

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

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

Site Committee - Bonnie Synol

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

Web Content -Catherine Batsche

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

Assigning Ad Hoc Committee-Teresa Barnard

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

Uniform Ad Hoc Committee -Cookie Batsche

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

OLD BUSINESS

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

MOTION: Ann Heppner

I move to approve the proposed 2023-24 budget.

No Second needed

Passed: Unanimously

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

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

Rescind statement in June 2006 minutes:
"*The Disbursement Committee recommended that for the 2005 symposium and future symposiums that are directed by NAWGJ NGB members, 25% of the net profits be shared by the working committee and a donation be made to the host state's NAWGJ state account. A committee of a minimum of 3 NGB members will determine the payment details*."

Motion: Robin Ruegg
I move to rescind the above statement regarding shared symposium net profits from the minutes of June 2006.
Second: Debbie Campbell
Pass: Unanimously

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

Motion: Diane Thompson
I move to rescind the consequences for late financial reports from the minutes of July 2006.
Second: Jim Burton
Passed: Unanimously

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

Motion: Robin Smith
I move to rescind the "Notification of Removal of Good Standing" and "Petition for Return to Good Standing" forms from the Professional Responsibility Document, as noted in the July 2016 minutes.
Second: Marilyn Blilie
Passed: Unanimously

Clarified the wording "Eligibility for Office" from the motion (July 2021) and in the current Bylaws by adding the italicized words.
"All prospective directors and officers shall have been voting members of their respective governing boards for at least one year (12 months). (For SJD's the SGB; for RJD's the RGB; for Executive Board; the NGB). Life members and appointed National Directors are also eligible if they have previously held an elected position, *meet the same criteria, and* currently hold the appropriate rating." (July, 2021)

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

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

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

Clarified and re-worded Honorarium/Stipend History
January 9, 2016 Minutes
~~*Motion that the president of NAWGJ receive an honorarium of $500 per meeting when representing NAWGJ at required meetings not to exceed $2000 per year unless approved by the Executive Committee.*~~

Motion: Marilyn Blilie
I move that the President of NAWGJ is eligible to receive an honorarium of $500 per meeting, not exceeding $2000.00 per year, for attending required meetings representing NAWGJ.
Second: Diane Thompson
Approved: Unanimously

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

- Personal: child care, pet care

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

NEW BUSINESS

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

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

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

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

<u>Proposals from Committees</u>

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

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