



MARCHING NEW ZEALAND INC

ANNUAL REPORT

2019-2020

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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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
Mrs Barbara Newman

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	Ms Amy Alcock, Mrs Karen Bedingfield, Mrs Pauline Gray, Mrs Vicky Law,
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 Jodie McCluskie
Director of Judging	Mrs Jan Hoad

BOARD WORKING PARTY – Simplification of Judging

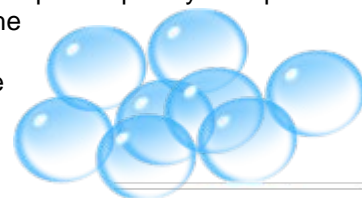
The Board Working Party – Simplification of Judging was appointed in June 2018. Members of the Working Party were Mrs Vicky Law (Co-ordinator), Director of Judging (Mrs Jan Hoad), Technical Manager (Mrs Barbara Newman) and Ms Janine Brandhoj (Wellington) who resigned in August 2019. The Working Party objective is 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 Working Party are still to present new Judge sheets and an education programme and the Board will be applying pressure and urgency to complete this work next season.

BOARD WORKING PARTY – Technical Working Party (Level Two Accreditation)

The Working Party – Technical Working Party (Level Two Accreditation) was appointed in November 2017 comprising Mrs Barbara Newman, Mrs Jan Hoad, and Mrs Jodie McCluskie who replaced Mrs Colleen Brooking in 2019. The Working Party objective is to develop, with the help, if needed, of a TWP appointed Working Group, a Level Two Coach Accreditation utilising modules available from the Sport NZ website ensuring that a Level Two Accreditation will maintain the progression in Coach Education commencing with Introduction to Coaching. The Working Party established that the entire accreditation programme for Coaches needed reviewing and have undertaken a comprehensive review/update requiring a 'start again' approach and are now ready to present the first stage this coming season. The Board's goal is for this work to be completed this coming season and Accreditation Level Two to be available next season.

This report is presented on behalf of the Board of Marching New Zealand Incorporated and covers the 12-month period from 1 April 2019 to the 31 March 2020.

From a Board perspective it has been a disappointing and a disruptive year. They have struggled to meet targets, gain any strategic momentum and were constantly moving the goal posts, contributed in part by cancelled Board Meetings in November and January, but the unforeseen outcome presented by the Covid-19 pandemic in March 2020 forcing the cancellation of the NZ Championships completely disrupted the Sport and brought an abrupt end to the season and the Marching year. In the government's efforts to stop the spread of Covid 19 we were to stay at home (unless an essential service provider) and the country went into lock-down. We had a new vocabulary of catch phrases, we lived in our 'bubbles', practised 'social distancing', and the words of wisdom from our Mother during our childhood rang out 'wash your hands'.



MNZ BOARD

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 Ms Amy Alcock, Mrs Karen Bedingfield, Mrs Vicky Law and Mrs Pauline Gray has been ably led by President Mr John Lloyd. Unfortunately, circumstances were such that not all Board Members were able to commit attendance to the November and January meetings forcing both meetings to be cancelled. The January Meeting was rescheduled and held late in February as a 'strategic meeting' where the majority of meeting time was focused on revisiting the Strategic Plan and vision for the next 5-years. The TWP were valuable contributors to this meeting.

All Board Meetings were held at the Brentwood Hotel, Wellington. The Board very much appreciate the supreme service they continue to receive at the Brentwood Hotel, 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. They seek out opportunities to upskill 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.

The Meeting Effectiveness test at the end of every meeting has not regularly been undertaken though all meetings have been professionally facilitated with a high standard of decorum maintained. The Board will need to re-establish the effectiveness test to ensure areas of 'less effectiveness' are identified and avoid complacency. Effective governance is critical at the Boardroom table where all decisions made comply with standards and targets established by our stakeholders. Due to cancelled Board Meetings to assess effectiveness and rate value, the Board did not undertake the Sport NZ Board Evaluation.

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 resulting 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. The Board will present a new updated Strategic Plan to the Annual Meeting.

HONORARY SOLICITOR

The Annual Meeting in June 2019, on the recommendation of the Board, reappointed Mr Hamish Walker of IZARD WESTON of Wellington as Honorary Solicitor for Marching New Zealand and during the past year have had reason to seek advice after being challenged on a decision of culturally sensitive uniform requirements. We appreciate he is always readily available should a need arise again in the future.

FINANCES

Our finances remain in the capable hands of Mr Craig Rhodes, the appointed Director of Finance. 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 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.

The Annual Meeting in June 2019, 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 Jodie McLuskie (Waikato)
Director of Judging	Mrs Jan Hoad (Otago)

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 both the Working Party – Simplification of Judging and the Working Party - Technical Working Party (Level Two Accreditation) is giving assistance whilst recommending future direction.

The Board receive regular reportage from the TWP and comprehensive reports for Board Meetings. Face-to-face meeting time was reduced due to Board cancelling November and January meetings and it was disappointing to miss the opportunities to meet with the TWP, joint meeting time is invaluable and ensures the Board and TWP are on the same page.

The TWP whilst carrying the added workload of Working Party work, have worked well together and productively to meet the timeframes of the annual plan. 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 Blenheim hosted by Marching Marlborough and in Napier hosted by Marching Hawke's Bay. Observations at these events and areas identified as not being met were disseminated to Coaches.

The Board record here their sincere thanks to retiring Director of Judging, Mrs Jan Hoad and extend go well wishes into retirement. Jan's service to the Sport is commended and despite being actively involved for 60+ years we believe marching is still in the diary going forward, albeit at a more leisurely level.

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 and the combined National Coach/Judge Workshop. Add for our valued Association Administrators the Admin Workshop and the Treasurer Mentor

programme. The Board and TWP have agreed there will be 'annual' development opportunities provided for Coaches, Judges and Administrators.

Judge Accreditation numbers have again been disappointing despite the growing number of Trainee Judges although the Chief Judge Incentive introduced last season has seen a greater number of Trainees becoming Qualified, now the drive is to move them through to Accreditation and eligibility to be appointed on Island and NZ Championship panels.

Coach accreditation numbers have risen with coaches new to marching completing the Introduction to Coaching before commencing to coach a Team. The drive is also on here to move them through Accreditation and be prepared and ready for the new Level Two when it is finally released.

SPORT NEW ZEALAND

We have completed our current four-year Community Investment Plan with Sport New Zealand and are in the process of renewing and hopefully securing a new Investment Plan and ongoing funding. The Board are mindful that any new investment will require some commitment to the Balance is Better approach by Sport NZ. Research data shows that the teenage athletes are walking, in our case, marching away from organised sport at a time when being physically active competes with a host of other priorities and things need to change. This includes pushing back against early specialisation and over emphasis on winning. What young people are looking for is changing, and sport, including marching, needs to change too or these athletes, especially our Under 16 age marchers, will continue to walk or march away.

Annual Reporting is still to be completed and involves not only the numbers, but also how much did we do, how well did we do it, what was the impact and what do we learn whilst for **COACH DEVELOPMENT**, *improving the quality and capabilities of Coaches ensuring they have the tools and resources* and for **WORKFORCE DEVELOPMENT**, *developing 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 continue to deliver marching opportunities in their regions, though the numbers have reduced in the past 12 months, not due to inclement weather conditions, but lack of numbers – of Judges and of Teams. Congratulations to those Associations who have made huge efforts to counteract the lack of Judges at local competitions and recruited Trainee Judges. The new challenge is to recruit more Teams or attract more Teams to competitions by ensuring the competition is adding value and reward for the Teams effort. If an Association has only one team in a grade, that one Team deserves the same attention as would 5 or more Teams. They are supporting the Association; it is the Associations role to support them.

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.

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

Following a second successive year of membership growth it is very disappointing that this year reflects a loss, a substantial loss and is disappointing that the growth momentum has been lost despite some concerted efforts applied at the Board Meeting in August when establishing targets and confirming initiatives and programmes of development for both coaches and judges that included a long awaited National Combined Coach/Judge Workshop.

The attached Membership Summary shows only two Associations had membership growth and only one of them turned this growth into Team growth. Congratulations Marching Canterbury.

Let's hope the decline is only a minor hiccup and growth will be restored this coming season. Together we can achieve this 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.

During the past year, sadly we have lost family and marching loved ones though their contributions to our lives and the service to our Sport as members, mentors or in support roles will be cherished and remembered as we continue to march forward. Condolences are extended to those who have lost family or marching family members during the year.

SERVICE

We are indebted to our Volunteers and members who continue to give service, and often long service to the Sport. The following received special recognition by way of MNZ Service Awards for their 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 Di Burton (Canterbury)

Mrs Margaret Andrew (Canterbury)

Mrs Rachel Brownlie (Otago)

Mrs Viki Kingsley-Holmes (Otago)

Mrs Debbie Handisides (Canterbury)

Mrs Noelene Kitto (Canterbury)

Mrs Karen Robertson (Otago)

Mrs Carla Johnson (Southland)

Long Service Award (10+10 years)

Mrs Jennie MacDonald (Hawke's Bay)

Mrs Robyn Powell (Southland)

Mrs Renee Morgan (Southland)

Ms Melissa Gyde (Taranaki)

Mrs Kyliee Fisher (Southland)

NEW ZEALAND CHAMPIONSHIPS

Due to Covid-19 the NZ Championships, to be hosted at the Pulman Arena in Takanini, Auckland, forced the Board to make the unenviable decision to cancel the 2020 NZ Championships, only the 3rd time ever in the history of the organisation. First back in 1949 when the NZ Senior Championships in Wellington were abandoned halfway through competition due to north-westerly gales and torrential rain and then again in 2011 due to the devastating earthquake that rocked Christchurch. On what would have been set up day and the Official Opening of the 2020 Championships, the Government had moved New Zealand into Alert Level 4 and into lockdown.

A sincere thanks to the Marching Auckland Committee and Volunteers for all the preparation work for the Championships and to all the Teams (Coaches and Marchers) and the appointed Judging Panel who had made their own preparation in readiness to participate, thank you.

For the record there were no Champion Teams; all Teams who entered were winners and deserved of being at the Championship and thank you all for your understanding during such exceptional and unprecedented circumstances.



The marching year ended abruptly, no March Past, no end of year celebrations. We are a summer sport and will not be affected by Covid-19 to the same extent as our winter code colleagues who were about to embark on the new season only to end up in lock down. We trust that Covid-19 will continue to be controlled when it is our time to step out for our season, though for that to happen we need to comply with the Government restrictions and being part of the biggest Team ever, stay in our bubble, ensure to maintain social distancing and wash our hands whilst at the same time start planning and preparing for what will be a 'very different' Marching season.

Diane Gardiner

Diane Gardiner

CHIEF EXECUTIVE OFFICER



Technical Manager Report to the Virtual Annual Meeting September 2020

This report covers the activities of the Technical Manager from 01 July 2019 to present -

Technical Working Party (TWP) - 2019/20

Technical Manager: Barbara Newman
Director of Coaching (DoC): Jodie McLuskie
Director of Judging (DoJ): Jan Hoad

Meetings

The TWP met in August, November and January in Wellington

A scheduled Board/TWP meeting was due during the Covid19 National Lockdown – as this was unable to happen the TWP arranged a Zoom Meeting which was successful. During the lockdown this social platform was used at least another two times.

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

The Technical Manager was present at the South Island Championship but not in any official capacity.

The Director of Coaching did not attend the South Island Championship and was in the position of Coach at the North Island Championship.

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 TWP was confident in the release keeping in the front of their mind the requests and requirements of the Board in keeping things simple and looking after the majority of members in our sport and at the big picture.

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 had been released.

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

Coaching Development Programme

All information and files have been handed over to the new Director of Coaching soon after she picked up the position.

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 is to be generic and sport specific.

Administration Workshop - 22 June 2019

A time slot was dedicated to present to the members attending the Admin Workshop the direction that the Coach Development Programme was taking. It is our expectation that this information will have been filtered through to the membership by way of reportage post workshop.

National Judges and Coaches Workshop

28-29 September 2019, St Margaret's College, Christchurch

Initial advertising was placed in the coaches envelopes at the NZ Championship and also an email to Association Secretaries – March 2019.

Frequent communication by the TWP was sent by email right up until a few days prior to the workshop. Advertising in the MNZ Newsletter and on the MNZ Facebook page was also used.

All workshops cost a considerable amount of money and we were conscious that we wanted to try and keep the registration fee as low as possible but still offer value for money to those that registered.

8 x Funding applications were made – 6 x declined and 2 x successful

Our thanks are expressed to **Air Rescue Services Limited** and the **Four Winds Foundation** for their contribution to our National Workshop.

My thanks are recorded to the Director of Finance, Craig, for assisting with the accountability.

It is also pleasing to note that a couple of the Associations applied for funding to send members and were successful.

Attendees:

In total 92 registered. Two attendees indicated that they would only be present on Sunday. One late arrival due to change of flight and a couple, for various reasons, did not attend.

Venue:

St Margaret's College is a suitable venue to host a workshop with more rooms available to us if required. The weather was kind to us so we were able to have our practical sessions, as planned, outside and without weather interruption.

Team Assistance:

Thanks are extended to the Canterbury teams who provided us with individuals and teams to assist throughout the weekend. It was very much appreciated and those teams have been thanked accordingly.

Guest Speakers:

We had a number of Guest Speakers at this Workshop. Took a bit of a gamble in seeking so many guest speakers but the theory behind this was based on us growing our Coach and Judge Development which encompassed all facets of becoming a good coach and judge, not just the practical knowledge of marching. According to the evaluations they were very well received.



Pat Barwick MNZM – Opening speaker
 Calling on past experiences as a Player/Coach and Mentor – encouraging attendees to soak up all information at workshop
Feedback: *I really enjoyed Pat's presentation – mainly coaching but I was able to break down and apply to judging in many occasions, some same principals apply, an inspiring presentation*

Thomas Houghton - Sport Canterbury
 * Understanding your Athlete *

"Helping coaches to understand athletes' physical, emotional, social and cognitive characteristics and their related holistic needs"

Feedback: *Even though he didn't know anything about marching, he made the content relatable*



Kate Rhodes – NZ Registered Dietitian
 * Coaches Guide to Nutrition *

"Eating well for Performing Marchers".
 Why have good Nutrition?

Breakfast/Training & Competition Snacks/Lunch/Dinner ideas.

Feedback: *Great presentation and practical ideas*



Marg Foster MNZ

* Addressed the Coaches *
 "Love what you do, do what you love"

"Developing successful habits, Performance Mindset and Values and Strengths"

Feedback: *Longer session would have been great*



Dr Geoff Sutton * Addressed the Judges *

Delivery of best practice strategy for roll out of mental skills framework (i.e.; how best to perform under pressure)

Feedback: *Really informative and presented in an easy to grasp and fun manner, took a hard / intense topic and made it understandable*



Sincere thanks are extended to both the Director of Judging and Coaching for the amount of planning and work they undertook prior to and during the weekend. Thanks also to Jodie for analysing all the evaluations. The TWP were able to give a very accurate reflection of all evaluations in their report to the Board post Workshop. Overall the workshop was a success. Clearly, we can not please all of the people all the time – some of our members should choose not to attend if they were never going to "feed their good wolf" (see attachment). There was an opportunity for every person to gain at least one thing from every session, with plenty of sessions on hand.

The DoJ and DoC will report separately on their sessions in their report.

Island Championships

South Island Championship – Marching Marlborough

North Island Championship – Marching Hawkes Bay

The Director of Judging will report on this subject in her report.

NZ Championships - Auckland

Gosh if it wasn't enough that the host Association together with Marching New Zealand have had to deal with a 6.2 earthquake (2011) and a terrorist attack (2019) the Government shut us down with the virus - COVID19. Things come in 3's so onwards and upwards from here on in!!

The TWP was given the opportunity to express ideas of how to be able to try and keep the championship alive. We came from the place where we wanted to give every possible idea a chance of consideration. At the end of the day it was the correct decision to cancel the championships and we are 100% behind the Board's decision.

Auckland Association, along with all entered teams, will be hurting that the hosting of the 2020 National event did not come to fruition. Thank you Auckland for all your prep work and teams will be eager to perform better than ever this coming season.

Sport Canterbury Forum

An invitation was extended to attend a "Balance is Better Regional Forum" hosted by Sport NZ and Sport Canterbury on Monday 6 April. Unfortunately, this was postponed due to COVID19.

This forum aimed to raise awareness of the "Balance is Better" philosophy – evidence-based philosophy developed by Sport NZ and provide a framework that puts the needs of the participant first. I look forward to this being rescheduled.

Funding Application

I am happy to report that we were successful in receiving funding for 3 x laptops. Collection of these and the accessories were picked up the day prior to our COVID19 National Lockdown. They have now been loaded with all the necessary programmes and couriered to the Director of Judging and Coaching. Thanks are expressed to **The Southern Trust** for granting us the funds.

Suite of Quickstep/Compliments/Movements

This continues to be a work in progress. The intention is that there will be a number of plans written for each grade that can be used on a rotational basis for many years to come.

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

Team TWP

The TWP worked hard and collaboratively over the past season. Jodie McLuskie was a welcome inclusion to the Party where she hit the ground running with the amount of work relating to the Coaching Development Programme.

I wish to take this opportunity to acknowledge Jan Hoad as she comes to the end of her tenure as the Director of Judging due to rotation of position.

Jan has absolutely got marching's best interest at heart and her attention to detail, her knowledge of our game is immense. She will be truly missed. Her support is on-going and I am so grateful to her for her continued backing. Thank you Jan.

MNZ President

I would like to take the opportunity in my report to acknowledge the recent resignation of John Lloyd as Marching New Zealand President. John has been a loyal, hardworking, passionate and conscientious member of our sport for some 63 years. Personally, John assisted me in what I know now as both a Master and Mentor Coach while I was wanting to progress my Under 16 team to a higher level. His attention to detail is of the highest degree, delivered with a challenge that is too hard to ignore. Since my appointment as Technical Manager of Marching New Zealand, of which John was one of a handful of people who believed in me, he encouraged and again challenged me to achieve things I never thought I was able to. John, you and your knowledge will be sorely missed, and I hope you will be able to sit back and reflect on the positive and forward-thinking decisions that you were part of that have made marching the sport it is today.

Life Membership

I would like to record a heartfelt Thank You to the Board for recognising my efforts in marching by bestowing Life Membership upon me at the 2019 Annual Meeting. I was very humbled by this and will wear my badge with much pride.

I wish I had better words at the time, when addressing the Annual Meeting, but I was quite overwhelmed. I would like to thank those members who continually support me in this role as Technical Manager, most especially Jan Hoad, Craig Rhodes, John Lloyd, Diane Gardiner, Jodie McLuskie and my family.

Barbara Newman
Technical Manager
June 2020

Read to attendees at the Opening of the National Workshop.....

Recently two students from a Christchurch High School went to Outward Bound – one was asked to write their thoughts on the experience.

Outward Bound allowed me to push myself further than I ever thought possible.

It helped me to better understand what I am capable of, what my limits are and taught me skills that can help me conquer any challenge I face.

One of the most memorable lessons I learnt was about feeding my "good wolf". My instructors taught my watch mates and I a lesson about our reticular activating system by using two wolves. Everyone has a good and a bad wolf. If we feed our bad wolf, by thinking negative and discouraging thoughts that we can't do something, our reticular activating system will start to seek and show our mind evidence that these negative things are true. For instance, if you say to yourself that you are always late, our reticular activating system will make you believe this is true. In turn, you will most likely always be late.

However, if we feed our good wolf by thinking positive and encouraging thoughts and telling ourselves that we can do it, you will.

I have found this good wolf/bad wolf model to be extremely beneficial. It has helped overcome numerous challenges that I might have struggled with prior to Outward Bound.

I have even had the opportunity to pass on this knowledge to my peers and witness the results of them feeding their good wolf.

Outward Bound truly is a mind-blowing experience and has had a tremendous impact on not just my own life but that of so many others.

Note to Self: "Feed your Good Wolf, and put your Bad Wolf to the side"



Four Winds
FOUNDATION LIMITED
GAMING GRANTS FOR YOUR COMMUNITY



Air Rescue
and Community
Services



the
Southern
trust

Funding Your Community

MARCHING

NEW ZEALAND



Director of Coaching Virtual Annual Meeting Report 2020

BALANCED SCORECARD

<u>DIRECTOR OF COACHING</u>	<u>GOAL</u>	<u>ACTUAL</u>
Coaches Accredited Introduction to Coaching	15	26 Achieved 1 – Auckland 4 - Waikato 1 - Hawkes Bay 1 – Taranaki 2 - Nelson 10 - Canterbury 3 - Otago 4 – Southland
Coaches Accredited Level 1	15	16 Achieved 4 – Waikato 2 – Canterbury 2 – Otago 8 - Southland
Coach Training 2019 Workshop Coaching Co Ordinator National Workshop	90	62 Attended 6 - Auckland 25 - Canterbury 6 - Hawkes Bay 3- Otago 4 - Southland 10 - Waikato 2 - Wellington 3 - Nelson 3 - Taranaki 0 - Marlborough

This report covers activities of the Director of Coaching from 01 July 2019 to present -

- Face to face meetings with the TWP
- Zoom meetings with the TWP
- Face to face meetings with the MNZ Board
- Judges / Coaches Workshop
- Sustainable Funding Workshop
- Corresponding with Coaching Co-ordinators
- Evaluating Intro to Coaching and Level 1 workbooks.
- Developing the New Coaches Induction Programme

Coaching Co-Ordinators 2019 – 2020

Marching Auckland	Veeane Thomas
Marching Canterbury	Lisa Burrell
Marching Hawkes Bay	Stacey Sime
Marching Marlborough	Kat McGruddy
Marching Nelson	Toni Burchell
Marching Otago	Michelle French
Marching Southland	Nicola McIntosh
Marching Taranaki	Leonie Gyde
Marching Waikato	Karyne Cassells
Marching Wellington	Cheryl Lovett

Thank 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.

National Judges and Coaches Workshop - 28-29 September 2019, Christchurch

I came in late to the planning on this workshop, but thanks to the awesome work from my trusted TWP team it was easy to hit the ground running.

Saturday (Practical / Interactive) – These sessions were split into Grades and Judging Positions, the intention was to have interactive sessions with both our Coaches and Judges in the one room with a facilitator, so that we could have some really good discussions and have everyone on the same page.

Sunday Morning

Tom from Sport Canterbury presented “Understanding your Athlete”

Kate Rhodes presented “Coaches Guide to Nutrition”

Sunday Afternoon

Viewing of the Q/C/M's

Guest Speaker - Marg Foster talked about creating a positive mindset at trainings and self-reflection.

Overall, Coaches feedback was pretty positive, we acknowledge that not all workshops will benefit everyone.

COACHES	< 2 years	2-5 Years	5 - 10 Years	10 + Years	TOTALS
Totals	75%	78%	64%	64%	68%

Island Championships

North Island Championship – Marching Hawkes Bay – December 7th

South Island Championship – Marching Marlborough – December 15th

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

New Zealand Championships – Auckland 2020 - Cancelled

This was not a decision that was taken lightly and there were many discussions at the time as to whether we could still hold the event whilst still abiding by the restrictions imposed by the Government, but ultimately the health and wellbeing of our members was the number 1 priority and we fully supported the Boards decision.

Bring on Otago 2021.

Coaching Development

The New Coaching Induction Programme has now been released, included in this programme is the following content.

- Personal Development Plan
- Coaching Session Planner
- Practical Learning Record
- Introduction to Coaching – (revised)
- Self-Evaluation and Review Tools

Upcoming Workshops

As a result of COVID-19 we had to cancel our original Coaches Workshop which was planned for August 2020, however with the Boards support, we decided to take the workshop to the coaches.

Workshops are now planned for Wellington, Waikato, Dunedin and Christchurch (dependant on numbers) in September 2020 and will have a mixture of Technical and Display Sessions.

Work in Progress

- Review Level 1 Accreditation
- Develop Level 2 Accreditation

General

Social Media – I am concerned with the amount of negative talk on face book pages, I am all for communication but some conversations belong in a private message, your comments can be very damaging to our sport as most of our pages are open to the public. Some of the content that has been brought to my attention has been very spiteful and nasty. We are all volunteers in this sport and want to see it grow, so let's try and promote positive messages about our sport and support those around us.

Conclusion

A HUGE thanks to Barbara and Jan for all their support this season, it certainly makes the job easier when you have a great team of support behind you.

Jodie McLuskie

MARCHING NEW ZEALAND



DIRECTOR OF JUDGING REPORT TO MARCHING NEW ZEALAND

ANNUAL MEETING 2019-2020

It is with a certain amount of regret that I present this, my final report as Director of Judging, which is for the 2019/20 Season of Marching New Zealand. Regret in that our pinnacle event had to be cancelled and everyone involved was unable to complete the season on its usual high note.

It has been another busy year that has included the Judges/Coaches Workshop in Christchurch in September and my attendance at Meetings of the TWP/Board in August, November, TWP only in January and the Planning Meeting of the Board in February. Further, with the advent of the Covid 19 Pandemic the TWP had 2 Virtual meetings in April.

I also attended both North and South Island Championships in December which were held in Hawkes Bay and Marlborough, respectively.

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 2018/19.

Southland	Gaylene McRae
Otago	Katharine Simonsen
Canterbury	Kaylene Mokotupu (Resigned 2/2/20) Sherryn Palmer
Nelson	Sue Cornelius
Marlborough	Anita Ireland
Wellington	Cheryl Lovett
Hawkes Bay	Dawn Ladd
Taranaki	Maryan Zentveld
Waikato	Clare McKissick
Auckland	Joanna Wells

Association CJ Reports or Minutes have been received regularly from Auckland, Hawkes Bay, Wellington, Nelson, Canterbury, Otago, and Southland. Intermittent reports were received from Waikato. Leaving Taranaki and Marlborough the only Associations, not to do so. It is important 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. If only sending Minutes, it is also important for the Chief Judges report to be attached.

It is also important that this Office receives copies of **Master Sheets** from every competition held in each Association and I wish to commend the Chief Recorders or Secretaries in Auckland, Waikato, Wellington, Nelson, Canterbury, Otago and Southland who attend to this immediately after each competition. In an ideal world, these should be sent through to the DoJ electronically straight after each

competition and if electronic is not an option then by post. Receiving these 3 months after the events is not best practice and neither does it help when it comes to Panel selection.

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, as volunteers in this way is immeasurable. My sincere thanks to you all as well as to your families who sacrifice the time, they can spend with you each and every weekend of our Season.

I am extremely pleased with the increase in the number of Judges who have Qualified from the 19 Trainees we had during the season, 9 in total. It is to be hoped that many of the remaining Trainees will compete their Qualifying Exams early in the new Season.

JUDGES STATS AS AT 16/06/20

Association	Trainee	Qualified	National
Auckland	1	7	Nil
Waikato	1	Nil	4
Taranaki	1	2	2
Hawkes Bay	3 (all now resigned)	1	1
Wellington	1	3	2
Marlborough	Nil	2	1
Nelson	1	Nil	4
Canterbury	3	3	5 + 1 Regional
Otago	Nil	5	3
Southland	Nil	1	6
Totals	11	24	29
Resigned	64 - 3		
OVERALL TOTAL	61		

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), Marcella Burke (Comp) 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 disappointing to only have 1 candidate come forward for National Accreditation which was conducted at the South Island Championships in Marlborough. Congratulations are extended to –

Anita Ireland of Marching Marlborough

who was successful in gaining National Accreditation in the Technical A Section.

It is to be hoped that many more of the 24 Qualified Judges will present for Accreditation in the coming season.

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:

Sherryn Wells	Auckland	Technical A
Kylie Olsen	Auckland	Technical B
Erina Mayo	Auckland	Technical C
Katie Ivamy	Hawkes Bay	Technical D
Victoria McDonald	Wellington	Technical B
Ema Wihapi-Solia	Wellington	Technical C
Lorraine Clemitt	Marlborough	Compliance
Olivia Leonard	Otago	Technical C
Ayline Carey	Otago	Display

One candidate in the Technical D section was, unfortunately, unsuccessful.

Congratulations to all of the above and to their Chief Judges/Tutor Judges for training and guiding them through this process and in particular to Joanna Wells of Auckland who now has a strong panel of Qualified Judges, just one more Display Judge to go Joanna to complete a full panel. It is particularly pleasing to see Otago, Marlborough, Hawkes Bay and Wellington adding to their panels as well.

Looking forward to receiving the submission of those who were either not successful or ran out of time, along with the many others who I hope will come forward this coming season. realise that many of you wear both the CJ hat along with your own Judging position, however, please think about doing what others have done and look amongst your past Panel Members to see if there maybe someone who would consider taking up the position of Tutoring and Mentoring new Judges for you which will take the pressure off on Competition days.

We need to continue 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.

Thanks, are extended to all the current Group Advisors for providing in depth assessment of Judges who submitted Qualifying Exams in the Tech A, B, C, D, Compliance and Display sections this season.

SIMPLIFICATION OF JUDGING:

The Working Party still has work in progress to complete the Simplification of the Display Judging section.

BOUNDARY VIEW:

Regrettably, for various reasons I was not able to produce the Boundary View this season, which I am sure my successor Kaylene will pick up again in the new season.

JUDGES/COACHES WORKSHOP:

A successful workshop for all Judges and Coaches was held at St. Margaret's College Christchurch over the weekend of 27th/29th September 2019. A total of 32 Judges were in attendance in all sections. The evaluations of the workshop itself were in the main positive with the exception of negative reports noted in Minutes from two Associations and some Facebook posts from Coaches who came to the Workshop with a negative attitude which was openly shown throughout the weekend.

My Thanks to Sue Stenning, Kaylene Mokotupu, Maree Sharland, Graeme Blue, and Jackie Ryder for facilitating each of the Group sessions which were informative and well-presented given the need for the changes that had to be made at the last minute. Special thanks to Kaylene for stepping in at the eleventh hour to take Tech B sessions and to Maree Sharland for changing direction from B to C, also at the eleventh hour.

Extra Special thanks to Barbara for her superb organisational skills in setting up the workshop and for all the little extras like the Friday night dinner and home baking that she provided for myself and Group Leaders.

Thanks also to the Coaches and members of Marching Canterbury 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 Hawkes Bay and Marlborough for hosting both Island events and in particular to Marlborough for the hospitality accorded to me and the members of the Panel.

The work of the Host Associations in bringing both events to a successful conclusion was much appreciated by all of those who took part, however it must be remembered that these events are not just another local competition but one of our premier events and as such should be treated just as importantly as a National event.

My Congratulations to all those teams who achieved honors at both events.

The timing of both events is something that needs looking into with a degree of seriousness. The dates currently used are entirely inappropriate as they are so close to

Christmas and as well as that impinge on the study of those sitting their final school exams at that time of the year, which could well be more serious this coming season as NCEA is scheduled to run into at least the South Island Weekend.

It is also a problem from the perspective of selecting panels. The process for this starts mid-September, by which time no Association has even begun its season and it is usually not until Mid to late October that Competition gets underway, by which time the process of selection has begun so that Panels can be approved at the November Board Meeting. This does not allow enough good time for the DoJ to

peruse the score sheets of those who have submitted their names for selection, that is of course if score sheets have been sent into this Office. It also does not allow time for the 2019 AGM directive of Judges having to judge at two competitions before they can be selected for an Island Panel. There is also the matter of the expense of Air Fares at this time of the year as well, as they are usually at their most expensive leading up to Christmas. I personally feel that this is a matter that requires urgent attention. Something for everyone to ponder on, but my suggestion would be move Islands to Mid to late February and then because Nationals are in the main held indoors move them to mid to late April.

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 Auckland, and Hawkes Bay who had 5 Judges take advantage of this at the North Island event and Marching Auckland also sent 3 Judges to Marlborough. Having several teams to hone their skills on is a tremendous advantage to our Trainee Judges. I hope this opportunity will be provided again in the coming season.

NATIONAL CHAMPIONSHIPS:

Once again events outside of our control disrupted the planning and eventually on this occasion, brought the staging of our Premier event to a complete halt.

Commiserations to our teams who were not able to reach their final goals for the season, but I am sure this will make you more determined to succeed this coming season.

My thanks to all of those who were involved in organising the Championships at both Association and National level. It was never going to be an easy decision for MNZ to make, but cancellation proved to be the best decision for all.

My sincere thanks to all Panel members who made themselves available only to be denied by the intervention of the Pandemic, especially Maryan Zentveld and June Smith who would have been officiating at their first National event. Your time will come again.

JUDGES TRAINING KITS:

The updating of these is still a work in progress due to some work not having been completed. I hope to have these ready to go back out as soon as the work I am waiting on is completed.

SCORE SHEETS:

Sincere thanks to John Brown of Waikato who has been an absolute star in producing the score sheets for me for the past 7 years. This is no easy task and John has been very accommodating with all the to-ing and fro-ing that happens every year. Thankyou John you have the patience of a Saint. 😊

TECHNICAL WORKING PARTY:

It has been my absolute pleasure to work alongside of Barbara and Jodie in their roles of Technical Manager and Director of Coaching, respectively. We have once again been unified in our approach to our work throughout the season which, makes for a harmonious working relationship which, in turn allows any conundrum's that we have to be solved quickly and without any fuss.

My sincere thanks to Barbara Newman who is doing a tremendous amount of work behind the scenes to bring together the suite of March Plans for coming seasons and also to Jodie who is doing an awesome job in bringing together the Coaching Development Plan for our Coaches.

CONCLUSION:

I would like to take this opportunity to wish Kaylene, all the success in the world as she steps into this role, which can be both stressful and rewarding at the same time, but with the support of Barbara and Jodie, I am sure she will succeed.

While the season finished on a sad note and very abruptly, there was one particularly bright spot for me which is that the Qualification of 9 new Judges in all of our Judging positions is a big plus, particularly in the Tech C and D positions which have been sadly depleted in the past couple of seasons. Disappointing was the lack of recruitment of further Trainees in all Associations.

My departing message to all is to be kind to each other, whatever your position within our Sport. Look after our Judges who deserve respect from all. None of them go out on the field to deliberately put teams up or down and always do the absolute best they can. Social Media while being a useful tool, can also be a very destructive and vindictive medium to belittle personnel who devote a lot of time and resource to the Sport as volunteers, and which at the end of the day is nothing short of bullying. If you have a grizzle or a complaint direct it through the correct channel of communication so that it can be dealt with effectively by the right people and not by the public jury of Facebook, which does nothing to promote the image of our Sport. Please take a moment to think about it before rushing to become a keyboard warrior.

My thanks to John for his ongoing support and help and I wish both he and Susan many happy years ahead. To Diane, Craig and the Board Members thank you for your support, and assistance throughout the year.

It has been my absolute honour and privilege, to once again, serve in the position of Director of Judging for the past 7 years, 18 years in total over my two terms of Office, most of which has been a pleasure.

Finally, as always, my love and thanks to my Husband Trevor and my family of Keirin, Liann, Blair and Belinda for always supporting me in whatever I do.

My Very Best Wishes to everyone for an extraordinarily successful 2020/21 Season.

Jan Hoad

MNZ DIRECTOR OF JUDGING 2019/2020