

National Association of Women's

Gymnastics Judges

Region 3 Newsletter January 2019

REGION 3
NAWGJ

Happy 2019! I hope everyone had a fabulous 2018, wonderful holidays and are enjoying an amazing beginning to 2019, already an amazing New Year!

Congratulations to all who successfully completed your testing.; I know we all feel relieved to have it behind us. Thank you to those who made so many testing opportunities available to everyone; your hard work and dedication is really appreciated.

I have attached our Region 3 Board Meeting Minutes from our NAWGJ meeting and the Minutes from the National Board Meeting in January.



Green Flag Award

The Green Flag Award will be presented annually to a NAWGJ member who has made outstanding contributions to our organization, promotes professionalism, and demonstrates leadership. The award will be given at the state, regional, and national level.

Each SJD and SGB will choose a recipient from their membership. Those recipients will be forwarded to the RJD who, with the RGB, will choose a regional recipient. Regional recipients will be forwarded to the NGB to choose a national recipient.

Timeline:

February 1 - SJD sends criteria and nomination form to membership
February 15 - Deadline date for membership to send nominations to SJD
March 15 - State Award announced and forwarded to RJD
April 15 - Regional Award announced and forwarded to NGB
May 15 - National Award announced

Recognition:

All recipients will be listed on the NAWGJ National Website.

Distribution of the Award:

State - Can be awarded at a state NAWGJ or USAG state clinic.

Regional - Can be awarded at a Regional NAWGJ Symposium or USAG Regional Congress.

National - Can be awarded at the NAWGJ meeting at the National USAG Congress or National Symposium



Marilyn Blilie

Regional Judging Director

- Region 3

National Judge's Cup

Thank you to KS for hosting a fun and successful National Judge's Cup with 34 states represented. It was such a wonderful facility and convenient location plus the KS NAWGJ had so many delightful volunteers. Thank you for making it a very special and memorable experience for the athlete's, coaches, judges and parents. You've set the bar high for next year.

National Symposium

Texas/Region 3 is excited to host our National Symposium this summer, July 12-14, 2019 at the Worthington Renaissance Hotel in downtown Ft. Worth. The five tracks will include these Featured Clinicians (plus a few others):

Tom Koll	Carole Bunge
Annie Heffernon	Linda Thorberg
Brad Harris	Maria DeChristaforo
Marian Dykes	Cheryl Hamilton
Pat Panichas	Catherine Batsche

We are finalizing our symposium sessions so if you have a "must include" topic/clinician, please email me ASAP. If you would like to volunteer to help with any of the committees please let me know.

Women's Technical Committee Meeting Nov. 8-11, 2018

USA Gymnastics Judges Meeting Agenda: Checklist for Meet Referee to be used at all sanctioned meets – you must include a Judges Meeting prior to competition. (It is Attached)

SANCTION VIOLATIONS TO BE REPORTED BY MEET REFEREE ON SANCTION REPORT FORM

It is the Meet Referee's responsibility to indicate any of the following sanction violations on the Sanction Report form. If the Meet Referee fails to report such violations, they are subject to a \$100.00 fine.

1. Report if Meet Director starts warm ups before 8:00 AM.
 2. Report if athletes are in the gym longer than 5 hours.
 3. Report if competition ends after 10:00 PM.
- Indicate actual time competition ended and reason for finishing after 10:00 pm.
4. Report if the number of gymnasts competing per session exceeds the allowable number for the designated format.

Refer to R&P, page 65 for Xcel and 102 for JO.

5. Report any equipment issues or unusual situations that do not completely conform to specifications listed in the R&P.

Note: It is the Meet Director's responsibility (not the Meet Referee) to check that all coaches, judges and athletes are current with memberships and/or educational background check certifications.

Remember: USA Gymnastics will continue to allow 16-17 year old Junior Pro members to become rated officials in all disciplines. It was recommended that a statement be added to the information on becoming a Women's Artistic Gymnastics judge that there will be restrictions for the Junior Pro members, such as assignments to meets that require overnight accommodations, carpooling allowed only if with two or more adult members, and judging contracts must be co-signed by parent or legal guardian (parent or guardian must sign the contracts also. Junior Professional members must follow all current Safe Sport policies. (So if a judge normally has an overnight stay for that meet, the 16/17 year old judge cannot be assigned).



SJD Elections

A warm & heartfelt Thank You to our wonderful SJD's. Region 3 has had an amazing four years because of all the diligent, hard work, dedication and effort of your current SJDs and State Governing Boards.

Please be sure to let them know how much you appreciate all they do for you and your state. It's hard to believe it's already been 4 years. And the election process is upon us.

SPECIFIC GUIDELINES FOR STATE JUDGING DIRECTOR ELECTION

It is the duty of the State Judging Director to compile a list of all persons who are eligible to run for STATE JUDGING DIRECTOR.

February 1 A special reminder is sent to the State Judging Director by the Regional Judging Director. **March 1** A list of all eligible candidates should be published on the State website or sent to the State membership by the present SJD. The present SJD sends each eligible candidate a letter, which includes:

1. Letter of Eligibility and Duties of the Office of the State Judging Director.
2. Candidate Application Form to be completed by the candidate stating her/his qualifications.
3. A list of dates for the election and the process to be followed.

***April 1** Candidate Application Form due: Deadline date of April

1. Failure to respond by the deadline date (postmarked) indicates that the candidate does NOT wish to run for the office.

April 15 Voting begins. Any NAWGJ voting member must meet the criteria for eligibility to vote 90 days prior to the date voting begins.

April 30 Voting ends. The Regional Judging Director sends results to the President, Vice President and National Secretary. The RJD also informs the SJDs in the Region for publication in the State website/newsletter as soon as possible.

May 15 The newly elected State Judging Director assumes office. *NOTE: If any of the deadline dates fall on a Sunday or legal holiday, procedures should be advanced to the next business day.

ELIGIBILITY FOR STATE JUDGING DIRECTOR

1. All National, Regional, State and At-Large Directors and Officers shall be 21 years of age.
2. It is recommended that all State Judging Directors be certified as a Level 10 judge.
3. 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, a State Governing Board; for RJD's, a Regional Governing Board; for Executive Board Positions, the National Governing Board.) Life Members and appointed National Directors are also eligible if they currently hold the appropriate rating.
4. A candidate can only represent the state where her/his address is on file with the National office unless approval has been received otherwise from the RGB.
5. A candidate must be in good standing under the canons and disciplinary rules of the NAWGJ Code of Professional Responsibility.
6. A current Officer must be up-to-date with all required reports to be eligible to run for office.

Photo Permission form for videoing - must include: May revoke it at any point of time.

Must be signed form and /or documentation from Meet Director.

If filming for anything for NAWGJ -must have it signed and sent to Barb Tebbon

Will have form on NAWGJ website



USA Gymnastics Judges Meeting Agenda

All sanctioned meets must include a Judges Meeting prior to competition. The Meet Referee assigned to the competition has duties to perform before the meeting begins. Bring a list of all judges assigned with rating information, if possible. Bring all pertinent references (Code of Points, R&P) to the rules.

- Upon arrival, introduce yourself to the meet host and personnel.
- Check equipment, judges seating and tables
- Confirm the meet format and how warm-ups and competition work
- Meet with the score table personnel to determine the entering of scores/paper trail and draw
- If this is an "In gym" meet, check the landing of vaulting to see if it's a loose-foam covered pit and approve
- Confirm with the MD the march-in times, break times and ending times and review any fee structure questions
- Review the inquiry process – Inquiries come to the MR for approval before going to the panel
- Meet with timers/line judges/input personnel when they arrive
- Attend the coaches meeting when possible
- Check to see if vault numbers are being flashed and post appropriate chart

Have a roll call of judges at the designated report time (within 5 minutes). Those who are late will not be paid (on the clock) until march-in.

- _____ Convey any of the above information to the panels.
- _____ Review the meet format, warm-ups and break time allowed (cannot leave the meet site if you are on the clock)
- _____ Talk about inquiries, conferences and communication on the field of play
- _____ Remind judges that the only electronic devices allowed for use on Field of Play are references such as digital *Code of Points* and *R&P*.
- _____ Discuss the level/division(s) that are being judged that day and have each panel discuss the event for that session, including SR, unusual skills, composition, and general procedures.
- _____ Go over any element evaluations, music approval forms or equipment
- _____ Remind CJ's to check with their helpers on time/line/input
- _____ Be at your event for march-in, unless directly otherwise by Meet Director or Meet Referee.
- _____ Notify the CJ if you leave for the restroom.
- _____ Have everyone sign the sanction report form and indicate any violations (See specifics below)
- _____ Remind all judges to stay at their event until the last score has gone in for the session.
- _____ Collect pay vouchers from judges, including MapQuest or Google Maps print out of mileage.
- _____ Check and submit pay forms to Meet Director to have checks ready by the end of the day.
- _____ Remind CJs of procedures for incorrect attire deduction: Warning occurs on first event. MR notifies CJs of remaining events that warning has been given. Next event, deduction is taken by CJ: 0.10 for Xcel; 0.20 for Jr. Olympic. No additional deductions are taken at subsequent events.
- _____ Remain 5 minutes after the meet to check for missing scores or questions with MD

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Note: It is the Meet Director's responsibility (not the Meet Referee) to check that all coaches, judges and athletes are current with memberships and/or educational background check certifications.





NAWG

**NATIONAL ASSOCIATION OF WOMEN'S GYMNASTICS JUDGES
NATIONAL GOVERNING BOARD MINUTES
KANSAS CITY, KANSAS
January 4, 2019**

Call to Order

The meeting was called to order by President Evelyn Chandler at 10:05 am CST. A special welcome was extended to Debbie Campbell, new Region V RJD, and Brenda Eberhardt, new Website Director. Evelyn then called for a roll call for the record:

President: Evelyn Chandler
Vice President: Ann Heppner
Director of Finance: Patty Shipman
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: Cookie Batsche
National Judges Cup Director: Patty Shipman
National Librarian: Judy Dobransky
National Education Director: Janice Eyman
National Collegiate Assigner: Donnalyn Trevethan
National Web Site Director: Brenda Eberhardt

Conflict of Interest Policy and Confidentiality Agreement forms were passed out for everyone to sign.

APPROVAL OF MINUTES

Cookie Batsche: I move to approve the minutes from Burlington, Vermont.
Second: Marilyn Blilie
Passed: Unanimously

JAS COMMITTEE REPORT Donna Trevethan, Evelyn Chandler, Pat Panichas, Barbara Tebben, Denise Green

The Committee recommends that the National Collegiate Assigner appointment be made a year in advance of when the person would take office. This would allow the Assigner-elect to shadow the current Assigner for one season. The appointment process would begin March 15 and appointment would occur at the summer NGB meeting; however, the Assigner-elect would not officially begin her/his term until May 1 of the following year.
No second necessary.

Passed: Unanimously.

The Constitution Committee will make the necessary changes to the Operating Code and Election Guides. The Assigner-elect will assume duties May 1, 2020.

Two regional collegiate assigners are going out this year: Jennifer Sampson and Sue Kane. Applications for their replacements will be posted on the NAWGJ website April 1.

The JAS Committee also reported that 50 fewer judges signed up for the JAS system this season; reasons cited were testing issues or retirements, financial competition from USA Gymnastics meets, and travel concerns.

EDUCATION COMMITTEE REPORT – Jan Eyman

Several projects are underway, including the completion of tumbling line art and exploration of using Google Classroom for educational presentations.

The Committee will develop a release form for meet directors or club owners to use when NAWGJ requests the filming of routines or skills at their meet or in their gym. A copy will be sent to the National Secretary. Any permission NOT granted should be noted.

HELPING HANDS COMMITTEE REPORT Robin Smith, Cindy Lord, Ann Heppner
Twenty five applications were accepted for the eight \$500 Symposium scholarships to be awarded. The winners were announced:

Corinne Mayer
Priscilla Hickey
Evelyne Hopkins
Valerie Jackson
Nadine Thompson
Susan Lomas
Lindsay Abnay
Patty Colarossi



OLD BUSINESS

Symposium Educational Proposal Submissions

Cookie Batsche, with help from the Executive Board, selected eight finalists who submitted outstanding projects for furthering judges' education. The judges will either demonstrate, display or present their projects at Symposium.

Constitution Committee Ann Heppner, Barbara Tebben, Cindy Lord

The Constitution Committee distributed copies of the updated Official Documents. They also will be posted online.

Testing Alternatives - Revisited

Cookie Batsche presented an overview of the various testing alternatives she developed September 2018. The NGB discussed the pro's and con's of each alternative. The Board will decide how and when to bring the most viable options forward.

Awards Committee – Bonnie Synol, Cindy Lord, Marilyn Blilie

The Green Flag Awards, which were initiated in 2018, will annually recognize a judge who has made a special contribution in each State. Each Region will then select the Regional winner from the State's selections, and a National winner will be selected from the Regional winners. This award will be based solely on the *contribution* made by the individual, not length of service, rating, office held, etc.

The Awards Committee will establish a timeline and criteria to choose State, Regional and National Green Flag Award winners. A representative Green Flag award, such as jewelry or a pin, will be researched and ordered. This program will begin this spring.

Consequences Committee Cindy Lord, Bonnie Synol, Denise Green

To give our SJD's and RJD's more direction to deal with judges, or officers, who violate canons or exhibit unprofessional behavior, the Consequences Committee is reviewing the current Code of Professional Responsibility.

Cookie Batsche outlined the disciplinary process used at her University, followed by discussion. The Consequences Committee will continue its work and report back in July with proposed edits to the Code.

2019 SYMPOSIUM DISCUSSION

President Chandler updated everyone regarding the upcoming National Symposium (July 11-14, 2019) and distributed a tentative schedule of sessions.

The Board discussed the week's schedule for the NGB and SJD Workshop and registration details. Registration will go on the web site later this month. The various Symposium committees, which were appointed at the Vermont meeting, will continue their planning.

Motion to adjourn: Pat Panichas

Second: Bonnie Synol

Meeting adjourned 3:35 p.m. CST



2018 NAWGJ REGION 3 BOARD MEETING MINUTES 7/13/18

1. Welcome and Call to Order (sign confidentiality form)

- Meeting called to order 6:08 PM
- Special welcome and introduction to Kelly Shane, new SJD of New Mexico

2. Roll Call: AR, CO, KS, NM, OK, TX, WY

- AR, CO, KS, NM, OK, TX present

2. Read & Approve Minutes of July 14, 2017 Meeting & sign

APPROVAL OF MINUTES

MOTION: Nichole Otterson: I move to approve the minutes from the July 2017 meeting in Milwaukee, Wisconsin

SECOND: Jeana Ely

APPROVED

4. Executive Board Reports: (Judges Cups- how are states doing, fundraisers, memberships, etc.)

-AR:

- Successful 2017-2018 season
- Five new judges and a record of seventeen total number of judges.
- Two State Clinics planned
- No Judges Cup planned this year
- Continued focus on funding education and testing for all judges
-
- -CO
- Strong 2017-2018 season
- Financially strong despite Compulsory numbers down for Judges Cup
 - After analysis, are moving Xcel Bronze and Silver to a fall "Great Outdoors" event with already over 400 athletes registered
- Financial planning for National Symposium with judges' travel stipend
- Continuing to improve CO NAWGJ Digital Library
 - Developed innovative means to view NAWGJ videos (with permission from Judy Dobranski) on CO website via Google Drive
 - Direct links to scripts
- 9/10 Regionals: Great feedback on the wonderful hospitality provided by CO NAWGJ
-
- -KS
- Good financial shape and positive 2017-2018 season
- Developing specific and accountable New Judge Mentoring Program
- Hosted first JC ever in an outside venue
- Planning financially for National Symposium to assist all judges with fees and travel expenses
- Level 8 Regionals: Positive feedback on hospitality and single rooms for judges

- Planning for two regional meets this coming season in Kansas – L8 and Xcel
- Planning for 2019 National Judges Cup hosted in Kansas
- Continuing to work on judges' professionalism, with focus on uniforms last season
- NM
- Held three small Judges' Cup meets
 - Compulsory with Theme
 - Optional Critique
 - Xcel
- Financial priority of saving for National Symposium expenses
- OK
- Strong financial shape
- Members received \$500 for testing, travel, clinics, and books
- Paid NAWGJ membership fees for 21 active judges
- Membership up to 36 judges – encouraging involvement for all
- Sent Level 7 team to National Judges Cup
- Also sent Level 6 team to NJC, as there is currently no Regional Meet for level 6's
- Working on volunteers for 2019 NJC to assist Kansas
- Hosting both L 9/10 and L7 Regional this season; working on filling volunteer slots
- Relationships between coaches and judges continuing to improve
- Implemented 4-judge panels for state meets
- TX
- GAT affected by Hurricane Harvey
 - Gibson donated athlete bags afterwards
- Budget tight
 - Number of judges increasing from approximately 90 to 150
 - Four Judges Cups held but cancellations of entries due to Harvey
 - Large expenses for National Judges Cup, therefore chose club to represent L7 team for NJC
- College Club Nationals – three gyms
 - OK helped with judges
 - Great experience for all
- Xcel Extravaganza
 - Hosted in spring before Xcel Regionals to fill gap before regional competition
 - Included Compulsory entries
 - Good profit which freed up funds to assist with volunteers at Regional meets
- WY (Not Present)

5. UNFINISHED BUSINESS:

A. RJD funding: Membership break down (\$60.00) - RJD receives \$12, SJD's get \$5. In past SJDs of Region 3 have agreed to let RJD have their \$5/member. So RJD gets a total of \$17 per member. (This is a way for RJD to get funding. Other ideas?)

- MOTION: Carol Williams - I move to continue existing Region 3 funding policy of the region retaining the states' \$5.00.
- SECOND: Jeana Ely
- PASSED- UNANIMOUS

B. 2018-19 Budget Approval (sign); vote on paying RJD to attend Congress: Travel expenses.

- Confirmed support for initial set-up costs allocated for GymJas to be well worth the cost; cost will go down in 2019
-
- MOTION: Katherine Gatschet- I move to approve travel expenses for National Congress for RJD Marilyn
- SECOND: Jeana Ely
- PASSED – UNANIMOUS
-
- MOTION: Nichole Otterson- I move for Region 3 RJD and SJDs to meet annually at Region 3 Congress.
- SECOND: Kelly Shane
- PASSED: UNANIMOUS
-
- MOTION: Jana Caldwell – I move to approve the proposed 2018-2019 Region 3 budget
- SECOND: Jeana Ely
- PASSED – UNANIMOUS
- Budget Approved additionally via signature of all members present

C. Financials/Minutes: Per Diem: (\$64.00 \$34.00 \$18.00 \$12.00)

Reminder: 1099 Deadlines – End of year.

Spend down by sending judges to symposium

Make sure states have 5 Yr, plan for large sums of money, spending down,

- If there is a balance greater than your start up balance for next year, then spend down funds

Do not put anything in “other” on quarterly, find itemized line

USE check register in REAL TIME

Financial review by financial assistant that they have reviewed once a month to have 4 eyes on quarterly Support for WV

- Receipts and financial reports need signed off
- Quarterly reports require original signature
- If sending digitally, send two folders with everything to Marilyn (1.Report, Special Events, Bank Statements, 2. Receipts, etc.)
- Please make effort to send reports in a timely manner

D. Education Committee: Projects: Good, Better, Best; want good models; will have illustrations of 6/7 vault

E. Website: Website Committee - Website committee to recommend Web Content & Committee to be developed with minimum of 1 of the 3 persons from the board in addition to the Website Director (replace Judy H.)

What Postings on Region 3 NAWGJ page? Any educational presentations you would like to share

- Testing link

F. Helping Hands Donation: Help to Symposium

What have you done to help other states; what else could they do to help with Helping Hands Funds

- Continue to encourage your board to donate

G. Constitution Committee: Ann, Cindy, Barb

Term Limits: Constitutional Change – Directors and Officers have term limits

- Working on balancing turnover with prevention of entire new leadership, therefore will be staggered
- Working on term limits addressing governing boards in future

Operating Code: Motion for Term Limits came as a recommendation from the Constitution Committee

Will be addressing term limits for the Executive Board and State Governing Board

H. Symposium- 7/11-14/18 @ Renaissance-the Worthington Hotel, Ft. Worth, TX

Encourage states to work with SGB members to financially support members to attend Symposium

- All states working hard to fundraise for this educational opportunity for their judges

SJD Workshop on Wednesday afternoon to Thursday at 12:00 ish

New SJD come in Tuesday for Wed. AM Meetings.

Nat. Board: Sunday 7/7/19–committee mtgs Sunday PM and Mon. AM; Board Mtg Monday PM & Tuesday.

Theme Committee – Gymnopoly, Rodeo, - breakout/SJD (New Frontiers: Steering our path Forward)

Program Committee (for presenters) Jan, Evelyn, Cookie, Pat, Donna (Application for Jed Talks)

Door Prize Committee – Bonnie, Marilyn, Cindy

Coaches to talk Technique

Presenters: Tech – Pat P, Connie M., Linda T, Marian D, Cookie, Cheryl H., Carole B, Tom Koll, Tom Forester

Banquet Committee: Barb, Robin, Denise

Budget Committee: Patty S, Judy D., Evelyn (Gifts- roller bags, I pad pens, etc)

RFP for Recognition at National Symposium: Submit projects that are sharable – existing projects are also eligible

Lunch & Learn: 3 -10 min. presentations during lunch; brown bag:

What's it like to judge the Olympics; how to deal with Difficult People; Jed Talks; Q & A with President

Discipline/Consequences Committee: (Ad Hoc) Cindy, Denise, Robin

Consequences Committee will be providing more guidance to SJDs for Canon Violations

6. NEW BUSINESS:

A. Awards: Develop Regional Hall of Fame/Lifetime Awards

- MOTION: Kelly Shane- I move to establish Region 3 Award, criteria TBD
- SECOND: Jana Caldwell
- PASSED - UNANIMOUS

Green Flag award - New Award to be named annually for a member-at-large who has made major contributions to NAWGJ or to the enhancement of judging. Each Region will submit one person as their regional award winner and a national winner will be named from that group

B. Elections: SGB applicants go only to RJD

C. Best Practices for NAWGJ website and social media: NAWGJ Social Media/Posts & websites may not be used for personal or business gain without written permission from National Governing Board

Guidelines for the Best Practices: Top Ten Tips from Evelyn-catalysts; Blogs- if making money can't say NAWGJ; state NAWGJ can advertise Judges' Cup – any website or social media should only benefit NAWGJ treasuries

D.. JAS Committee: Donna, Denise, Patty, Evelyn

- One Regional position still open- application deadline extended

E. Discussion of approaches to USAG: Testing Task Force: Cookie, Ann, Marilyn

Searching for better method of accountability that produces a positive affect on our learning & becoming better judges,

F. Discussion of USAG Region 4/8 – private rooms

NAWGJ supports judges having their own rooms; should be paid by meet directors (not NAWGJ - doesn't benefit entire membership).

G. Forms: change 'employment' to 'engagement' on the NAWGJ Contract

Due Dates changed: NAWGJ Regional Yearly Statistical Analysis & Regional Judging Director's Report Form Reporting period for statistical report will be July 1, 2017 - June 30, 2018 but due in November with all other reports,

July 1, 20__ - June 30, 20__; Due to RJD 11/20 by SJD; RJD due date to all indicated 11/30; Inventory Report due to RJD 11/20, July 1 of 2017 to June 30, 2018 due 11/20/__;

Financial review by financial assistant - they have reviewed (receipts/all) once/month to have 4 eyes – sign off quarterly. A line with a check box will be added to the Quarterly Report for the financial assistant to sign.

Quarterly Reports: checkbox- I certify that I have reviewed all financial statements, receipts, etc.-signed by Financial Assistant. Every Board must have financial assistant that must check all monthly /quarterly bank statements.

Motion: accept electronic signatures on electronic fillable forms with the exception of the financial assistant signature on the Quarterly Financial Report. (added to #4 on SJD Duties-OC)

H. Documents:

Document Review: 10 left to do (August/September) Can submit all on Google Doc in future.

Documents Due - Inventory report, statistical analysis, SGB Form

I. National Congress: NAWGJ Annual Open Mtg.: Thursday, August @ 9, 4:30 at Congress in Providence, RI

7. Adjournment

- MOTION: Kelly Shane – I move to adjourn
- SECOND: Nichole Otterson
- MEETING ADJOURNED 8:51 PM

REGION 3
NAWGJ



10 Issues to Think About When it Comes to Your Social Media Policies.

1. Copyright and trademark infringement. Your organization could get sued for copyright infringement due to an article, photo, music, or video it posted on one of its sites without the permission of the copyright holder. Tip: Understand the fair use doctrine. Trap: Expecting attribution to offer protection against charges of infringement.
2. Fundraising and foreign state registration requirements. Your organization might need to register in any state in which it is engaged in charitable solicitations (36 states and the District of Columbia require registration). Tip: Check out The Unified Registration Statement (<http://www.multistatefiling.org>). Trap: Disregarding registration laws and their application to funds raised through the Internet or social media (see the Charleston Principles).
3. Events and foreign state qualifications to do business. Your organization might need to file with the secretary of state or other state business agency in each state in which it is doing business (see, for example, the California Secretary of State's explanation of the requirements under California law – <http://www.sos.ca.gov/business/be/faqs.htm#form-question7>). Tip: Think about whether you are responsible for an event organized through your social media channels and whether it triggers the need to qualify to do business in a foreign state. Trap: Organizing an event then claiming it's not your responsibility.
4. Volunteers (and agents of the nonprofit) or independent supporters. Your organization could be responsible for the actions of its volunteers and agents, particularly if it didn't screen, train, or adequately supervise them. Tip: Recognize that the more you control individuals, the more likely they are your agents and the more likely you may be liable for any of their negligent actions. Trap: Directing individuals or committees to act in the nonprofit's name and not providing any rules or limits to their authority.
5. Supervision of agents of the nonprofit (authorized communications, confidentiality and privacy issues, harassment/discrimination, defamation, bullying). Your organization should make sure that its employees, volunteers and others do not use the organization's social media sites to misrepresent what it does, divulge confidential or private information, violate laws designed to protect employees, or defame others. Tip: Provide written rules and guidelines to make clear what is and is not acceptable in an agent's use of social media. Trap: Relying on an agent's common sense to avoid violating any laws.

6. Advocacy and rules regarding lobbying and political activities (for agents of the nonprofit and users of the nonprofit's social media and communication platforms). Your organization may be able to best advance its mission by dedicating resources to advocacy and, to the extent permissible, lobbying and political activities. Tip: If your organization is a public charity, check out the resources offered by the Alliance for Justice/Bolder Advocacy (<http://www.afj.org/our-work/issues/bolder-advocacy>) – you might be able to do much more in this area than you think. Trap: “liking” political candidates or publishing unsolicited comments with political messages on a moderated site, either of which may jeopardize a charitable organization's 501(c)(3) status for violating the prohibition against electioneering.

7. Collaborations with other organizations and partnership/joint venture issues. Your organization should take steps to ensure that it understands its legal commitments and potential exposures to liability when entering into any collaboration, whether formal or informal. Tip: Make sure you recognize whether you want your obligations to your collaborative partner(s) to be enforceable. Trap: Unintentionally creating a legal partnership in which each partner may be completely liable for harm created by the other partner.

8. Ownership of social media accounts. Your organization should understand whether or not it owns or has controlling rights over social media accounts it has instructed employees or volunteers to manage. Tip: Where appropriate, state in a writing acknowledged by your employees that your organization owns or has the controlling rights over specified social media accounts. Trap: Claiming ownership of a social media account in which the individual was given no rules or terms of use to freely publish anything of personal interest, which could result in the organization being deemed responsible for harm caused by something published.

9. Employee use of social media and protected activities. Your organization's employees have rights to engage in certain activities that are protected under law. It takes more than common sense to know these rights as an employer. Tip: Understand that complaints about management and the board on social media sites may be protected from retaliation — see The NLRB and Social Media Policies (<http://www.nlrb.gov/news-outreach/fact-sheets/nlrb-and-social-media>). Trap: Adopting overly broad policies that restrain employees from exercising their rights to engage in concerted activities for mutual aid or protection.

10. Violations of policies. Your organization's policies should include rules (not just guidelines), and these rules should be fairly and reasonably enforced. Tip: Develop internal and external response strategies for violations of policies. Trap: Failing to emphasize the importance of your social media policies and train your staff and volunteers accordingly. E

Gene Takagi is a nonprofit lawyer featured on Law.com; contributing publisher of the Nonprofit Law Blog and speaker, lecturer, and writer. His email is gene@neolawgroup.com



PROFESSIONALISM

Please review the NAWGJ Cannons @

http://www.nawgj.org/official_documents.php

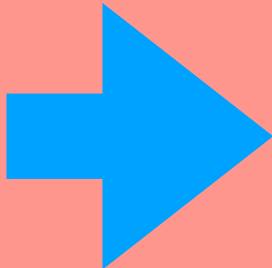
Many issues are addressed and are good reminders for ALL OF US when we are out on the floor. We represent ALL judges - and our actions, behaviors, and dress reflect it!

The parents and volunteers perception is their truth and so many of our actions are being recorded by someone.

We expect all the gymnasts and coaches to abide by what is set forth from USAG in regards to appearance and behavior so we should also set the standard of being professional, kind to the volunteers and in uniform in accordance with NAWGJ and USA Gymnastics.

<http://www.nawgj.org/Cannon%2012%20.pdf>

Being
professional
means
you
don't
just do it
for the money.



National Congress is in KS, our Region so there will NOT be a Region 3 Congress this year.

With Symposium and Congress in our Region, we should all be able to get our CPE.



USA Gymnastics

National Congress
& **Trade Show**

Kansas City, MO • 2019

usagymcongress.org

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