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SHARED SUBSCRIPTION

This season those members who introduced a friend under the shared subscription incentive last season will have 50% of their membership refunded IF they and the friend they introduced both register for the coming season. If you want to be part of the Shared Subscription incentive, 'introduce a friend' to marching. How it works; where an existing Marching NZ member introduces someone new in to the Sport of Marching, and that that person is a full paying member, Marching NZ, through the Association Membership Privacy Officers, refund 50% of their Marching NZ subscription in the following year. This is to be conditional upon both the existing and new member renewing after one year. A full paying member is represented by way of an individual registration other than as an Associate Member, and the 50% discount is to apply to the type of membership paid in year one. A member's discount is limited to 50% only regardless of the number of new members introduced.



BOARD APPOINTMENTS

Director of Finance; Craig Rhodes (Christchurch)
Director of Coaching; Colleen Brooking (Wellington)
Director of Judging; Jan Hoad (Otago)
Technical Manager; Barbara Newman (Canterbury)
Judging Accreditor; Sue Stenning (Southland)
Trophy Custodian; Sherryn Wells (Auckland)
Publication/Merchandise Co; Diane Burton (Canterbury)
Social Media Administrator; Diane Burton (Canterbury)

THANK YOU to our Volunteers

Rebecca Fa'alologa and Cheryl Hill
(Marching Southland)

Marching Southland congratulate Rebecca and Cheryl on successfully receiving their National Grading as Display Judges. It is great to have two 'younger' Judges on our Judging Panel making Southland a fully graded panel. We know that our Teams can only benefit from your skills and knowledge. Thank you Ladies for what you do for our Teams in Southland.

Ruan van Eeden
(Marching Auckland)

Ruan joined Marching Auckland to help the Association and take on the role of Treasurer, he accepted the position part way through the season. Since then he has become Plan layer, Grounds person, Music person at competitions & NZ Championships 2016, Announcer & Chief Marshall. In 2017 Ruan was elected President and Registrar of MA while still undertaking all previous positions. He is very valued by all members of Marching Auckland for his services to the Association. Thank you Ruan



**SPORT
NEW ZEALAND**

Marching New Zealand is very grateful to
Sport New Zealand
for their continued investment in our sport



In the Diary Coming up

AUGUST

- 3 MNZ Board & TWP Meeting in Wellington
- 4 MNZ Board & TWP Meeting in Wellington
- 26 Judge Workshop, ASB Arena, Kilbirnie Wellington

SEPTEMBER

- 2 Coaching Co-ordinator Workshop in Wellington
- 23 Southland Field Day in Invercargill



COACHING CO-ORDINATOR WORKSHOP

to be held at the Miramar Golf Club
next to the Wellington Airport, Sunday
2nd September 2018.

Timetable and Workshop Information
will be circulated direct to
Coaching Co-ordinators.

New Zealand Coach Magazine

Read online at

www.sportnz.org.nz/get-into-sport/coaching-guide

New season **Technical Drills**
released on 1st July
and available from the website



The Policy & Operations (Technical) Manual or The Manual

is **available online** to either download and
print off or store and use direct from your own
technical device; PC, laptop, phone or tablet.

Coach Incentive

After three consecutive years as a practicing
Coach receive a \$50 voucher in recognition
of your leadership, time and energy in this
role. (Coaches previously rewarded will be
eligible again after three more consecutive
years of Coaching).

TECHNICAL RESOURCES



1. **JUDGES TRAINING KIT** a resource for judges
contains DVD's and a folder of judging
sheets. Both new and experienced judges will benefit and
should contact their Chief Judge for information.
2. **New Zealand Coach Magazine** online at
www.sportnz.org.nz/get-into-sport/coaching-guide
3. **Technical Drills**, release date 1st July (and
updates) all available from the MNZ website



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will benefit and should contact their Chief
Judge for more information.



JUDGE WORKSHOP

for
Technical B & Technical C Judges

to be held at the ASB Sports Arena, Kemp
Street, Kilbirnie, Wellington on Sunday
26th August 2018, 10am – 4.30pm

All Trainee, Qualified and Graded Judges
are invited as well as Chief Judges and
Association Judge Training Personnel and
are to bring at least 12 of each grades
score sheets as distributed for the 2018-
19 season. Content will include both
theory and practical work with Teams over
three sessions throughout the day.

Accounting Software Promotion

Following on from our AGM, the Marching NZ Board have identified Nexia New Zealand as a potential partner to provide the Accounting package solutions sought.

Nexia NZ have a strong relationship with Xero and can offer Xero subscriptions that aren't available to the general public. Normally these are not available to non-Nexia clients but given the Director of Finance's relationship with Nexia New Zealand this has become available.

The offer is the **Xero Cashbook** to all Marching New Zealand Associations and Teams. This is great for those who have minimal reporting requirements. Details are below:

Xero Cashbook (No GST)

- \$20 per month (GST Inclusive)
- Direct Link to the Bank Account – as transactions occur in the bank account, they are fed through to Xero automatically.
- Cloud Based accounting – log in from anywhere there's an internet connection to access your file.
- Reconcile up 1,000 bank transactions per month.

There is no ability to raise invoices or prepare GST with this subscription. Alternatively,

Xero Cashbook (With GST)

- \$30 per month (GST Inclusive)

Set up Fee (One off) –

\$250 Includes GST (recommended)

This includes bringing in a Chart of Accounts, assistance with conversion balances (bringing in Bank balances etc.).

Alternatively, Xero support (via email) or their online help pages are good resources to assist with setup.

In order to commence, Nexia require a completed Direct Debit authorisation form that allows them to withdraw the Xero subscription fee on the 1st of each and every month.

Normally Xero's cheapest subscription is \$31.62 (GST inc) and you can only reconcile 20 bank lines per month so it's quite a saving. If you are interested, please get in touch with the Craig Rhodes at Nexia and we will make it happen and give you all the information you require crhodes@nexiachch.co.nz

Nexia can help you start working **on** your business rather than **in** it.

Dont just take our word for it -

[hear what our clients have to say](#)

Nexia New Zealand is an independent member of Nexia International



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Proprietor
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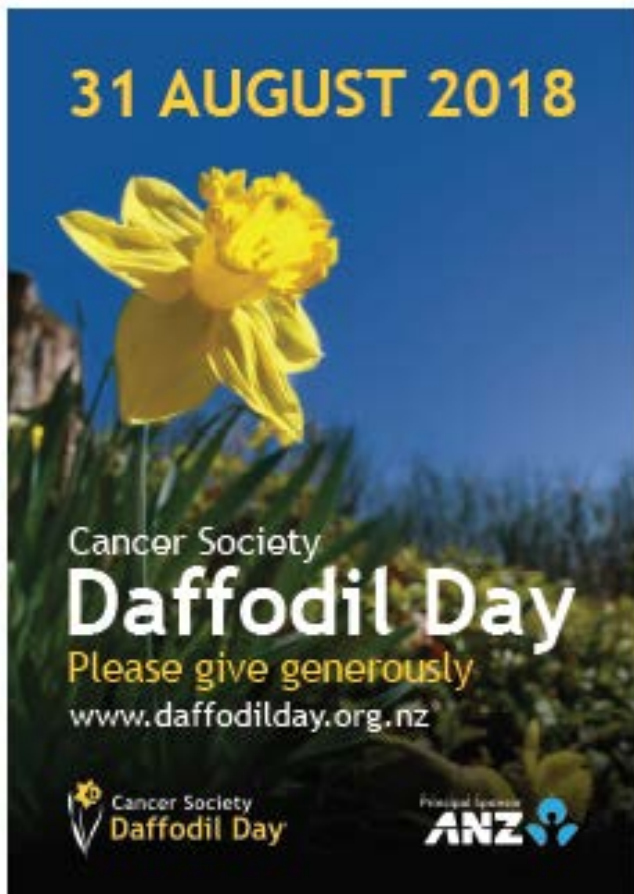
Glenview Shopping Centre, 220 Chaupo Road, Hamilton

GREAT NEWSKorKers are now making marching boots

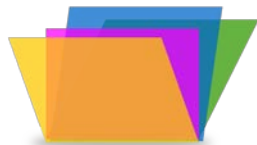


NZ CHAMPIONSHIPS

2019 NZ Championships to be hosted by
Marching Canterbury on 14/15/16 March 2019 at the
HORNCastle ARENA, CHRISTCHURCH
Official Opening Thursday, Qualifying March for all
Grades Friday, Championship/Plate March Saturday.
ENTRY FEE U/12 \$450, U/16/Snr/Masters \$560



ASSOCIATION NOTES



Association Leadership

Leadership is an observable, learnable set of practices. It is not something mystical and ethereal that cannot be understood by ordinary people such as ourselves. The principles are the same for sporting organisations such as ours, as they are for any management situation. We need to be accountable, transparent and fair to all we work with.

Challenging the Process – As leaders of your Association you should seek out new opportunities for development and be willing to change the status quo. You should be innovative, experiment and explore ways to improve the organisation. Any mistakes made, and there will be some, should be treated as learning experiences. Challenge means change but along with change we need to maintain something that is still constant. Therefore, you should maintain stability through change. We all know we need to preserve gains and stimulate new growth to fully grow. Growth = stability/retention plus new growth, neither one in isolation can be successful. As leaders in our sport we should be prepared to meet whatever challenges may confront us.

Shared Vision – We should look to the future with a positive and hopeful outlook. Be expressive and attract followers through genuineness and skilful communication. Show others how mutual interests can be met through commitment to a common purpose. History teaches one lesson over and over again. People will resist authority they do not respect.

Enabling Others to Act – We should develop relationships within the Association based on mutual trust and collaborative goals. Actively involve all members in planning and assist them to take ownership of development goals and other projects.

Modelling the Way – Be clear about our values and beliefs. Behave consistently with these values and set an example for others. Projects should be planned and broken down into achievable steps, thus creating opportunities for small wins. Use co-ordination as the reciprocal relating of all factors in a situation.

Encouraging the Heart – Recognise accomplishments and contributions to the common vision. We should encourage people to persist in their efforts. As leaders, we should express pride in our team's accomplishments. Let people know their efforts are appreciated. Pat yourselves on the back often.

Always remember, no 'one thing' ever causes a problem, ask 'what' is wrong, not 'who' and a big challenge of leadership is 'working with other's abilities as they are; not as you wish they were, nor as you think they ought to be'.

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## ISLAND CHAMPIONSHIPS

**South Island Championships**  
hosted by Marching Canterbury on 2<sup>nd</sup> December.

**North Island Championships**  
hosted by Marching Waikato on 8<sup>th</sup> December

## Volunteering is a two-way relationship

Good Volunteer management creates a win-win situation for the volunteers and the organisation. Historically, the organisation-volunteer relationship has been very one-sided, where an organisation seeks volunteers to benefit the organisation without consideration of any value that might be created for the volunteer. Broadly speaking, to help volunteers achieve their needs, the organisation must improve the experience of volunteers whilst overcoming the barriers to sport volunteering. By balancing the needs of the organisation and those of the volunteer, the organisation may well benefit from increased volunteer support over a longer period of time.

Organisations must develop a 'customer care' approach to Volunteer recruitment and management, matching the needs of the volunteer with the needs of the organisation will create a win-win situation.

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CONGRATULATIONS

Robyn Powell

Gaylene McRae

Awarded at the Association Annual Meeting

**LIFE MEMBERSHIP
MARCHING SOUTHLAND**

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## CONGRATULATIONS

Marching Canterbury who have 11  
marching competition and events  
planned for the new season

## IT IS TIME TO RETURN TROPHIES

Trophies are to be returned clean and sparkling and in excellent condition

by 31<sup>st</sup> August  
to Associations and  
to Marching NZ



## Community Post

There are a few things you need to check before you apply for Community Post.

- Check your eligibility to apply and application requirements.
- Applications will be considered from not-for-profit organisations using NZ Post services to carry out projects in their region. These projects must align with Community Post investment themes and benefit communities in your region.
- Applications must fulfil all of the following
  - ✓ be for a specific project. (Community Post is not designed for general administration and newsletter postage)
  - ✓ operate in, and benefit, the region(s) being applied to
  - ✓ require postage and/or an address database health check
  - ✓ relate to a project which fits within one or more of the community investment themes.

Projects that are **not eligible** include:

- x applications for the promotion or benefit of one individual
- x commercial ventures
- x completed or retrospective projects
- x local or central government activities
- x applications for cash, or New Zealand Post services other than postage included envelopes and/or an address database health check.

Applications online close **at 5pm on 31 August 2018**

## Congratulations

To all elected Association Committee Members and Association Appointees, thank you all for taking on these important positions within your Association and trust you will get great satisfaction through your involvement and enjoy the experience of being part of the Association Team.

**Enjoy the 2018/19 season**

## CHAMPIONSHIPS

|              |                        |              |
|--------------|------------------------|--------------|
| South Island | 2 <sup>nd</sup> Dec    | Christchurch |
| North Island | 9 <sup>th</sup> Dec    | Hamilton     |
| Southland    | 17 <sup>th</sup> Feb   | Invercargill |
| Wellington   | 24 <sup>th</sup> Feb   | Wellington   |
| Canterbury   | 2 <sup>nd</sup> March  | Christchurch |
| Otago        | 3 <sup>rd</sup> March  | Dunedin      |
| NZ           | 14 <sup>th</sup> March | Christchurch |
| NZ           | 15 <sup>th</sup> March | Christchurch |
| NZ           | 16 <sup>th</sup> March | Christchurch |

## THE PITFALLS OF PLANNING

### THE 'ONE-MAN' BAND

Sometimes it's easy for people to think, "*planning is the Chief Executive/Secretaires problem; its nothing to do with me*". This often leads to one 'hero' within the organisation going it alone & developing a plan without consultation, and results in a lack of 'buy-in'. Remember, the Board/Committee owns the plan.

### TOO MANY COOKS

On the other hand, some organisations consult too widely and nobody will let go unless their 'two cents' worth' has been incorporated in the plan. This can lead to a sense of going around in circles, rather than of progress.

### TOO DETAILED

Don't include more management content than is needed or relevant at a governance level. The Board/Committee should focus on the few 'must achieve' aspects of the plan, rather than be drawn into operational matters.

### TOO ACTIVITY ORIENTED

Planning statements should be about results, not activities. Specifying clear outcomes allows comparison of alternative strategies and enables the Board/Committee to track the achievement of results. If the focus is on activities, the plan is likely to be short-lived. Many planned actions may not hit the mark or may only succeed if there is commitment over a long period. The result is that the Board/Committee loses confidence in the plan as a whole and, along with management, feels under pressure to keep changing it. It is like digging up a plant to see how well it is growing

### TOO STATIC AND TOO SOON OUT OF DATE

Plans are often prepared on a three or five year basis, which means they date quickly and once adopted as governance documents they are seldom used actively. Developing the Board/Committees sense of strategic intent and priorities should be a continuing process. Every Board/Committee meeting should be a further step in the strategic 'thinking' process. The Board/Committee can start with defining the direction and key deliverables (results to be achieved, not actions) and then add further detail over time.