The Future of the NGJA Project

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For use at all 2021 courses.
The NGJA Futures Project

Project Objectives

• Examine critical aspects of the NGJA and its activities, determine if we need to “re-design” how we operate.
• Evaluate how the NGJA should support both its members and the gymnastics community writ large for the next decade and beyond.
• Offer the NGJA Governing Board ways to:
  • Do things differently.
  • Empower others.
  • Be more inclusive.
  • Create a more dynamic organization.
  • Develop and guide others to lead the NGJA into the future.
Futures Project Teams & Contributors

- **Project Leads** – Bob Cass & Andy Zembower

- **Financial Strategy Team**
  - Andy Brown (ME), Nathan Dotson (E), Lynn Boman (W), Aaron Fortunato (ME), Tim Michaels (E), Chris Rippy (MW)

- **Diversity & Inclusion Team**
  - Lynn Boman (W), Michael Ashe (W), Julio Bernal (E), Tom McNamee (MW), Steve Jaciuk (ME), Karen Muschinske (W), Lisa West (E), John Scanlan (MW), Clay Strother (ME), Sho Nakamori (W)

- **Information Technology Team**
  - Mike Heberle (E), Gerrit DeJonge (ME)

- **Performance, Feedback & Assignments Team**
  - Dave Johnson (ME), Lenny Lucarello (E), Tim Michaels (E), Kevin Muenz (MW), Lance Alberhasky (MW), Lynn Boman (W), Evan Shaw (W), George Krenk (ME)

- **Compensation Team**
  - Dan Bachman (MW), Larry Byerly (ME)

- **Organization Structure & Operations Team**
  - Scott Schaffer (W)

- **Education & Certification Team**
  - Kevin Muenz (MW), Mark Sherman (MW), Dave Johnson (ME), Kathi-Sue Rupp (I), Craig Nesbitt (W), Peter Weiging (W), Shane Cummings (E)

*Team Leads are in Bold.*
Futures Project Approach

- Establish a core group of NGJA leaders, largely independent from the NGJA Governing Board, and other experienced men’s gymnastics community stakeholders to lead teams to explore key areas of interest:
  - Leaders identified an extended group of NGJA members to join their team (~35 members), with each team member representing broad demographics, including outside stakeholder communities.
  - Teams clarified areas of interest to explore.
  - Leaders developed approaches to solicit ideas and feedback from a larger set of constituents.
  - Perspectives outside of the NGJA were sought and received.
  - Teams delivered work products (e.g., recommendations).
  - Teams and leaders identified options to consider and what make recommendations to be presented to NGJA Governing Board.
  - Teams defined its timeline, resources, and cost to implement recommendations.
  - Made recommendations to Governing Board.
Summary of Governing Board Actions

- **Learning & Education**
  - Establish an Education Director position to drive an education and training strategy with programs at all certification levels.
  - The NGJA President will immediately appoint an acting Director of Education (final position creation subject to a vote of the membership) who will:
    - Manage and train others in the use of and development of education materials using the NGJA website learning management system;
    - Acquire for membership use various training tools such as the Sports Training System (STS);
    - Begin to establish a formal mentoring program to help members develop their skills and move toward higher levels of judging opportunities; and
    - Begin a continuing education program to provide judges focused development (e.g. specific events, symbols, conflict management, diversity, leadership, etc.).
Summary of Governing Board Actions

· **Judge Performance:**
  - Adopt “characteristics of a quality judge” recommended by a Futures Project Team, which should be used to provide feedback to judges on their performance and skills through practical examinations, mentoring, and competition feedback interchanges.
  - These characteristics will be published to the entire membership with standard forms created to provide feedback to judges.
  - The assignment selection process (at all levels) will strive to inform those in the selection pool who was selected, and if a person was not selected, why and how to better position themselves for selection in the future.
  - A pilot program will be established to refine the process and receive feedback based on the Characteristics of a Quality Judge to enhance judge performance and skill.

· **Judge Development & Certification:**
  - Revise the judge certification levels to include the following certification levels: (a) Entry; (b) Compulsory; (c) Optional; and (d) Championship – which will be an advanced category beyond what exists today.
  - Practical exams will be part of all judge certification programs to the extent practicable.
  - Regional leadership should identify developmental opportunities to enhance judge performance and development in their area.
Summary of Governing Board Actions

**Judge Compensation:**
- No change to the current national level fee structure has been recommended.
- The NGJA will continue studying a move towards a regional fee structure for Junior Development competitions that recognizes each level of judge certification.
- The Junior Development Vice President shall research and propose a fee structure that reflects the option for a two-judge panel with the goal of not doubling the cost to meet directors but rather to aid in the development of judges.

**Finance:**
- There will be no increase in NGJA dues for the 2021-2022 season.
- Local associations will still have the ability to levy additional fees to cover the cost of training courses and other activities that support the development of judges in their region.
- Generally, NGJA special activities or projects approved by the Governing Board may result in one-time or permanent increases in NGJA dues. The Governing Board may consider increased dues for higher levels of certification (e.g., Championship Certification) that may require greater support from the NGJA.

**Information Technology:**
- Continue to enhance the NGJA website as a platform for communicating, educating, and developing the NGJA membership and fully utilize the current website learning management system.
- The NGJA will further invest as necessary in information technology as needed to support various training, education, mentoring, and communication processes across the entire NGJA membership.
Summary of Governing Board Actions

- **NGJA Selection Committee:**
  - Establish a “Final NGJA Selection Committee” for final nomination submittal to the ultimate Judge’s selection body (e.g., the USAG Independent Selection Committee, the NCAA Coaches, JDMPC, etc.).
  - The Final Selection Committee will work to avoid preferential treatment of any NGJA member and be cognizant of, and work to avoid, situations that can give rise to a conflict of interest in the judge selection process.

- **Diversity and Inclusion:**
  - The NGJA recognizes the importance of having a diverse and inclusive membership that is welcoming to all persons equally.
  - As a result, the NGJA Governing Board has adopted as part of Division II of the NGJA Constitution and By-Laws the following statement on harassment and discrimination:
    - *The NGJA favors diversity in its membership and pledges not to discriminate against its members based on race, ethnicity, gender, sexual orientation, or age. The NGJA will not tolerate harassment of any kind, including sexual harassment and harassment based on race, color, religion, national origin, sexual orientation, gender identity or expression, sex, age, physical or mental disability or any other characteristic protected by state, federal or local employment discrimination laws.*
  - Each NGJA member is expected to read, understand, and adhere to this Policy.
Summary of Governing Board Actions

• Along with the NGJA Position on Diversity, Equality, and Inclusion, the Governing Board adopted as part of Division II of the NGJA By-Laws a Harassment and Discrimination Prevention Policy. Through this Policy, the expectation of all NGJA members regarding their fellow members is:
  • NGJA expects: (a) that all relationships among NGJA members generally, at all NGJA functions, competitions, or training sessions where NGJA members are present, will be business-like and free of bias, prejudice, discrimination, and harassment; and (b) all activities of the NGJA, including, but not limited to, competition assignments, committee assignments and participation, and judge certification course participation be free of unlawful discrimination.

• Further, the Policy provides a process and procedures to follow if an NGJA member believes he or she has been:
  • Harassed by an NGJA member, NGJA officer, an agent of the NGJA, or by a non NGJA member in violation of this Policy while a member is performing judging or other activities as representative of the NGJA; or discriminated against in violation of this Policy by an NGJA member or NGJA officer.
Summary of Governing Board Actions

- **Strategic Objectives**
  - Establish a set of strategic objectives to be published in NGJA materials that will serve to provide long-term aspirational guidance to the entire NGJA membership.
  - This guidance will provide direction to the membership and the gymnastics community serving as a framework for establishing leadership alignment, organizational expectations, cultural norms, and making future decisions. The strategic objectives are:
    - 1. The NGJA will continue to lead the world with world-class gymnastics judges.
    - 2. The NGJA will develop and deliver a multi-faceted education and training program to serve the development of judges at all levels so they can achieve their potential.
    - 3. The NGJA favors diversity in its membership and pledges not to discriminate against its members based on race, ethnicity, gender, sexual orientation, or age.
    - 4. The NGJA will not tolerate harassment of any kind, including sexual harassment and harassment based on race, color, religion, national origin, sexual orientation, gender identity or expression, sex, age, physical or mental disability.
    - 5. The NGJA will operate as a streamlined, transparent, accountable organization to meet the needs of the NGJA and its stakeholders.
    - 6. The NGJA will develop a standardized judge’s performance and feedback process to drive nationwide uniformity and higher levels of performance for each individual judge.
Summary of Governing Board Actions

• Strategic Objectives Continued:
  · 7. The NGJA will provide an open communication system to reach every judge at every level with timely information.
  · 8. The NGJA will use a fair, unbiased performance-based assignment process aligned to the needs of the judging and gymnastics community while avoiding conflicts of interest.
  · 9. The NGJA will strive to Increase the number of judges and diversity of the judging ranks across the country.
  · 10. The NGJA will provide qualified and trained judges for every competition at every level for all gymnastics organizations.
  · 11. The NGJA will recognize the various ways judges demonstrate excellence in our sport and profession.
  · 12. The NGJA will make smart investments to improve leadership skills, quality of evaluations and opportunities for judge development.
Summary of Governing Board Actions

• **Organization and Operational Changes.** As part of the Futures Project, the NGJA Governing Board voted to move forward with a vote of the entire NGJA membership (tentatively scheduled for mid-January 2022) to restructure some NGJA officer positions and to change its regional structure. Members will be asked to vote, among other things, on the following items:

  • Whether to create a **new position of Education Director**

  • Whether to create a **new position of Operations Director** *(combining the current positions of General Secretary and Technical Secretary and assigning the position “webmaster” responsibilities)*

  • Whether to **modernize some position titles and job descriptions** *(e.g., Treasurer to Finance Director and Chairperson of the Legal Committee to Legal Director, etc.)*, and eliminate the national At-Large Director positions in light of possible expansion of other NGJA officer positions.
Summary of Governing Board Actions

• Proposed Region Adjustment

  • *Expand the number of NGJA regions from the current 4 (East, Mid-East, Mid-West, West) to 9*, which will overlay the current USAG Development Regions

  • Restructure the Region officers to include:

    • *Region Director* (responsible for both technical and administrative aspects for the region);

    • *Region Operations and Education Director* reporting to the Region Director (responsible for some administrative functions and the education initiatives in the region); and

    • *Region Junior Development Director* reporting to the Region Director (responsible for the technical aspect for the region in regard to junior programs)

  • It is anticipated that each of the 9 Regions will have a “Board” or “Advisory Committee” made up of the Region officers and a representative of each NGJA member association in the Region, providing guidance, collaboration, and consistency across the Region