



**MARCHING NEW ZEALAND INC**

**ANNUAL REPORT**

**2018-2019**

# 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 performance 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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*NZ Championships – Opening Ceremony - Christchurch*

## **MNZ LIFE MEMBERS**

Our esteemed Life Members, whose foresight and dedication have contributed greatly to marching in New Zealand over 7 decades

Mr Doug F MacDonald  
Mrs Valda Hood  
Mrs Val P Browning JP  
Mr W (Bill) J Jarvie  
Ms Maree F Sharland  
Mrs Diane Gardiner

Mr John H Lloyd  
Mr Neill R McKenzie  
Mr R D (Peter) Little  
Mrs Dianne M Bond  
Ms Sally M Costello  
Mr Craig Rhodes

Mrs Janice M Stayt  
Mrs Jill R Williams ONZM  
Mrs Jan E Hoad  
Mrs Pam E Findlay MNZM  
Ms Janine Brandhoj  
Mr David Miller JP

## **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 Taranaki  
Marching Marlborough  
Marching Southland

Marching Waikato  
Marching Wellington  
Marching Canterbury

Marching Hawke's Bay  
Marching Nelson  
Marching Otago

## **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 Shona French, Mrs Vicky Law, Mrs Pauline Gray
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 (until November 2018)
Director of Judging	Mrs Jan Hoad

## **BOARD WORKING PARTY – Simplification of Judging**

The Board Working Party – Simplification of Judging was appointed in June 2018 and comprised Mrs Vicky Law (Co-ordinator), Director of Judging (Mrs Jan Hoad), Technical Manager (Mrs Barbara Newman, Ms Janine Brandhoj (Wellington). Their objective was to develop a correct, fair and equitable simplified judging process that, whilst still challenging, is achievable for all Judges from Trainee to our more experienced Accredited Judges. The concept of simplification to embrace an upward pathway of accreditation that is seamless and achievable in a background of limited practical judging available to the individual. It was recommended that the objective be broken into four different components; judging criteria, judging sheets, education and training. The Working Party met in Christchurch on two occasions and presented progress reportage to the Board. The timeframe for implementing is for the 2019-2020 season and a draft of proposed programme of education and training is still to be completed.

This report is presented on behalf of the Board of Marching New Zealand Incorporated and covers the 12-month period from 1 April 2018 to the 31 March 2019

During those 12 months the Board and all members of Marching New Zealand experienced the extremities of emotions. The elation of another year of membership growth, the delight to receive an increase in team entries to the NZ Championships, the sadness of the passing of MNZ Life Member Mrs Colleen Pobar QSM, the horror of being amidst the terror attack in Christchurch. The camaraderie and team spirit within the sport gave us all the strength to stand tall, strive harder, and further, whilst under the adversities of sadness and horror.

It was with great sadness we acknowledge the passing of MNZ Life Member Mrs Colleen Pobar QSM and extend our sympathies to Colleen's family and especially her marching family, the Lochiel Drill and Storm Marching Teams. Colleen's contribution to the sport will be missed immensely, as will her dedication and commitment to perfection, both locally, nationally and on the international stage when performing at Tattoos and Festivals around the world. We have lost an amazing Coach and Mentor but the Edinburgh Tattoo, and other international events, have lost an inspirational leader of a key performing act that attracted and enthralled thousands worldwide. Rest in peace Colleen.



The late Mrs Colleen Pobar, QSM

The Board extends condolences to all those who have been affected by the terror attacks in Christchurch. Canterbury the strength, resilience and compassion shown during this most shocking event in your beautiful City is just amazing, you make NZ proud.

Condolences are also extended to Marching New Zealand Members who also sadly lost family and marching 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 to march forward.

### **MNZ BOARD**

For the first time in many years the Board is delighted to report a second successive year of membership growth. It has been a most rewarding outcome and reflects the efforts applied at the Boardroom and in Association Committees focusing on actions and activities that 'will' Grow the Sport. In addition to a growing overall membership, including a growth in Teams, Coaches and Judges; the necessary components for the Sport of Marching to grow and stand tall amongst other sporting codes.

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 assets for the current and future generations of marching personnel.

The Board comprising, Director of Finance, Mr Craig Rhodes and Board Members Mrs Karen Bedingfield, Mrs Vicky Law, Mrs Shona French and Mrs Pauline Gray has been ably led by President Mr John Lloyd whilst serving his second year of a four-year term. A stronger approach to 'effective' Board Meetings has enabled the Board Meeting schedule to be reviewed and has thus contributed to the Board now only meet on four occasions during the year having dropped the short meeting prior to the Annual Meeting. This approach has also enabled the November and January meetings to be reduced to one day only.

All Board Meetings continue to be held at the Brentwood Hotel, Wellington and coincide with meetings of the Technical Working Party enabling valuable face to face meeting time between Board and TWP. The Board very much appreciate the supreme service they received at the Brentwood Hotel over the past 12 months, the location of the Hotel in proximity to the airport and the warm and comfortable environment provided contribute to productive and valued added meetings.



Board Members remain accountable for their own continued growth and development in meeting procedure, governance principles and boardroom best practice and take opportunities, without incurring any great expenses, 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 at the subsequent Board meeting 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 Board has grown from this experience, and along with the Sport NZ Board Evaluation which is conducted in April each year continue to grow and raise the bar of meeting effectiveness.

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 guides the Board through the years activities and is a cumulative record of the status of the intended activities and the outcomes.

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 in June 2018, on the recommendation of the Board, reappointed Mr Hamish Walker of IZARD WESTON of Wellington as Honorary Solicitor for Marching New Zealand and the Board can report there was no need of his services. We appreciate that he is always available should a need arise.

### **FINANCES**

Last year in June, as per the direction of the Annual Meeting in 2015, the Director of Finance became an appointed rather than an elected position and the Board appointed Mr Craig Rhodes for a four-year term effective, the date of the 2018 Annual Meeting. The financial viability and sustainability of the Marching NZ is essential if we are to achieve our vision and under the guiding eye of Craig the Board can report another successful end of year result. The Board continues to receive excellent and understandable 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 prudent financial management.

The Annual Meeting in June 2018, on the recommendation of the Board, reappointed BDO of Christchurch the Auditors for Marching New Zealand who have duly undertaken the annual audit.

### **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 an MNZ Appointment position.

Judging Accreditor	Mrs Sue Stenning (Southland)
Social Media Administrator	Mrs Diane Burton (Canterbury)
Trophy Custodian	Mrs Sherryn Wells (Auckland)
Publications and Merchandising Co-ordinator	Mrs Diane Burton (Canterbury)

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.

### **TECHNICAL WORKING PARTY**

Technical Manager	Mrs Barbara Newman (Canterbury)
Director of Coaching	Mrs Colleen Brooking (Wellington) until November 2018
Director of Judging	Mrs Jan Hoad (Otago)

The TWP during the past 12-months endured poor working relations, became ineffective and a loss of direction was reflecting on achieving the established outcomes for the year of tasks and targets. They had become dysfunctional. The Board addressed the matter at the November Board Meeting and after communicating with the Director of Coaching deemed her position was no longer tenable and the term of appointment was ceased effectively immediately. The Technical Manager was appointment Acting Director of Coaching until applications would be called in May. The Board have reviewed the rotation of

TWP appointments and sincerely thank both the Director of Judging and Technical Manager for their assistance in ensuring continuity is maintained at the time of appointing new members to the TWP.

The Technical Working Party remain focused and continue working toward achieving unified drills, routines and judging as outlined in the Policies & Operation (Technical) Manual. The work being undertaken by the Working Party – Simplification of Judging is giving assistance whilst recommending future direction.

The Board receive regular reportage from the TWP at every Board Meeting. Face-to-face meeting time has been less and does not jeopardise outcomes. Quality v Quantity, the comprehensive reportage and supporting documentation for requests and recommendations for technical matters not covered by Policies ensures this and is very much appreciated by the Board. 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 Judging attended both Island Championships, held in Christchurch hosted by Marching Canterbury and Hamilton hosted by Marching Waikato. Observations at these events and areas identified as not being met were disseminated to Coaches. Both the Technical Manager and Director of Judging attended the New Zealand Championships held in Christchurch hosted by Marching Canterbury with the Technical Manager also as Acting Director of Coaching.

The Board were adamant that a Level Two Accreditation was to proceed and would be available for presentation in 2019 and to ensure this happened the TWP were tasked to develop, with the help, if needed, of a TWP appointed Working Group, a Level Two Coach Accreditation utilising modules available on Sport New Zealand website ensuring that a Level Two Accreditation maintains the progression in Coach Education (Introduction to Coaching – Level One – Level Two). It was expected, and the TWP were advised, that this project was to take priority.

## **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 Coaches, Judges and all Volunteers.

Workshops and Development Programmes provided during the year included Judge Accreditation, Coach Accreditation, Judge Training at Island Championships, Judge (B&C) Workshop and an Association Coaching Co-ordinators Workshop. The Association Roadshow unfortunately was cancelled due to personal reasons of the CEO who was scheduled to deliver the Roadshow to each Association in September/October. The Treasurer Mentor programme continued, and the Director of Finance has been able to 'make a difference' with the Associations in the programme. The Annual Report last year recorded that the Board and TWP were *currently giving attention to the need to provide Workshops for Coaches, Judges and Administrators* and it is pleasing to now confirm that the Board and TWP have agreed there will be 'annual' development opportunities provided by MNZ for Coaches, Judges and Administrators.

Judge Accreditation numbers have been disappointing despite the growing number of Trainee Judges and the Board and Director of Judging is looking at initiatives for Judges to achieve entry level accreditation and start their Judging career, and ultimately judging at the Island and NZ Championships. When more Judges decide to 'retire' the numbers of Qualified Judges eligible for selection to Island and National Panels will become a higher risk to the Sport. We are hopeful the risk will be reduced when initiatives currently under discussion can be put in place this coming year.

Coach accreditation numbers were not available for inclusion in Annual Reporting. Record keeping by the Director of Coaching and the processes followed by Association Coaching Co-ordinators has been disappointing and not until the end of season has this been highlighted with Associations seeking Achievement Certificates and Badges for their Coaches. The Acting Director of Coaching is following up on all requests and with the assistance of Coaching Co-ordinators is hoping all Coaches who presented for Introduction to Coaching accreditation and submitted Level One on-line receive the Certificate and Badge if applicable.

The Board has to again report that Level Two Coach Accreditation remains 'work in progress', What started as a 'rewrite' of Level Two, bringing the best of the three or four versions we have used over the years and ensuring it was a progression from Level One, it has turned into a major project and a complete revamp of the entire Coach Development Programme. A revamp has meant 'start at the beginning' which has been achieved, though that has meant the Level Two can not be completed. The concept of the Coach Development Programme was shared at the Association Coaching Co-ordinators meeting and will be shared again at the Admin Workshop in June.

## **SPORT NEW ZEALAND**

We are now into our third year of our four-year Community Investment Plan with Sport New Zealand and sadly our reportage this year is not as positive and does not meet the achieved results nor the targets we jointly set in the investment. The reportage does reflect the why. We report - how much did we do, how well did we do it, what was the impact and what do we learn on –

### **COACH DEVELOPMENT –**

*Improve the quality and capabilities of Coaches ensuring they have the tools and resources and*

### **WORKFORCE DEVELOPMENT –**

*Develop the capabilities of Officials & Volunteers at local, regional and national levels.*

(Workforce covers Judges, Board and Association Volunteer positions)



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 thanks 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 with several increasing the number and adding value for the participants. To the Volunteers on the Association Committees and the support Volunteers who have given time freely to help throughout the year, thank you one and all, your ability to handle the day-to-day operations and management of marching in the regions is much appreciated.

Board Members, as Board Mentors, continued communication and assisting Associations find the solutions maintaining the focus that local problems/issues = local solutions/outcomes and there is not a one problem one solution for all. The monthly Newsletter circulated, and available from the website, provides a direct communication link from the CEO's desk to the 'grass-roots' membership and the monthly 'to do list' sent to Association Secretaries is a reminder of administrative and compliance deadlines and general tasks for the Association Committee to undertake and meet.

## **MEMBERSHIP**

As alluded to earlier, another membership growth for the Sport has been recorded. The attached Membership Summary will show outstanding results in many Associations and Associations Committees please be proud of your achievement. You are commended for facing the issue of declining membership and taking on the challenge to find a solution, produce and implement a plan with the resultant outcome being growth.

The statistics show that growth continues in marchers of the Under 12 age grades, Introductory and Under 12 Grade, the base of ongoing membership. It is our challenge to provide them the opportunities and give them enjoyable experiences that will instill marching as a sporting option in their psyche for life.

The Membership statistics record an overall increase in membership, and more importantly, the Board are delighted that we have reached the 70% retention level that we targeted for next year, 2020. To retain that percentage next year, the final year of the applicable Strategic Plan, will an amazing accomplishment. Together we can achieve that target, by providing a better delivery of local competitions, including full Judging Panels and rewarding experiences for the participants, being more efficient and effective at Association Meetings, providing upskilling opportunities for Coaches and Judges and by encouraging and more importantly acknowledging the loyalty of our many Volunteers.

Congratulations to Marching Waikato, Nelson, Marlborough, Canterbury, Otago and Southland who have all recorded an increase in membership. We look forward to hearing how this was achieved.

## **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 Karyn Cassells (Waikato)

Mrs Pam Benjamin (Canterbury)

Mrs Julia Allen (Canterbury)

Mrs Jan Harris (Canterbury)



Long Service Award (10+10 years)  
Mrs Karen Bedingfield (Waikato)

Mrs Anita Ireland (Marlborough)

Extended Long Service (10+10+10 years)  
Mrs Marie Brown (Waikato)

Mrs Pat Lovett (Wellington)

### NEW ZEALAND CHAMPIONSHIPS

The opportunity to be outdoors for the Official Opening no doubt attracted additional interest by passers-by at Burnside Park, though it was disappointing that some Teams chose not to participate and chose not to advise this to the Host Association. To the Host Association, Marching Canterbury, sincere thanks for hosting the 2019 NZ Championships indoors at the Horncastle Arena in Christchurch. The entire event was organised befitting the status of a National Championship and one that all participants enjoyed and will remember, and not for the horrific terror attack that unfolded in the City. The Organising Committee were tasked with additional security measures and in conjunction with venue personnel these were put in place and the safety of all participants and spectators was maintained in a calm and organised manner. To all those involved, including the staff at the venue who were just amazing, our very sincere thanks. Thank you also to every Teams Management group who co-operated with the instructions conveyed from MNZ and Marching Canterbury personnel, that was disseminated from the venue staff in consultation with the Police and other Emergency Services, ensuring your Teams were not unduly impacted by outside influences and were safe and protected. It was very reassuring that we were in the safest venue in the City and a meeting early Saturday morning confirmed this when, following the briefing the venue staff had had with Police and Emergency Services, and the decision was made to proceed with the Championship.

For the record the 2019 Champion Teams were:



#### Senior Grade

Champion Team	Storm (Wellington)
Champion Technical Drill Team	Storm (Wellington)
Champion Display Team	Storm (Wellington)

#### Under 16 Grade

Champion Team	Eclipse (Canterbury)
Champion Technical Drill Team	Eclipse (Canterbury)
Champion Display Team	Eclipse (Canterbury)

#### Under 12 Grade

Champion Team	Eclipse (Canterbury)
Champion Technical Drill Team	Eclipse (Canterbury)
Champion Display Team	Glennette (Wellington)

#### Masters Grade

Champion Team	Bandolier (Wellington)
Champion Technical Drill Team	Bandolier (Wellington)
Champion Display Team:	Bandolier (Wellington)

### GROUP FOR CHANGE

The Board have continued the work presented by the Group for Change under a specific heading on the Board Agenda of every meeting. The Board will present an overview of activities and outcomes to the Annual Meeting and the next and in some instances the final steps to achieve the change that will grow the Sport of Marching

What does the future hold?

Are we prepared to make change?

Will the growth continue to trend upwards?

Can we retain members and achieve that goal of 70% by 2020?

The Board is confident that our future is good and if we are prepared to accept change, growth will continue to trend upwards and we can retain and reach the 70% retention goal by 2020. Those outcomes will only result if we all, the Board, Association Committees, Teams, Marchers and our Volunteer participants are positive and proactive.

*Diane Gardiner*

Diane Gardiner  
CHIEF EXECUTIVE OFFICER



## **President's Report to MNZ Annual Meeting June 2019**

It is with pleasure that I present this Report to the 2019 MNZ Annual Meeting in accordance with the requirements of the current MNZ Constitution. I am delighted that the Board during the past year accepted my recommendation to present a notice of motion this year to seek to dispense with this requirement. This is my fifth such Report and I have found it increasingly difficult each year, given the strength and detail of the Board's Annual Report to avoid repetition.

### **MEMBERSHIP GROWTH – REVIVAL OF THE SPORT**

As the Annual Report mentions, this past season has seen the second consecutive increase in membership of MNZ. I am confident that the breaking of the trend of decline that started in the early 1980's is an outcome as a result of the "Open the Door" approach that followed the adoption of the "Ten Pillars" programme presented in 2013. It has taken a lot of effort and energy by the Board and Associations and many people are to be thanked for their part, whether major or minor, to position the Sport and its Performance direction as a base on which to further REVIVE AND GROW. But we cannot sit back on our laurels of the past two seasons.

**RECRUITMENT AND RETENTION** continue to require that focus and attention of all Members in order to maximise the opportunities ahead. I implore the membership generally to target a "three-peat" for 2019/20 and **KEEP THE MOMENTUM GOING UPWARDS IN THE COMING SEASON**, while enjoying participation at whatever level is your chosen involvement.

### **MNZ ANNUAL MEETINGS**

These annual get-togethers were regularly referred to in the past as the "Parliament of Marching". Perusal of our Agenda for some years would indicate that we may have slipped into a period where the focus has become more a "Tinkering of Detail". General Business is an opportunity for deliberation on bigger picture issues that could affect positive strategic direction in time. Are we missing the opportunity for significant development? Food for thought? Maybe next year the Board and Associations can come up with a topic or two that is more than "Tinkering of Detail" but has the potential to reflect more of the "Parliament" approach?

*John*      *John H Lloyd, President, 20 May 2019*



### Report to Annual Meeting June 2019

This report covers the activities of the Technical Manager from 01 July 2018 to present

#### **Technical Working Party (TWP) - 2018/19**

Technical Manager:	Barbara Newman
Director of Coaching (DoC):	Colleen Brooking – ceased November 2018
Acting Director of Coaching:	Barbara Newman – November 2018 – July 2019
Director of Judging (DoJ):	Jan Hoad

#### **Meetings**

The TWP met in August, November and May in Wellington

The Director of Judging attended the North and South Island Championships.

The Technical Manager and Director of Judging met in July and April in Dunedin.

The Technical Manager met in January with the CEO in Nelson

All meetings were to discuss the technical aspects of our sport, organisation of appropriate workshops to up-skill Coaches and Judges and the Coach Development Programme. While the TWP work tirelessly, most deadlines have been met but unfortunately others have had extensions and continue to be a work in progress. Good progress is continuing on those subjects that are yet to be completed.

#### **Policies and Operations Manual (Technical)**

01 July release – Advice was sent to all Association Secretaries, Coaching CoOrdinators, Chief Judges and Marching NZ CEO advising them that the new releases had been uploaded to the Marching NZ website and everyone could navigate themselves to the pages that they required as a Coach/Judge.

The Policy & Operations Manual (Technical) was continually updated on the website along with any updated Coaching and Judging resources. Thanks are expressed to the CEO for updating this in an efficient manner.

Thanks also are expressed to Diane Burton for alerting all the MNZ Facebook users to new technical information that has been released.

The Manual is available for purchase from the Technical Manager and is on Marching New Zealand website. While the full manual is able to be purchased we do encourage members to print only the documents that they require in their position.

#### **Coaching Development Programme**

The new Coaching Development Programme continues to be a work in progress. I am able to report that while it is not nearing completion it has recently gained momentum and a brief overview is to be presented in a session at the Administration Workshop. This will be similar to that presented to the Association Coaching CoOrdinators in September.

It is important for Marching in New Zealand to have a Development Programme suited to our coaches to take them through their own individual journey in coaching – this will be generic and sport specific.

It was reported in my 2018 Annual Report that it would be completed by mid to late 2019 – this is a target that we are still striving to achieve.

### **National Association Coaching CoOrdinators Workshop**

Sunday 2 September, Wellington

Presenter: Julie Price, Sport Tasman

The DoC, Colleen Brooking, hosted a day meeting for all Association Coaching CoOrdinators giving participants a taster as to where the direction of development is heading for our Coaches nationally.

A report on this workshop can be seen in the DoC Annual Report.

### **National Technical B and C Judges Workshop**

Sunday 26 August, ASB Sports Centre, Kilbirnie, Wellington

Thanks are expressed again to the facilitators, John Lloyd and Kaylene Mokotupu, and I acknowledge the Coaches of the Glennette teams who made themselves available in assisting the Judges at this workshop.

Meeting rooms and courts were used for the theory and practical sessions. While both were adequate for our needs the practical sessions on the netball courts were quite noisy as the ASB Sports Centre is a very busy place during the weekend.

Evaluations indicated that this workshop was a success.

### **Island Championships**

South Island Championship – Marching Canterbury

North Island Championship – Marching Waikato

The Director of Judging attended both these Championships. The Acting Director of Coaching was present at the South Island Championship but not in her official capacity.

They will both report separately regarding these events. 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 2019 New Zealand Championship.

### **New Zealand Championship – Christchurch**

Thanks are extended to Marching Canterbury who hosted this Championship. A number of the Canterbury crew were familiar with the requirements of hosting such an event, so we had full confidence in them being able to deliver to the standard required for us to achieve the goals set. In saying this, no one was able to predict the unprecedented terrorist attack that occurred in Christchurch on Friday 15 March. Personnel from V Base, Marching NZ and Marching Canterbury worked collaboratively to achieve what we considered a successful outcome for everyone present and involved whose safety and wellbeing were at the forefront of our mind.

From an administrative point of view all communication prior to, during and after the event was considered successful.

The TWP were grateful for the hospitality afforded to them and were made to feel very welcome – many thanks Marching Canterbury.

An increase in teams was pleasing to see and I believe the timetable worked well for all those teams concerned.

### **National Judges/Coaches Workshop**

27/28 September, St Margaret's College, Christchurch

Early advice has been given to:

- Coaches by way of a flyer in their paperwork at the NZ Championship in Christchurch
- Associations Secretaries by way email
- Association Chief Judges via Director of Judging

Advice on Registration costs has been circulated. Associations have requested quotes for funding.

Marching New Zealand has submitted 2 x funding applications. One has been declined and the other application is pending. We shall be organizing a resubmission of the declined application.

I have had a meeting with Sport Canterbury to assist us in presenting good content for this workshop.

### **Simplification of Judging**

I have been involved with this sub-committee. Reports have been presented to the Board for their consideration with recommendations for action being communicated to the TWP.

### **Director of Coaching**

The Board asked that I caretake the position of DoC from November until they made a new appointment.

This has taken an enormous amount of time that encroached on the Technical Manager role. The full handover for the new DoC will occur on 01 July.

### **Upcoming Activities and Matters for Consideration**

The TWP continues to have the following matters on their agenda for discussion -

- Coaching Development Programme – ongoing
- National Coaches/Judges Workshop
- Simplification of Judging
- Judges Training Kit - updated
- Suite of Q/C/M in one book for future rotation
- Judging Development Programme

### **General**

My term as Technical Manager was to finish at the end of this coming 2019/20 season.

However, now that there has been a new Director of Coaching recently appointed the Board have asked that I continue in my position until the end of the 2020/21 season to ensure the consistency of rotation is maintained. I have accepted this request. While I remain in office I will continue to work hard to ensure that all the goals of the Board are achieved and the TWP works together in a cohesive manner.

I wish to express my thanks to Jan Hoad (DoJ) for her support over the past season – you are a pleasure to work alongside and your knowledge is invaluable.

My thanks are also expressed to Diane Gardiner (CEO) and members of the Board for their support and encouragement in what has been somewhat of an unsettled time for the TWP. I look

forward to seeing the continuing development of our coaches and judges and the embracing of a judging system working for the betterment of our sport.

I would like to take this opportunity to welcome back Mrs Jodie McLuskie in the position of Director of Coaching as part of the Technical Working Party.

A quote I read .....

*Always do the right thing, even when it's hard. Don't let what you cannot do interfere with what you can.*

Barbara Newman  
Technical Manager  
May 2019

### DIRECTOR OF COACHING REPORT TO ANNUAL MEETING JUNE 2019

Director of Coaching (DoC) – Colleen Brooking (ceased November 2018)

Director of Coaching (Acting) (DoC-A) – Barbara Newman (Acting November to present)

#### **Meetings**

DoC attended TWP meetings in August and November in Wellington.

#### **Association Coaching CoOrdinators**

The following personnel were elected as Association CoOrdinators for the 2018/19 season –

Auckland	- Jackie Dennis
Waikato	- Karyne Cassells
Hawkes Bay	- Stacey Sime
Taranaki	- Trudie O'Regan
Wellington	- Cheryl Lovett (resigned March 2019)
Nelson	- Toni Burchell
Marlborough	- Anita Ireland
Canterbury	- Rebecca Butt
Otago	- Michelle French
Southland	- Tracy Boniface

Marching NZ appreciates the work that these Association Coaching CoOrdinators undertake.

#### **Director of Coaching**

I accepted the role of Acting Director of Coaching until the Board appointed a new person. I genuinely felt responsibility for the well-being of all Coaches and have taken on board the need to grow and develop our Coaches to give them the best opportunity to be successful and gain confidence coaching sport.

#### **Communication**

The lines of communication are always open for Coaching CoOrdinators. From the end of November there has been minimal communication from Associations – some clarity around interpretation of drills, submissions of Introduction to Coaching and latterly some Level 1 Accreditation online modules completed.

Regular email communication was sent via this Office to Coaching CoOrdinators.

Monthly reports were received regularly from most Associations. It is important that regular contact be kept up between the Association CC and DoC.

#### **Introduction to Coaching/Level 1 Online Accreditation**

I have been unable to find any records of members who have completed accreditations. An email and follow up email has been sent to all Association CC's

in an attempt to get clarity around those members who have sat and received their Certificate/Badge/Bar. Currently 7 Associations have responded to this request. The CEO has been able to supply her records to assist in creating a Master List. It is very important that we acknowledge our Coaches when they commit to sitting the Introduction to Coaching and also complete the two Modules that are currently online.

Below is the record of participants completing Accreditation that I have been made aware of -

<b>Association</b>	<b>Intro to Coaching</b>	<b>Level 1 Online *March Into Coaching *Safe Practice for Marching Coaches</b>
Auckland	1	
Waikato	3	1
Hawkes Bay		
Taranaki		
Wellington		
Marlborough		
Nelson		
Canterbury		3
Otago	4	
Southland		

At the time of writing this report the Certificates are being prepared and should be with the members shortly.

### **Association Coaching CoOrdinator Workshop**

Sunday 2 September, Wellington

Presenter: Julie Price, Sport Tasman

Colleen Brooking facilitated this workshop which was held at the Mirimar Golf Course, adjacent to Wellington airport. 7 x Coaching CoOrdinators attended. Julie Price presented an excellent overview of the direction in which Marching New Zealand is taking the development of their coaches.

The **Objectives** for participants:

- o Grow clarity of your role as a Coach Developer
- o Creating a positive learning environment
- o Coach Developer Mental Models (principles) in practice

There were 3 focus areas –

1. Coach Developers – What, Who, Why & Where
2. Tools for Coach Developers
3. Practical Delivery

### **Coaching Development Programme**

I have met twice with Sport Tasman Coaching Developer Julie Price and MNZ CEO Diane Gardiner and can report that the Coach Development framework is starting to take shape.

Marching New Zealand recognised the need to progress our Coaches development. Clear pathways are being created and will require a mindset change from some coaches in that the marcher will be at the centre of all coach development. Terminology is another change which will align us with all sporting codes. This is a very positive programme and is likely to be completed by late 2019.



## **Island Championships**

South Island Championship – Marching Canterbury

North Island Championship – Marching Waikato

There was no Director of Coaching present at the North Island Championship. The Acting DoC was present at the South Island event but not in an official capacity. The Director of Judging reported back her observations. Communication after the event was sent informing Coaches of those observations.

Congratulations to the teams who won awards at their respective Island Championship.

## **New Zealand Championship – Christchurch**

Working in a dual role at this NZ Championship took my responsibility to a whole new level. Thank you to Marching Canterbury for a well run event.

It was disappointing that the March Past was not attended by all teams. Ten teams did not present to March Past. Only one of those teams put in their apology. Common courtesy to the host Association advising them that they would not be turning up would have been appreciated.

Both qualifying and championship day saw some very good marching. Congratulations are extended to all teams who were successful at this Championship.

My observation was only able to compare South Island teams standard to that that was presented at the National event and those teams improved remarkably.

It was very pleasing to see the increase in numbers.

Friday 15 March (qualifying day) certainly took a turn of unprecedented action required when a terrorist attacked in Christchurch. This affected a number of people in many ways. Once we had established that our teams were located either on or off site the afternoon competition was able to commence on time. The care and protection of all was first and foremost on our minds. Extra security was organized by V Base staff and by all accounts most people were very happy that the event continued.

This dreadful occurrence acts as a reminder that as a Coach we need to not just be a sport specific coach but learn to be a coach who has skills developed to cope with a number of issues that present themselves when least expected.

## **National Judges/Coaches Workshop**

27/28 September, St Margaret's College, Christchurch

All Coaches and Coaching CoOrdinators have been given advice of this National Workshop.

An emphasis is being placed on technicality and further development of the Coach. The full programme will be made available once confirmation of facilitators and speakers are confirmed.

This workshop is not only for registered Coaches. It is open for anyone to register.

## **Agenda Items – Moving Forward**

- Complete of the Coaching Development Programme
- National Coaches/Judges Workshop

## **Mrs Colleen Pobar QSM**

In this report I recognize the passing of Colleen Pobar earlier this year. Colleen was and will always be remembered for her skill in presenting a marching team at the very top of their game at all times. She will be sorely missed by her family and members of the Lochiel/Storm teams. Her assistance at coaching workshops was valued and appreciated.

**General**

My role of Acting DoC will end shortly and shall be fully handed over to the new Director of Coaching, Mrs Jodie McLuskie. Jodie has been a valued member of the TWP before and I am confident that she will serve the Coaches in New Zealand well.

My thanks to the Board for their support and understanding while dual hatting this position.

Barbara Newman  
Acting Director of Coaching  
May 2019

# MARCHING NEW ZEALAND



## DIRECTOR OF JUDGING REPORT TO MARCHING NEW ZEALAND ANNUAL MEETING 22<sup>nd</sup> JUNE 2019

It is once again, my pleasure to report on the Office of the Director of Judging for the 2018/19 Season of Marching New Zealand.

It has been another busy year that has included The Technical B & C Judges Workshop in Wellington in August and my attendance at Meetings of the TWP in August, November, and May. An apology was tendered for the January Meeting due to my being the only TWP member available. I also attended both South and North Island Championships in December and the MNZ Nationals in March. I also met with the Technical Manager in July 2018 and April 2019 in Dunedin to progress and check Q/C/M's etc.

In conjunction with the Technical Manager and the Director of Coaching prior to that position being vacated, 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 2018/19.

Southland	Gaylene McRae
Otago	Katharine Simonsen
Canterbury	Kaylene Mokotupu
Nelson`	Nicky Rillstone
Marlborough	Kim Oliver
Wellington	David Miller
Hawkes Bay	Dawn Ladd
Taranaki	Maryan Zentveld
Waikato	Gay Cubitt
Auckland	J Joanna Wells

**Reports or Minutes** have been received regularly from Auckland, Hawkes Bay, Wellington, Nelson, Canterbury, Otago and Southland. Intermittent reports were received from Waikato and Marlborough. Leaving Taranaki the only Association, not reporting or sending Minutes. Once again I need to stress how important it is that this Office receives regular reports on what is happening on the Judging scene in your area as it is important to keep the channels of communication alive.

It is also important that I receive copies of **Master Sheets** from every competition held in each Association and I wish to commend the Chief Recorders or Secretaries in Waikato, Wellington, Canterbury, Otago and Southland who attend to this immediately after each competition. In an ideal world, these should be sent through to me electronically straight after each competition and if electronic isn't an option then by post. Receiving these 3 months after the events is not best practice.

#### **LOCAL PANELS:**

Most of our Nationally Graded Judges along with some of our Qualified personnel have had an extremely busy season travelling the length and breadth of the Country to assist in filling gaps in panels and to give of their best to our teams to ensure they achieve their goals. The time and dedication you give to our Sport in this way is immeasurable. My sincere thanks to you all as well as to your families who sacrifice the time they are able to spend with you each and every weekend of our Season.

I am extremely pleased with the increase in the number of Judges in the past twelve months up 8 from 64 to 72 for the Season. This figure is very encouraging and includes 19 Trainees as advised by each Chief Judge at the beginning of the season. It is to be hoped that many of these will compete their Qualifying Exams early in the new Season.

#### **JUDGES STATS AS AT 21<sup>ST</sup> APRIL 2019**

Association	Trainee	Qualified	National
Auckland	4 (2 Unreg)	4	Nil
Waikato	Nil	1	7
Taranaki	4	2	2
Hawkes Bay	2	Nil	1
Wellington	2	3	3
Marlborough	Nil	2	Nil
Nelson	2	Nil	4
Canterbury	1	5	5 + 1 Regional
Otago	2	3	3
Southland	Nil	1	6
<b>Totals</b>	<b>19</b>	<b>21</b>	<b>32</b>
<b>VERALL TOTAL</b> <b>As at 21/4/19</b>	<b>72</b> <b>(Incl 2 un</b> <b>regd.)</b>		

These figures are taken from advice received from each Association Chief Judge at the beginning of each season and may differ from those in the Official Membership Stats. The reasons being some of those listed may not have been registered or have not continued training and I have not been advised of this. It should also be noted that the status of all Compliance Judges is listed as Qualified due to there being no National Accreditation process for the Compliance section.

#### **GROUP ADVISORS:**

Group Advisors this season have been Sue Stenning (Tech A), Kaylene Mokotupu (Tech B), Victoria Law (Tech C), Sue Cornelius (Tech D) and Victoria Kingsley-Holmes (Display). My grateful 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 as well as their assessment of Qualifying Exams and any other queries they were able to help with.

## **ACCREDITATION:**

It was pleasing to have 4 candidates come forward for National Accreditation which were conducted at the South Island Championships in Canterbury and North Island in Waikato. Congratulations are extended to Clare McKissick of Marching Waikato who was successful in gaining National Accreditation in the Technical C Section and to Tracey Penfold of Canterbury who gained a Regional Pass in the Display Section.

The Technical B and Technical C candidates who presented at South Island were unsuccessful this time.

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.

**Qualifying Exams** have been successfully completed by the following:

Joanna Wells	Auckland	Technical B
Samantha Morey	Auckland	Display
Lesa Brown	Taranaki	Compliance
Judith Caldwell	Otago	Compliance

One candidate in the Display and one in the Technical A sections were unsuccessful at this time.

Congratulations to all of the above and to their Chief Judges for training and guiding them through this process and in particular to Joanna Wells of Auckland who has continued to build a strong panel of Qualified Judges for Marching Auckland.

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.

We desperately need to ensure that Trainees coming on board at the beginning of each season are not left floundering and at times losing their interest and motivation to carry on. With this in mind, together with the Board, we are looking at some incentives to ensure that we retain and Qualify all of our trainees in the coming season.

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

## **SIMPLIFICATION OF JUDGING:**

Early in the season a Standing Working Party to consider further simplification of our Judging system was set up by the Board under the Chairmanship of Vicky Law and together with myself, Barbara Newman and Janine Brandhoj. The Working party have met on two occasions in Christchurch and looked in depth at the present system of movement by movement judging and have agreed it should be maintained with some modifications to the Tech A, Tech C and Display sheets to simplify them. This is still a work in progress but new sheets for Tech A and Tech C are expected to be released on time on 1 July 2019.

The Display section needs to have a more in depth review of headings and this is expected to take place during the coming year.

## **BOUNDARY VIEW:**

This publication has continued to go out to Judges each month beginning in October each year with the last issue this year in February. I hope to be able to publish this more regularly this year.

## **TECHNICAL B AND TECHNICAL C JUDGES WORKSHOP:**

A very successful workshop for both Tech B and C Judges was held in Wellington on 26<sup>th</sup> August 2018. Ten Technical B Judges and 6 Technical C Judges were in attendance along with 2 Chief Judges, 1 Tutor (for Trainees) and the Technical Manager and I. The evaluations of the workshop itself were all positive the only negative being the noise factor in the stadium.

Thanks to Kaylene Mokotupu and John Lloyd for leading both of the groups in what were informative sessions. Thanks also to John for stepping in at the 11<sup>th</sup> hour when Vicky was unavailable which was very much appreciated.

Special thanks to Barbara for her organisational skills in setting up the workshop and for all of the little extras like home baking and sweets that she provided for participants. Thanks also to the Coaches and members of Glennette Under 16 and Senior teams for demonstrating for those present.

## **ISLAND CHAMPIONSHIPS:**

I attended both South and North Island Championships in an observatory capacity only. Sincere thanks to both Canterbury and Waikato for hosting both of the Island events and for the hospitality accorded to me and the members of each Panel.

The hard work of the Host Associations 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 Hawkes Bay and Marching Otago who sent a total of 3 Judges to Christchurch. Marching Auckland, Waikato and Taranaki also had Judges take advantage of this at the North Island event. Having a number of teams to hone their skills on is a tremendous advantage to our Trainee Judges. I hope to be able to offer this opportunity again in the coming season.

## **NATIONAL CHAMPIONSHIPS:**

The tragic events of March 15<sup>th</sup> will be forever etched in our minds and we are thankful to the staff of V Base for their vigilance and the extra security measures that were put in place both during and after the Lockdown period that ensured that we were all kept safe and out of harm's way. Marching New Zealand Officials acted with utmost professionalism and dealt with the situation as it was presented at the time and acted accordingly and whilst for a few, with the benefit of hindsight, the decision to carry on was not met with their approval, it was, given that everyone was safe and accounted for, the right decision to make at the time.

Sincere thanks again to Marching Canterbury and **all** of the personnel involved in setting up and hosting the 2019 Nationals and for the hospitality accorded to myself and the Judging Panels over the three days of this event. It was a pleasure to work with you all.

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.

My sincere thanks to all Panel members for a job well done and for maintaining a calm attitude and attention to detail during the crisis that unfolded.

It is fitting to acknowledge the passing of Colleen Pobar who has been such a respected figurehead of our sport for a long, long time. We will all miss her presence at these events, not to mention the performance of her Lochiel /Storm teams. The sincere sympathy of the Judges of New Zealand is extended to Colleen's family and all of those members of her teams past and present in the loss of their beloved Family member, Coach and Mentor.

#### **TECHNICAL WORKING PARTY:**

Through one thing and another it has not been the most productive year for the TWP. However, Barbara and I have continued to work together in a unified manner to bring the season on the field to a successful conclusion. There is much work to be done over the coming months to finalise the suite of Q/C/M's as well as the score sheets. Coupled with that the Judges Training Kit is also in the process of being updated as well. In September the combined Judges and Coaches Workshop will be held. It is hoped that the direction we are taking with this workshop will give some much needed in depth knowledge and guidance to all concerned.

My sincere thanks to Barbara Newman who does a tremendous amount of work behind the scenes to bring all of these matters to fruition and it has been my absolute pleasure to work alongside of her.

#### **CONCLUSION:**

While the season can be classed as a success with the recruitment of several new Judges, and the Qualification of 4 new Judges, along with the overall success of the Island and National Championships, there is still much to be done.

I welcome the reappointment of Jodie McLuskie to the TWP and look forward to working alongside of her once again I did signal in my last report that 2018/19 would be my last in this role, however in December 2018, I offered to stay on for one further season in an effort to provide support and continuity for Barbara as Technical Manager, whilst our new Director of Coaching gets to grips with her role, so 2019/20 will very definitely be my last season in the role of Director of Judging.

My thanks to John, Diane, Craig and all of the Board members for their ongoing help, support and assistance throughout the year and as always my love and thanks to my husband and family who have continued to support me in this role.

*My Very Best Wishes to everyone for a very successful 2019/20 Season.*

*Jan Hoad*

**MNZ DIRECTOR OF JUDGING 2018/19**