



MARCHING NEW ZEALAND INC

ANNUAL REPORT

2016-2017



MARCHING NEW ZEALAND

Mission (Why we exist)

To contribute to the health and wellbeing of all New Zealanders by providing, promoting and fostering Marching as a disciplined and organised sport with a difference

Vision (What we aspire to be)

Within reach of more people

Values (The behaviours we strive to demonstrate day to day)

* Teamwork

We –

- are dedicated and want to be part of a team,
- work together to achieve a common goal
- achieve goals while being passionate about something we love
- are passionate and strive to the best we can be

* Respect

We –

- value our people and maintain our self belief and trust in each other
- are customer focused with equal opportunities in a non-discriminatory and fair play environment
- are open and honest at all times
- respect the organisation by embracing challenge

* Creative

We –

- have the WOW factor, an awesome highly skilful performance, leaving you with an appetite for more
- achieve excellent results through organised performance
- like the challenge of achieving with precision and perfection the technical aspects of our sport

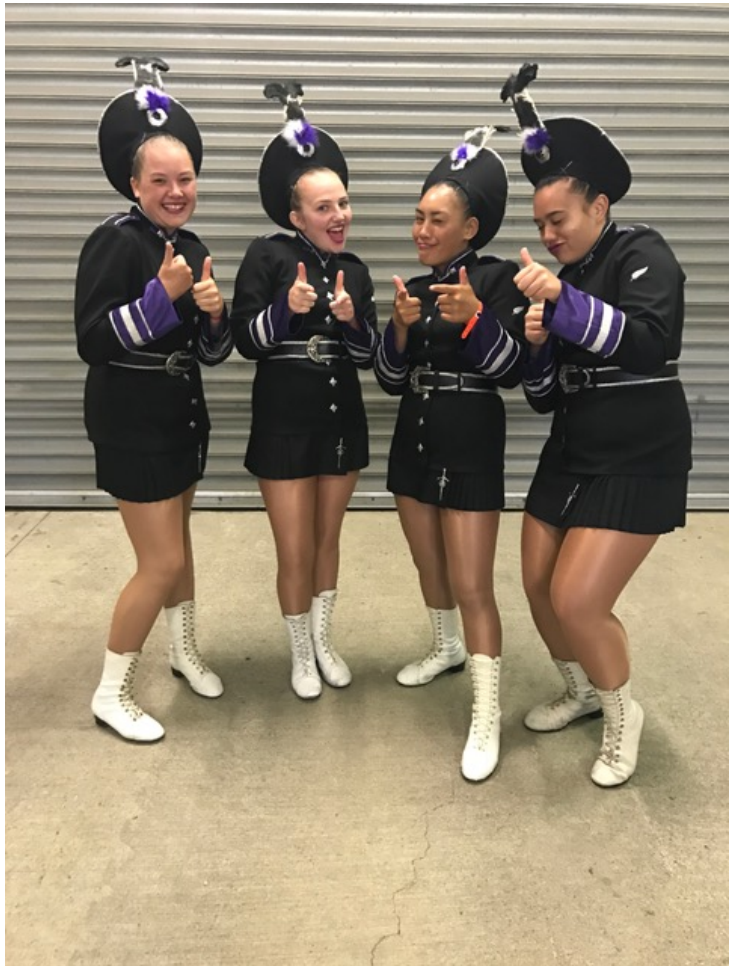
* Innovative

We

- strive continuous improvement
- are prepared to lead and are open to change
- deliver high quality programmes
- are always acting for the greater good of the Sport

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*Glennette U/16 marchers
who assisted at Medal Ceremonies for the NZ Sevens held in Wellington*

MNZ LIFE MEMBERS

Our esteemed Life Members, whose foresight and dedication have contributed greatly to marching in New Zealand over the past 72 years.

Mr Doug F MacDonald
Mrs Valda Hood
Mrs Jill R Williams ONZM
Mrs Jan E Hoad
Mrs Pam E Findlay MNZM
Ms Janine Brandhoj
Mrs Colleen F Pobar QSM

Mr John H Lloyd
Mr Paul J Phillips JP
Mrs Val P Browning JP
Mr W (Bill) J Jarvie
Ms Maree F Sharland
Mrs Diane Gardiner

Mrs Janice M Stayt
Mr Neill R McKenzie
Mr R D (Peter) Little
Mrs Dianne M Bond
Ms Sally M Costello
Mr Craig Rhodes

ASSOCIATIONS

Our Associations, responsible for the development of and for ensuring the strategic direction of Marching in their region is implemented and achieved.

Marching Auckland
Marching Hawke's Bay
Marching Nelson
Marching Otago

Marching Waikato
Marching Taranaki
Marching Marlborough
Marching Southland

Marching Bay of Plenty
Marching Wellington
Marching Canterbury

MNZ BOARD

Our Board, responsible for the long-term health and prosperity of Marching New Zealand, charts the direction of the organization and monitors management's performance on behalf of stakeholders

President	Mr John Lloyd
Director of Finance	Mr Craig Rhodes
Board Members	Mrs Karen Bedingfield, Mrs Marie Brown, Mrs Shona French, Mr David Miller JP
Chief Executive Officer	Mrs Diane Gardiner

TECHNICAL WORKING PARTY

Our Technical Working Party, work toward a unified standard of drills, routines and judging and provide the Board with recommended details for all grades relating to Championship and Competition technical requirements and training programmes for up-skilling of Coaches and Judges.

Technical Manager	Mrs Barbara Newman		
Director of Coaching	Mrs Colleen Brooking	Director of Judging	Mrs Jan Hoad

BOARD WORKING PARTY – Association Committee

The Board Working Party – Association Committee was appointed in May 2015 and comprised Mr David Miller (Co-ordinator) Board Member, Mrs Shona French, Mrs Pam Findlay (MNZ Life Member), Mrs Sherryn Wells (Marching Auckland) and Mrs Robyn Powell (Marching Southland). Task; to undertake a review of performance within Associations including the operating composition options of Association Committees and determine a Best Practice structure and method of operating. In addition, to review the profiles around suitably qualified personnel with the required skills and abilities to administer the Sport and to attract and retain those people and a broad succession plan to ensure that Associations are well-equipped to meet the challenges of the Sport and its development going forward.

This report is presented on behalf of the Board of Marching New Zealand Inc and covers the 12-month period from 1 April 2016 to the 31 March 2017

MNZ BOARD

The composition of the Board was unchanged at the 2016 Annual Meeting and President Mr John Lloyd presided over meetings during the year ensuring all discussions resulted in outcomes that would 'grow the sport' in line with the goals in the Strategic Plan, *to Grow the sport through increased levels of participation, to Ensure good governance and management of marching at the national and local level, to Deliver valuable programmes and official accreditation and to Increase the profile and national awareness of marching as a sporting option.* John has been supported at the Board table by Director of Finance, Mr Craig Rhodes and Board Members Mrs Karen Bedingfield, Mrs Marie Brown, Mrs Shona French and Mr David Miller JP. The MNZ Board is a governing Board, in a position of trust. It holds in trust not only the organisation's physical and intellectual assets but also the efforts of those who have gone before. It preserves and grows these things for the current and future generations.

The Board met for four regular meetings during the year, May, August, November and January plus a short meeting prior to the Annual Meeting in June. All meetings commenced Friday Evening and concluded in time for all to return home on the last flights from Wellington on Saturday Night. The Board continue to hold these meetings at the Brentwood Hotel, Wellington and meet with the Technical Working Party at every meeting, except the short meeting prior to the Annual Meeting. The Brentwood Hotel has been the venue of choice for Board Meeting for 10 years now and the environment is very conducive to productive meetings attributed in part by the exceptional service and co-operation from all members of staff.



Board Members take responsibility for their own continued growth and development to up-skill in governance principles and boardroom best practice without incurring any travel expenses by attending local workshops, forums and seminars, many of which are provided free through the local Regional Sports Trust, or by utilising material and online resources via the Sport New Zealand web-site.

All Board Members set high standards of themselves, and undertake a Meeting Effectiveness test at the end of every meeting with each Board Member rostered to lead the meeting review and determine its effectiveness. Identified areas of 'less effectiveness' are addressed to maintain the high standards, as effective governance is critical at the Boardroom table where all decisions made comply with standards and targets established by our stakeholders. The online Sport NZ Governance Evaluation was not undertaken during the year, the last evaluation review identified a need for a new evaluation to raise the bar of meeting effectiveness. A new evaluation will be sourced and undertaken next year 2017-2018.

The Board continues to utilise the use of and benefits that ad hoc Working Parties add to the Boards effectiveness and time management of Board Meetings. All ad hoc Working Parties have a Board Member appointed as the Working Party Co-ordinator and the President and Board Members are conscious of the workload of other members on Working Parties and appreciate the commitment each member gives to the tasks. During the year, the one operating ad hoc Working Party (Association Committees) has struggled to progress any direction from input presented at the last Annual Meeting. The rule change to present remits for Rules of Participation every second year necessitated an extension to the time frame for the Working Party to complete the work and present any rule changes to the 2018 Annual Meeting.

The Board receives regular reportage from the Chief Executive Officer, the Technical Working Party and Board Appointees on matters not specifically covered by the Annual Administrative Review or the Strategic Plan.

The Annual Business Plan covers the period 1 July 2016 - 30 June 2017 and is purposely aligned to these dates in line with the Sport New Zealand Investment Plan. The Annual Business Plan is a record of the intended 'actions' to be covered during that timeframe.

The Strategic Plan, along with the Constitution, Policies and Rules of Participation and the Organisational Policies continue to provide the directions and rulings on the Sport and the Board ensures they are adhered to. All documents are annually reviewed as per the Review Schedule and action taken where found necessary.

HONORARY SOLICITOR

The Annual Meeting, on the recommendation of the Board, reappointed Mr Hamish Walker of Izard Weston, Wellington as Honorary Solicitor for Marching New Zealand and whilst his service was not required during the year, it is reassuring that any advice is only a phone call away.

FINANCES

The Annual Meeting, on the recommendation of the Board, reappointed BDO of Christchurch the Auditors for Marching New Zealand.

The financial viability and sustainability of the organisation is essential if we are to achieve our vision. Mr Craig Rhodes, as the elected Director of Finance for the organization continues to provide excellent reportage for every Board Meeting and Annual Meeting. His professional expertise, accountancy skills and understanding of the legal requirements is invaluable and the Board is indebted to Craig for his professional expertise and prudent financial management.

MNZ BOARD APPOINTMENTS

The Board extend sincere thanks to all Board Appointees for the time each and everyone contributes to the successful running of the organization whilst holding a MNZ Appointment position. All appointees ensure that the duties of their Job Profile are met and as volunteers are much valued and appreciated team members assisting the Marching New Zealand Board.

Trophy Custodian	Mrs Sherryn Wells (Auckland)
Publications and Merchandising Co-ordinator	Mrs Dianne Burton (Canterbury)
Judging accreditor	Mrs Sherryn Palmer (Canterbury)/Mrs Sue Stenning (Southland)

Sherryn Palmer resigned from the position of Judging Accreditor during the year. A position she has held for 16 years, and will be recognised for on an appropriate occasion. The Board, on the recommendation of the Director of Judging, appointed Sue Stenning as her successor.

TECHNICAL WORKING PARTY

Technical Manager	Mrs Barbara Newman (Canterbury)
Director of Coaching	Mrs Colleen Brooking (Wellington)
Director of Judging	Mrs Jan Hoad (Otago)

The Technical Working Party have worked diligently during the year ensuring that unified drills, routines and judging as outlined in the Policies & Operation (Technical) Manual are maintained despite confronting challenges from both Coaches and Judges during the on-field season with the introduction of new judging sheets. The Board approved a Group Advisors Retreat to address the judge sheet issue and it is imperative that the outcome creates harmony and results in an outcome that benefits and improves both, the Coach and the Judge.

The Board receive regular reportage from the TWP at every Board Meeting and whilst face-to face meeting time has been reduced the Board appreciates the comprehensive reportage and supporting documentation for requests and recommendations for technical matters not covered by Policies. Individual annual reports from the members of the Technical Working Party allude to the various technical activities undertaken and completed during the year.

The Director of Coaching and Director of Judging attended the North Island Championships held in Tauranga hosted by Marching Waikato and the South Island Championships in Nelson hosted by Marching Nelson. All three members of the TWP attended the New Zealand Championships held in Invercargill hosted by Marching Southland.

WORKSHOPS / DEVELOPMENT PROGRAMMES

The Board sees the delivery of valuable training and up-skilling opportunities through Workshop and Development Programmes as vital to the development of our Volunteers in their roles as Administrators, Coaches and Judges. The Board maintains that the tools and resources provided by Marching New Zealand are invaluable and a great investment of time and budget.

Workshops and Development Programmes provided during the year included Judge Accreditations, Coach Accreditation, Judge Training at Island Championships, Judge Learning Workshop and Workshop for Association Chief Judge and Coaching Co-ordinator. There was no Administration Workshop held during the year.

Judges entering as Trainee have again increased. However, many Trainees have not progressed the pathway to Qualified, an area the Board has asked the TWP to address. It is paramount for Trainee Judges to be encouraged and be given the training and support to achieve Accreditation. Lack of Qualified Judges eligible for selection to Island and National Panels has been identified by the Board as a Risk to the Sport and the Board and Director of Judging are looking for mitigation actions that will reduce the Risk. It was disappointing that so few Judges took the opportunity to undertake Judge Training and 'shadow judge' at the Island Championships. Judges have a personal responsibility to continue their development and up-skilling to achieve the level of judging to which they aspire to.

Coach Accreditation numbers for Level One increased. Provided free and readily available day or night online via the MNZ website, it may be designed to meet the need of the entry level Coach, but it can be used as a refresher for the longer serving Coaches. Level Two remains on the agenda for development.

GROUP FOR CHANGE

The environment within the Sport had been identified as an area that, if changed, would grow the Sport of Marching and a Group for Change was organised to meet with the objective - *With an open mind 'brain storm' ideas that if implemented or changed would grow the Sport of Marching. All ideas MUST result with an outcome of growth BUT do not require the detail to attain that outcome.*

Sincere thanks to Facilitator, Maree Sharland and Group for Change members Jaen Bosch (Auckland), Stacey Sime (Hawke's Bay), Amy Alcock-Costello (Waikato) and Pam Benseman (Marlborough) who met in Wellington in October for a 'Blue Sky Thinking' weekend. Emily Davidson (Wellington) was unable to attend but did share some written thoughts with the group.

The comprehensive report of their thinking presented to the Board by the Group was more than was expected and they are commended for the 'out of the box' vision that will be a very big and direction changing topic that is going to take considerable time to get into, process and action. The Group for Change did report that the seven key topics for change, each being completely separate will combine into one package eventually.

The key topics are

- 1 International Affiliation – need to embrace similar sports
- 2 Professional Presentation – promotion of the Sport
- 3 Annual – Training & Resources
- 4 Restrictive Rules – administration and judging
- 5 What – Sport / Performance – accept/present as a Performance Sport
- 6 Showcasing – Competitions including NZ Championships when and how
- 7 Technology – moving with technology

The Board are very much in favour of the principle, the concepts and key ideas presented for 'change' and are prioritising and plotting the direction/pathway going forward, being conscious not to over commit and under deliver whilst at the same time continuing with 'business as usual'.

SPORT NEW ZEALAND



We have almost completed the first year into our new Community Investment Plan with Sport New Zealand and look forward to feedback on our progress on our initiatives under COACH DEVELOPMENT - *Improve the quality and capabilities of Coaches and* WORKFORCE DEVELOPMENT – *Improve Officials & Volunteer capabilities.*

The new funding process was finalised during the year and the funding reported in the 2015-16 Annual Report as an 'offer' for the next four years became the agreement.

Marching continues to receive regular communications from Sport New Zealand via the Sport Partner Update which provides topical information and research/studies/surveys and results within the sporting sector. We also have access to valuable and best practice resources, developmental tools and forums.

The Board thank our Contact Manager, Mr Craig MacFarlane for his continued support and interest of Marching.

ASSOCIATIONS

Associations have continued to deliver marching opportunities in their regions and the Board sincerely thank the Volunteers on the Association Committees and the support Volunteers who have been given time freely to help throughout the year. All Association Committees are built of 'volunteers' giving of their time for the benefit of others. Thank you all, your ability to handle the day-to-day operations and management of marching in the regions is much appreciated.

Sadly, Marching Bay of Plenty are in the process of recess and once completed will reduce Association numbers to ten, five in each Island. The demise of any Association is a concern as history has shown that a recessed Association is difficult if not impossible to return into action. The Board does have concerns for the financial viability of several Associations to which the Director of Finance, in a Mentor role, offers budgeting and financial advice for better outcomes that will return the Association an operating surplus.

Board Members as Board Mentors, recognise the value in maintaining regular communication with the Association and continue to offer solutions to problems. More documentation has been made available direct from the MNZ website and provides a wider communication reach. The monthly Newsletter, also available from the website, provides a direct communication link between the Board and the 'grass-roots' membership, however, this communication tool is under review and a decision for any change is pending. The monthly checklist for Association Secretaries is a reminder of compliance matters and administrative deadlines and tasks for the Association Committee to undertake and meet.

MEMBERSHIP

At more than one meeting during the year, the Board were confronted with the discussion around the sustainability of some Associations and for the national organization also should numbers continue to decline. A membership of 1000 has been deemed the 'red flag number' by the Board and it is hoped that Association Committees are also having the discussion around numbers.

The shining star in the membership statistics is for Under 12 Grade marchers, which for the third year have recorded an increase, albeit ever so slight, it is an increase. Marcher numbers and Team numbers for the Grade is the same as it was 5 years ago.

The Membership statistics record an overall 5% decline in membership, BUT an increase in retention level to 67%, the highest level in the past 15 years. It is hoped this increase is in part resultant of the Board initiative to improve retention with the Coach Incentive from the 10 Pillars Programme. This initiative rewarded 46 Coaches with a \$50 Voucher for three-years consecutive service as a Team Coach. Each, and every one of those 46 Coaches is sincerely thanked for the commitment to the Sport in the role of a Coach. The Board was delighted with that number of Coaches and have agreed to continue the Coach Incentive Programme.

The second initiative to improve retention will take affect this October when 'Shared Subscriptions' become available for the 34 members who introduced a new member last year. When they and the new member they introduced re-register this season they will 'share' the subscription.

Congratulations to Marching Auckland, Wellington, Canterbury and Southland who have all recorded an increase in membership, we need to share these success stories around other Associations.

Throughout the year we encountered times of loss and sorrow with the passing of members of our marching family. The Board extends condolences to all Marching New Zealand Members who sadly lost members and to all marching families who too, have lost loved ones during the season. The contributions and service to our Sport as members, mentors or in support roles will be cherished and remembered as we continue marching on.

SERVICE

The following were presented with MNZ Service Awards in recognition of service to our Sport. The presentation was made in the first instances by the MNZ President at the MNZ Annual Meeting, then at a Marching NZ recognised event or local competition by Board Members.

Service Award (10 years)

Mrs Anne Burton (Wellington)

Ms Becky Butt (Canterbury)

Long Service Award (10+10 years)

Ms Tracy van Stijn (Otago)

Extended Long Service (10+10+10 years)

Mrs Olive Matheson-Croudin (Auckland)

Mrs Jill Charlton (Waikato)

Mrs June Elliott (Taranaki)

Ms Wendy Lappin (Wellington)

Mrs Sherryn Palmer (Canterbury)

Mrs Raewyn Shaw (Canterbury)

NEW ZEALAND CHAMPIONSHIPS

To the organising committee of Marching Southland sincere thanks for hosting the 2017 NZ Championships indoors at the SIT Velodrome in Invercargill. The 'southern' hospitality extended to all in attendance, including FREE entry, was very much appreciated and contributed to a wonderful experience. From the Official Opening to the Closing Flag Ceremony after the presentation of Championship Awards provided an event befitting the status of a National Championship and one that all participants enjoyed and will remember. The media coverage including coloured front page reportage and the crowd attendance on both qualifying and championship day ensured that Marching remains a sporting option in Southland. For the record the 2017 Champion Teams were:

<u>Senior:</u>	Champion Team:	Eclipse (Canterbury)
	Champion Technical Drill Team:	Eclipse (Canterbury)
	Champion Display Team:	Eclipse (Canterbury)
<u>Under 16:</u>	Champion Team:	Eclipse (Canterbury)
	Champion Technical Drill Team:	Eclipse (Canterbury)
	Champion Display Team:	Eclipse (Canterbury)
<u>Under 12:</u>	Champion Team:	Eclipse (Canterbury)
	Champion Technical Drill Team:	Glennette (Wellington)
	Champion Display Team:	Eclipse (Canterbury)
<u>Masters:</u>	Champion Team:	Bandoliers (Wellington)
	Champion Technical Drill Team:	Bandoliers (Wellington)
	Champion Display Team:	Bandoliers (Wellington)

CONCLUSION

What does the future hold? Relationships between MNZ and the regions, the grassroots of marching must be maintained for without each other what will be the worth of any outcome of 'change'. The Board is committed to progressing the work presented by the Group for Change, endeavouring to be communicative, transparent, professional and timely with all stakeholders. Without an effective relationship Marching New Zealand will be unable to achieve or deliver on the vision.



CHIEF EXECUTIVE OFFICER

President's Report to MNZ Annual Meeting June 2017

In my report to the 2016 MNZ Annual Meeting, I spent some time deliberating on the then new 2016-2020 Strategic Plan and in particular the four Goals relating to Membership, Management, Finance and Education.

The Board had identified as one strategy to move the Sport forward towards the first Goal ***“There is a measurable increase in membership numbers and growth in participation in marching activities”***, that significant changes may be required. A small group of members was invited to work over a weekend in the latter half of 2016 under the facilitation of MNZ Life Member Maree Sharland to kick-start a direction of thinking. They became the “Group for Change” referred to in the Annual Report. First-hand reportage by Maree at this Annual Meeting will take this exercise another step forward.

What has been done since the membership DECLINE first became apparent in the late 1970's and has continued to spiral ever since, has not provided the REVIVAL that has been hoped for. We will continue to get the same results, that we all know are of concern to many of our current membership unless we accept the need for some CHANGE, or we will see a continuation of membership decline, but how long can that last?

The Board maintains a results-focussed approach and in particular discussing and debating strategies that have the potential to take the Sport forward to the attainment of the four Strategic Goals. It was during one of these intense periods of consideration, that a reflective message was sent to me by a close friend. It gave me a few things to think about in my own life and I was easily able to re-adapt some of the wording and translate them to where Marching is in accepting DECLINE IN MEMBERSHIP as something of the past and finding answers that will stimulate REVIVAL. Sometimes it is the simplest of stories that make us ponder the most. I have adapted the message slightly to ensure its relevance to Marching:

“THE BLACK DOT”

One day a professor entered the classroom and asked his students to prepare for a surprise test. They all waited anxiously at their desks for the exam to begin.

The professor handed out the exams with the text facing down, as usual. Once he handed them all out, he asked the students to turn over the papers.

To everyone's surprise, there were no questions – just a black dot in the centre of the sheet of white paper. The professor seeing the expression on everyone's faces, told them the following:

“I want you to write about what you see there”. The students, confused, got started on the inexplicable task.

At the end of the class, the professor took all the exams, and started reading each one of them out loud, in front of all the students.

All of them, with no exception, defined the black dot, trying to explain its position in the centre of the sheet.

After all had been read, the classroom silent, the professor started to explain:

“I’m not going to grade you on this, I just wanted to give you something to think about. No one wrote about the white part of the paper. Everyone focussed on the black dot – and the same can happen in our lives (Marching?) unless we are careful.

We have a white piece of paper (Marching Product) to administer, observe and enjoy, but do we always focus on the dark spots?

We have a gift (Marching) that has been given to us, with love, to care and celebrate. However, do we insist on focussing only on the dark spots?

The dark spots are very small when compared to everything we have, but these are the ones that pollute our minds? Take your eyes away from the black dots and focus on the bigger picture and give REVIVAL a CHANCE!!!!”

A big thank you to each member of Marching New Zealand for your efforts in a participating or supporting capacity during the past year. Anecdotal evidence would suggest the possibility of a number of new Teams coming THROUGH THE DOOR for 2017-18. May they be welcomed warmly, and experience an existing membership that is earnest, vibrant and positive and taking on board the message conveyed in the “The Black Dot” message above.

GOOD LUCK, ENJOY AND HAVE FUN ALONG THE WAY.

John

John H Lloyd
President
23 May 2016



Report to Annual Meeting **June 2017**

This report covers the activities of the Technical Manager from 01 July 2016 to present

Technical Working Party (TWP) - 2016/17

Technical Manager: Barbara Newman
Director of Coaching (DoC): Colleen Brooking
Director of Judging (DoJ): Jan Hoad

Meetings

The TWP met in August, November, January and May in Wellington to discuss the technical aspects of our sport, organisation of appropriate workshops to up-skill Coaches and Judges. We also took the opportunity at the Regional and National Championships to continue communication to move the sport forward in a positive direction. A continued progress of work saw the TWP continue to meet all deadlines required of them from the Board and work continues toward creating a unified standard in line with current drills and routines that are approved by the Board.

Policies and Operations Manual (Technical)

01 July release was sent electronically to all Association Secretaries, Coaching CoOrdinators, Chief Judges and Marching NZ CEO. Those releases included:

- Changes to the Senior Q/C/M
- New Under 16 Review & Inspection
- New set of Judges Sheets – released 31 August with Section 12

The 2016/17 season saw the introduction of a new judging position – Compliance Judge. This judge would only judge the Leader hitting the disc with the correct foot whilst performing the Quickstep/Compliments/Movements phase. The judge is elevated and positioned at the back of the contest field. While the TWP acknowledged to the Board that there was a shortage of judges in New Zealand we considered that this position would/could also have the potential to whet a person's appetite enough to maybe pick up one of the graded positions at a later date.

All Associations were provided with a Marching New Zealand Judges Platform Guideline – a health and safety guide.

The Policy & Operations Manual (Technical) was continually updated on the website along with any updated Coaching and Judging resources.

The Manual is available for purchase from the Technical Manager for \$30.00.

Accreditations

Marching New Zealand Level One Coaching Accreditation is available on the Marching NZ website. This is compulsory to Coaches after they have completed one year as a coach.

Level Two Accreditation is still a work in progress.

National Judges Practical Workshop

15 October, Christchurch

Objective

The Judges Practical Workshop objective was to increase the skill and knowledge base of the technical/display aspects of our sport with a large emphasis on practical training with new sheets.

Outcome

Judges to have confidence in completing the new "movement by movement" sheets (technical section) and to give coaches useful information in the 2016/17 season.

Thanks are expressed to Marching Canterbury for allowing the Technical Working Party to use their Opening Day for the Judges Practical training. Canterbury had the most teams available and all teams who entered are also thanked for providing judges with two performances in the technical and display sections.

The workshop start started late due to flight delays from Wellington, Auckland, Dunedin and Southland. Cotswold School was the base for all theory where the Judges split into their own Technical A,B,C,D and Display sections led by Group Leaders.

The workshop was planned to be long, action-packed and tiring. It was intended that the attendees would be going home exhausted. Unfortunately, it would be fair to say that the TWP were disappointed with the outcome and with the lack of effort by some judges. The intended review of the sheets after the competition was non-existent. The workshop did not pan out as we had planned.

The TWP use previous evaluations to base their next workshop content on. Evaluations from this workshop that were received have been taken on board and some valuable ideas for future workshops noted. While there was plenty of criticism of the new sheets produced, it was pleasing to read some of the evaluations appreciating the TWP for the effort put into creating and implementing movement by movement sheets.

Association Chief Judge/Association Coaching CoOrdinator Workshop

16 October, Christchurch

A day dedicated to the Association Chief Judges and Coaching CoOrdinators facilitated by the Directors of Judging and Coaching was held the day after the Judges Practical Workshop at Cotswold School. By all accounts it went very well. The evaluations received were all positive.

Thanks are expressed to Marching Canterbury's Chief Judge Kaylene Mokotupu and her husband John for transporting the Judges to and from venues/airport and also to Ali Rhodes and Xanthe Newman for the wonderful job they did catering both workshops.

Island Championships

South Island Championship – Marching Nelson – held in Nelson (4 December)

North Island Championship – Marching Waikato – held in Tauranga (10 December)

The Director of Judging and Director of Coaching attended the South and North Island Championships. They were both in an official capacity at the South Island event but as observers at the North Island championship. Note taking and communication after the events ensured that Coaches were informed of errors observed and Judges were assessed assisting the Director of Judging to confirm selection to a New Zealand panel for the 2017 New Zealand Championship.

New Zealand Championship – Invercargill

Marching Southland hosted the Championship efficiently and the TWP were made to feel welcome. I hope the publicity and exposure of marching in the southern region pays off for them in the coming season. All personnel were a pleasure to work with. The contest field was a challenge for the field laying team as the Stadium staff had just 'plonked and taped' the carpet down and this certainly was not to the standard that our teams have been accustomed to. After a total re-lay of the carpet it was well presented at the time of the official Opening Ceremony. Thanks to the Ground Laying team. The day flowed and kept to the timetable.

Group Advisors Retreat – May 2017, Dunedin

A meeting in Dunedin was held with all Group Advisors with a last minute apology from one participant due to medical conditions. An opportunity was given for every coach and judge from our membership to put forward submissions for consideration to amend/address/alter the judges sheets. All submissions were considered and a productive meeting was had.

Upcoming Scheduled Workshops

- July 8/9, 2017 - Wellington – The Director of Coaching will be hosting a National Coaches workshop and 47 invitations have been extended to all those coaches whose teams were in the Plate March at the recent National Championship, as well as Open Free Choice Coaches and new coaches. The content of this workshop carries on from work undertaken by the Director of Coaching at the National Road Show individual team trainings.
- All Judges (including Trainees) will again be given an invitation to shadow judge at the Island Championship of their choice. This will be at their own expense and an intention to attend will be required.

During this past year the Director of Coaching has reported to the Board that – *“she has seen a step up in technical skills viewed by her at the Island Championship, we believe, is credit to the educational training plan that we have in place.”*

The TWP are confident that the Workshop Schedule they have in place is catering to the needs of all coaches and judges. It is reviewed often and should an area of concern arise consideration is given to the possibility of a further workshop being offered.

Social Media

I wish to record in my report a continued disappointment at some of our members who constantly complain/criticise and try to get others to buy in on their negative approach to the technical side of marching. We, the TWP, are kept well informed of these comments.

Upcoming Activities and Matters for Consideration

The TWP continue to have matters on their agenda to be discussed -

- Level 2 Accreditation for Coaches - ongoing
- Continuing to ensure that the judging system is fair and just to all members
- Rotation of Quickstep/Compliments/Movements

- With the new judges sheets (not system) presented we will be discussing the possibility of providing an opportunity for the Tech A/B/C/D Judges to have their own workshop in the 2018/19 season (to check on the progress of the sheets).

In conclusion – I wish to express my thanks to Jan Hoad (DoJ) and Colleen Brooking (DoC), both of whom have the best interest of marching at heart. We are a supportive team and work well together. I look forward to seeing the continuing development and education of both the coaching and judging aspects of our sport.

My thanks are also expressed to the Board and CEO for their support over the past year.

Barbara Newman
Technical Manager
May 2017

MARCHING

NEW ZEALAND



DIRECTOR OF COACHING ANNUAL REPORT FOR 2016-17

It gives me great pleasure to report to you from the office of Director of Coaching.

This season I have undertaken the following

- Meetings with the TWP
- Meetings with the Board
- Association Coaching Co-Ordinators Workshop
- North & South Island Champs
- New Zealand Champs

COACHING CO-ORDINATORS:

My many thanks to the Association Coaching Coordinators for their time and commitment to their duties throughout the season many doing far more than their job description details. For those few that went above and beyond their duty are what I call true dedication to the sport of marching and I thank you all.

As in my last AGM report I still believe that Associations should be trying to find personnel to fulfil the Coaching Coordinators role that only have that hat to wear. I understand that this can be easier said than done but I'm sure all of our Associations must have ex coaches who if approached would hopefully put their hands up. Common sense would then prevail and the person doing the job would be there for the betterment of the sport as a whole and the coaches could then just concentrate on coaching the teams and not have to be bogged down with other roles to play.

Coming together is a beginning.
Keeping together is progress.
Working together is success.

The following were the duly elected Association Coaching Coordinators for this season:

Auckland	Judith Fletcher/Nicole Hiscoke
Waikato	Karyne Cassells
Taranaki	Kim Coley
Hawkes Bay	Shoanna Forrest
Wellington	Claire Burton
Marlborough	Anita Ireland
Nelson	Jodie Jenkins
Canterbury	Becky Butt
Otago	Michelle French
Southland	Tracy Boniface

Reports have been received from all but a couple of Coaching Coordinators in the lead up to all Board meetings; I thank each and every one of you for taking up this position especially those that are coaching teams or are wearing other hats within your Association, your work that you do locally with your teams is very much appreciated.

The key elements in the art of working together are how to deal with change, how to deal with conflict, and how to reach our potential...the needs of the team are best met when we meet the needs of individual persons.

Association Coaching Co - Ordinator Workshop

This was held in October and all but two coaching coordinators attended.

We were able to look at the job of these coordinators and discuss the problems they have with above and beyond expectations from coaches within their Associations.

Everyone contributed well and hopefully left with more knowledge to the position they hold.

Nationals

My sincere congratulations to Marching Southland for the wonderful job they did in hosting the Nationals. I personally found the venue was great, the personnel were only too willing to go the extra mile and the opening was great, you set the scene for a wonderful two days of marching.

Then the teams came to the party putting on performances that far out-weighed the Island events, the improvement I was told by my other colleagues was outstanding and I congratulate all the coaches, for the hard work that you put in.

There was very tight competition on the final day in all of the grades and my goal is that every season this becomes a lot tougher as each coach keeps upskilling their knowledge and challenging themselves to go on and take the next step with their teams.

Special congratulations to all the teams and coaches who were placed well done and well deserved.

I would like to mention the Chaperones and Managers in this report the work that you do for your coaches and teams is outstanding and the improvement of the appearance of the teams was a credit to the chaperones and does not go unnoticed

Technical Working Party

I have enjoyed my time working with my two other colleagues I especially love the debates/challenges that we have at our meetings.

Thanks also to all the Board members & Diane for your encouragement and guidance.

Kind regards,

Colleen



DIRECTOR OF JUDGING REPORT TO MARCHING NEW ZEALAND

ANNUAL MEETING 25TH JUNE 2017

It is my pleasure to report on the Office of the Director of Judging for the 2016/17 Season of Marching New Zealand.

It has been another busy year that has included my attendance at Meetings of the TWP in August, November, January and May, along with attendance at both South and North Island Championships in December and the MNZ Nationals in March. The Season also included the Judges/Chief Judges Workshop in Canterbury in October 2016 and the Group Advisors Retreat in May 2017.

In conjunction with the Technical Manager and the Director of Coaching, I have reported regularly to the Board on all matters pertaining to Judging, Mentoring and Accreditation activities throughout the year. All updates were promulgated through to the District Chief Judges at the time of each release.

CHIEF JUDGES:

My sincere thanks to the Association Chief Judges for their time and commitment to their duties throughout the season.

The following are the duly elected Chief Judges for 2016/17.

Southland	Gaylene McRae
Otago	Katharine Simonsen
Canterbury	Kaylene Mokotupu
Nelson`	Nicky Rillstone
Marlborough	Lorraine Clemmett
Wellington	David Miller
Hawkes Bay	Dawn Ladd
Taranaki	Sandra Ngatai
Waikato	Jill Charlton
Auckland	Lorraine Herbert

Reports or Minutes have been received regularly from Waikato, Hawkes Bay, Wellington, Nelson, Canterbury, Otago and Southland. Intermittent reports were received from Taranaki, Auckland and Marlborough

Once again I need to stress how important it is that this Office receives regular reports on what is happening in your area as it is important to keep the channels of communication alive.

LOCAL PANELS:

To those of you who have assisted your fellow panels by travelling the length and breadth of the Country week in week out my sincere thanks. The assistance you all give in this way is immeasurable and is shown by the improvement in our teams as they prepare for their major events.

According to the advice I have received the current Judging numbers (including, Trainee, Qualified and National Judges) throughout the Country are as follows:

Auckland 3 Trainees, Waikato 8, Hawkes Bay 3, Taranaki 5, Wellington 7, Nelson 4, Marlborough 4, Canterbury 10, Otago 7, Southland 7, a total of 58 which is the same as for 2015/16.

The section breakdown for Judges is as follows:

Technical A = 2 Trainee, 1 Qualified, 5 National, 1 Regional

Technical B = 3 Trainee, 1 Qualified, 6 National

Technical C = 1 Trainee, 3 Qualified, 4 National

Technical D = 3 Trainee, 1 Qualified, 4 National

Display = 3 Trainee, 3 Qualified, 9 National

Compliance = 5 Trainee, 2 Qualified, 1 National

While the overall number of Judges has not increased the Trainee numbers at 17 are encouraging and I urge all Chief Judges to keep on shoulder tapping to further increase your local panels.

GROUP ADVISORS:

Group Advisors this season have been Sue Stenning (Tech A), Kaylene Mokotupu (Tech B), and Victoria Law (Tech C) and Sue Cornelius (Tech D) and Victoria Kingsley-Holmes (Display) My thanks to all of these ladies for their support and assistance to their fellow judges throughout the season by way of assessment of the score sheets sent through to them along with any other queries they were able to help with.

Thanks also to Sally Costello and Janine Brandhoj who stepped away from their roles of Mentors/Group Advisors after several years.

A very successful Group Advisors Retreat was held in Dunedin on 20th May where all but one who was unable to attend due to hospitalization, picked over the method of judging and how best to move forward in the new season with movement by movement judging. Submissions were received from most judges in each section as well as some that were received by the Director of Coaching and these were all on the table for discussion. From the submissions received a completely new sheet and method of scoring for both Tech B and Tech C has been accomplished and the Scoring Ladders have been removed from all sheets. I am hopeful that we have come up with the right solution this time around and while it probably will still not satisfy everyone I believe it is the right way to go.

ACCREDITATION:

It was pleasing to have 3 candidates come forward for National Accreditation which was conducted at the South Island Championships in Nelson. Congratulations are extended to Kaylene Mokotupu of Canterbury, Technical B, Donna Hayes-Cox of Otago Display and Maryan Zentveld of Taranaki, Display, who all successfully completed their accreditation to National standard.

Thanks to Sue Stenning for her work in preparation of the papers for the Candidates for Grading and the subsequent overseeing, marking and assessment of them. Thanks are also expressed to Sherryn Palmer who was able to guide Sue through her first Accreditation process.

Qualifying Exams have been successfully completed by the following:

Clare McKissock	Waikato	Technical C
Connie Shepherd	Waikato	Compliance
Kevin Gray	Wellington	Technical D
Linda Hine	Canterbury	Technical C
Tracey Penfold	Canterbury	Display
Stacey Hogg	Canterbury	Compliance
Celine Robertson	Otago	Technical B
Cheryl Hill	Southland	Display
Deidre Fairlie	Southland	Compliance

Congratulations to all of the above and to their Chief Judges for training and guiding them through this process.

Thanks also to Kaylene Mokotupu, Victoria Law and Victoria Kingsley-Holmes for providing in depth assessment of Judges who submitted Qualifying Exams in the Tech B, Tech C and Display sections. Assessment of Qualification for Compliance Judges was carried out by me.

I look forward to receiving the re submission of those who were not successful along with the many others who I hope will come forward this coming season.

METHOD OF JUDGING:

In accordance with the brief for the Director of Judging in the concept of the '10 Pillars' I, along with my colleagues on the TWP, set about changing the method of judging to Movement by Movement rather than an overall assessment. It is fair to say that this was not well received in some quarters; however, the majority got stuck in and got on with it. Whilst the method of scoring was not as successful as first envisaged, on most occasions the right results were achieved.

JUDGES WORKSHOP/ CHIEF JUDGES WORKSHOP:

A practical Judges Workshop combined with Association Chief Judges/Coaching Co-ordinators Workshop was held in Christchurch at Marching Canterbury's opening day competition. This was meant to be an opportunity for all those present to sit and judge or shadow judge the two march event with the new sheets. For those who did take the opportunity to judge or shadow judge it gave them the impetus needed to put aside some of their fears and go with it. Unfortunately the Workshop was not the success we hoped it would be, however, the Chief Judges Forum was well received by those who attended.

My thanks to Marching Canterbury for allowing us to take over their Opening Day and also to the Canterbury Teams for marching twice to assist the Judges in their learning process.

Thanks also to Tech Manager Barbara for all of her organisational skills in pulling the workshop together and also to her capable catering team of Xanthe Newman and Ali Rhodes (mmmm Afghans).

BOUNDARY VIEW:

This publication has continued to go out to Judges each month beginning in October each year with the last issue in April

ISLAND CHAMPIONSHIPS:

The Director of Coaching and I attended both Island championships and although this is meant to be in an observatory capacity only both Colleen and I found ourselves in the roles of Chief Judge and Coaching Coordinator at the South Island event and it was observation only at North Island.

Sincere thanks to both Nelson and Waikato for hosting both of the Island events and for the hospitality accorded to me, the Director of Coaching and the members of each of the Panels. Special thanks to Nerolie Eyles -Clement (Nelson) and Marie and John Brown (Waikato) for the beautiful meals that were enjoyed by all.

The hard work in bringing both of these events to a successful conclusion was much appreciated by all of those who took part. Congratulations to all of those teams who achieved honors at both of these events.

SHADOW JUDGING:

This season Chief Judges were again invited to submit the names of any of their Trainee or Qualified Judges who wished to take the opportunity of shadow judging at the Island events. This offer was taken up by Marching Marlborough who sent one Judge and Marching Waikato and Marching Taranaki who each had one Judge take advantage of having a number of teams to hone their skills on. I hope to be able to offer this opportunity again in the coming season.

NATIONAL CHAMPIONSHIPS:

Sincere thanks again to Marching Southland and all of the personnel involved in setting up and hosting the 2017 Nationals and for the superb hospitality accorded to myself and the Judging Panels over the three days of this event. It was a pleasure to work with you all. My Sincere thanks to all of the Panel members for a job well done.

The standard of marching had once again lifted considerably from the Islands to the Nationals and I congratulate all of the teams who secured their place in our History Books, by presenting some spectacular marching throughout the weekend.

TECHNICAL WORKING PARTY:

The TWP have had a very busy year in completing all of the tasks assigned to us through the "10 Pillars" and all of the issues that arose from the new method of judging and this has been extremely stressful for all of us.

It has again been my pleasure to work with both Barbara and Colleen throughout the year. Whilst we do not always agree, we have worked well together in reaching the decisions that have to be made while maintaining our focus on what is best for our sport. Thanks Barbara and Colleen for your very genuine care and support throughout the year.

My thanks also, to the members of the Board for their ongoing help, support and assistance throughout the year and as always my love and thanks to my husband and family who continue to support me in this role.

CONCLUSION:

To say that this season has been a raging success would be untrue, it has been fraught with difficulties which were in the main brought about by the introduction of the new method of judging and the continued vitriolic and sometimes untrue commentary on Social Media which did nothing for the image of our Sport.

It is everyone's right to voice an opinion, but when it is done in such a destructive manner and so publicly; it does nothing to enhance the image of our Sport for those looking in. So my plea is – if you have an opinion, express it in the correct way and through the correct channels, don't demean our Sport and bring it into disrepute, by airing your negative and sometimes untrue and destructive thoughts on Social Media.

My Very Best Wishes to everyone for a very successful 2017/18 Season.

Jan Hoad

MNZ DIRECTOR OF JUDGING 2016/17