

**Minutes of the 2020 Annual Meeting of the National Umpiring Staff of SNZ held at  
St Patricks College, Upper Hutt,  
Saturday 11 July and Sunday 12 July 2020 commencing at 10.45am.**

**Present:** Lindsay Edwards, Jeremy England, Eugene Gilbert (SNZ), Mark Porteous, Dave Beaumont, Rikki Thompson, Kevin Gorman, Gavin Shepherd, Lance Brown, Wiremu Tamaki

**Apologies:** Nil

**Opening:** Wiremu offered the mihi whakatau and welcomed everyone

**Notified bereavements:** Dennis Ormsby (December 2019), Reg Marino (April 2020).

1.0	<b>Minutes of the 2019 Annual Meeting</b> Confirmed as true and a correct record. Jeremy/Lance.	<b>Action</b>
1.1	<b>Matters Arising</b> <ul style="list-style-type: none"> <li>- Standard of umpiring basics and mechanics</li> <li>- Lack of preparation for tournaments</li> <li>- Game tallies – required for evaluation recommendations and national archiving</li> <li>- Recommendations for evaluation.</li> </ul>	
1.2	<b>Around the Yard</b> <ul style="list-style-type: none"> <li>- An update from each NUS member on their wellbeing during Covid-19</li> <li>- Travel and meal allowance were raised and discussed. <ul style="list-style-type: none"> <li>o Policy going forward is for the umpire travel and meal allowance allocations of all national tournaments to go directly to the tournament chief umpire for distribution and better use to feed the umpires.</li> </ul> </li> </ul>	Eugene to ensure associations are made aware of this request
2.0	<b>Update from SNZ (Eugene Gilbert)</b> <ul style="list-style-type: none"> <li>- Eugene provided an overview of SNZ operations considering Covid-19</li> <li>- SNZ have committed to regional based age grade tournaments for 2020/2021</li> <li>- No u23s this season</li> <li>- Opens and NFC remain unchanged</li> <li>- Fastball45 from November 20 to December 11 2020. To be played locally in Auckland, Wellington and Christchurch with finals in Auckland</li> <li>- SNZ's Think Tank group have asked the NUS to support the national and international programme by applying the strike zone.</li> </ul>	<b>Action</b>  Strike zone tagged to regional clinics
3.0	<b>Strategic Planning</b> <ul style="list-style-type: none"> <li>• Discussion centred around evaluation of the strategic plan commissioned back in 2016 – the successes and challenges.</li> <li>• Further discussion focussed on surveys to measure its success and use the results towards planning for the next strategic plan. The current one expires in 2021.</li> </ul> <p>Action: Commission a survey to the membership. Include questions that look towards what the next five years might look like.</p>	<b>Action</b>  Rikki to commission a survey  NUS to start planning for the next five years.
4.0	<b>Reporting</b>	<b>Action</b>
4.1	<b>Northern Region – Mark Porteous</b> <ul style="list-style-type: none"> <li>• Report taken as read by the membership</li> <li>• Orange shirt programme proving to be remarkably successful</li> <li>• Regional clinic to be confirmed - tentative dates 12<sup>th</sup> or the 19<sup>th</sup> of September, Rosedale Park.</li> </ul>	

4.2	<p><b>Central Region – Jeremy England</b></p> <ul style="list-style-type: none"> <li>• Report taken as read by the membership</li> <li>• Key points raised were leadership and general behaviour at tournaments</li> <li>• Wellington looking to implement the Orange Shirt programme led by the Northern region</li> <li>• Central regional clinic – Whanganui 12/13 September.</li> </ul> <p>Action:</p> <ul style="list-style-type: none"> <li>• RDU to work with UICs in region on leadership development</li> <li>• RDU to liaise with Auckland UIC regarding Orange Shirt programme.</li> </ul>	Action: UIC to reiterate to fraternity expected behaviours at tournaments via UIC messaging
4.3	<p><b>Southern Region – Dave Beaumont</b></p> <ul style="list-style-type: none"> <li>• Report taken as read by the membership</li> <li>• Key point raised was the standard of the fields athletes are required to play on. The standards of the playing fields were disappointing. Especially for national tournaments. There is a concern for the health and safety of the entire softball community.</li> <li>• Southern regional clinics – Invercargill 12/13 September, Nelson 19/20 September, Christchurch – 26/27 September.</li> </ul> <p>Action:</p> <ul style="list-style-type: none"> <li>• All RDUs to review the diamonds for up and coming national tournaments and provide feedback to SNZ. Suggested flow chart be prepared to assist RDUs.</li> <li>• SNZ to send a directive to associations to ensure fields are prepared for national competition in accordance with worlds’ best practice field standards.</li> </ul>	Subsequent action – associations to ensure umpire areas are appropriately set up for both genders ensuring privacy.
	<p><b>Regional clinic themes</b></p> <ul style="list-style-type: none"> <li>• Strike zone – supports the request from SNZ and the Think Tank group</li> <li>• Two-man mechanics – more focus required in this space as opposed to three-man mechanics</li> <li>• Code of conduct – expected behaviours required at national tournaments</li> <li>• Pitching - two second pause is the focal point for all illegal pitching.</li> </ul>	Action: UIC to reiterate code of conduct via UIC messaging
4.4	<p><b>RDU at Large – Lance Brown</b></p> <ul style="list-style-type: none"> <li>• Lance provided an overview of the apparel process with Dynasty last season. The apparel was of good quality and well received by the membership. The process of coordinating orders with members, the supplier and delivery were extremely challenging.</li> </ul> <p>Lance recommends closing out last season to ensure all orders have been completed. Suggestion going forward is for members to go direct to the supplier.</p>	
4.6	<p><b>Assessments Framework – Lindsay Edwards and Rikki Thompson</b></p> <ul style="list-style-type: none"> <li>• Lindsay provided an overview of the assessment tool and its usage during the season. <ul style="list-style-type: none"> <li>○ The tool is self-intuitive so that anyone could use it objectively by following the clear guidelines set out in the assessment tool. A job description is not required. A manual would be better.</li> <li>○ The appointed alumni team are continually improving the tool and improving one another’s knowledge to successfully assess umpires for evaluation. There is a need for on-going training with some of our assessors which is being managed by Lindsay. Also, a need to better coordinate the assessors at each tournament whilst maintain impartiality and objectivity.</li> </ul> </li> <li>• Rikki provided an overview of the group and expectations. <ul style="list-style-type: none"> <li>○ Entry level into the group should follow a robust process like the pathway’s framework. We should be looking at developing or at least promoting our own as opposed to shoulder tapping. Lindsay and Rikki</li> </ul> </li> </ul>	<p>Action:</p> <p>Lindsay and Rikki to continue updating the assessor manual with the latest discussion points</p> <p>TCU and Assessor to work together in providing specific feedback to candidates. TCU to lead the discussion when giving feedback</p>

	<p>have both discussed the need for an assessors' manual which will cover a recruitment process, induction, assessment process, expectations, and outcomes.</p> <ul style="list-style-type: none"> <li>○ Assessors need to be clear and specific when giving written feedback in their assessments.</li> <li>○ To gain the full value of the assessment tool assessors should be available for the entire tournament and assess more than the current process of two plates, two bases per candidate. The tool is designed to evaluate at a point and time. The more assessments performed at a tournament the better picture obtained of the umpires' performance.</li> <li>○ Rikki raised whether assessors should give feedback at tournaments. No, but can give 'drive by' specific feedback. The TCU and the Assessor can work together but the feedback is specific, not encouraging.</li> </ul> <ul style="list-style-type: none"> <li>● Kevin Gorman advised the NUS in writing to be considered as an assessor. Lindsay confirmed him as a member of the team.</li> <li>● Assessor appointments will be appointed by the National Convenor of Appointments taking into consideration the tournament and candidates selected.</li> <li>● The Alumni group to be capped at 10 members or by NUS discretion</li> <li>● Eight umpires including an international were assessed in the 2019/2020 season</li> <li>● RDUs and UICs are strongly encouraged to put in place a programme for candidates who are confirmed for assessment in the up and coming season. This ensures candidates are not set up to fail.</li> <li>● Rikki presented a slide show of the 2019-2020 assessments. The purpose was to review the evaluations of our candidates for endorsement or otherwise. The review also gave the NUS an opportunity to review assessor performance and the marking system. <ul style="list-style-type: none"> <li>○ Candidates were reviewed and endorsed according to their assessment.</li> <li>○ The review showed inconsistencies in the marking system between assessors. Furthermore, feedback comments were not helpful and lacked specifics.</li> </ul> </li> </ul>	<p>to the team. Assessor can give 'drive-by' specific feedback to candidate but not to engage in a full-on conversation.</p> <p>Rikki and Lindsay to provide education and training for assessors to evaluate according to the requirements of the system. UIC to contact candidates who did not pass.</p>
5.0	<b>Grading</b>	<b>Action</b>
5.1	<p><b>Grading Review of 2019/20 Assessments – Ratified and Endorsed</b></p> <ul style="list-style-type: none"> <li>● Eli Lesperance level 3 to level 4 - approved</li> <li>● Kevin Sheehy level 3 to level 4 - approved</li> <li>● Taura Roundtree level 3 to level 4 - approved</li> <li>● Matt Sneddon level 3 to level 4 - approved</li> <li>● Cameron Wallace level 3 to level 4 - approved</li> <li>● Himi Orupe level 2 to level 3 - approved</li> <li>● Oren Harwood level 2 to level 3 - approved</li> <li>● Chris Vercoe level 2 to level 3 – approved.</li> </ul>	UIC/SNZ to advise candidates, arrange certificates for regional clinic presentation
5.2	<p><b>Recommendations for the upcoming 2020/21 season</b></p> <ul style="list-style-type: none"> <li>● Sans Staiger to be assessed for Level 4 – U18 Boys and Girls</li> <li>● Himi Orupe to be assessed for Level 4 – U18 Boys and Girls</li> <li>● Sean McCormack to be assessed for Level 4 – U18 Boys and Girls</li> <li>● Chris Vercoe to be assessed for Level 4 – U18 Boys and Girls</li> <li>● Ben Dyason to be assessed for Level 6 – Men's Clubs</li> <li>● Gary Tokoa to be assessed for Level 6 – Men's Clubs</li> <li>● Willie Sadlier to be assessed for Level 5 – Men's Clubs</li> <li>● Chris Boyce to be assessed for Level 5 – Men's Clubs</li> </ul>	WT to send invitations to candidates

	<ul style="list-style-type: none"> <li>Keith Marsh to be assessed for Level 5 – Men’s Clubs</li> <li>Steve Cooper to be assessed for Level 5 – Women’s Open</li> <li>Casey Smeakes to be assessed for Level 5 – Women’s Open</li> <li>Heidi Leathart to be assessed for Level 6 – Women’s Open</li> <li>Leon Hopa to be assessed for Level 6 – Women’s Open</li> <li>Jill Farquhar to be assessed for Level 6 – Women’s Open</li> <li>Level 1, 2 and 3 can be evaluated and approved in-region by the regional RDU. For level 3 only, this can be assessed at a national tournament by the TCU.</li> </ul>	
8.0	<p><b>Nationals</b></p> <ul style="list-style-type: none"> <li>NFC to be tagged for level 6 and 7 umpires only. No assessments to be conducted unless approved by the NUS.</li> <li>Appointment of assessors to consider the budget, consideration for the assessor, the tournament, and any previous assessments by the assessor from a preceding year.</li> <li>Given the pandemic the NUS will appoint umpires to the three cardinal tournaments including the umpires confirmed for evaluation in the 2020-2021 season. Names of appointed umpires to be sent to SNZ (Eugene) as soon as possible to take advantage of cheaper travel and accommodation rates.</li> </ul>	<b>Action</b>
	<p><b>Rules</b></p> <ul style="list-style-type: none"> <li>Jill Farquhar resignation from the rules committee noted. The NUS thanks Jill for her contributions to the team. Jill will focus on the pathways framework to complete the workbooks for level three.</li> <li>Rules test this year will have a mixture of questions from the WBSC website and questions the NUS has gathered over the years. References to align to WBSC rule book layout. Test to be arranged so that it starts off easy and gets harder along the way. Rationale is to keep the candidate hooked into completing the test. Test to be a mixture of rules, case plays and videos.</li> <li>Test to be released end of August early September online and available by paper. Open for two weeks. Test to be submitted online.</li> <li>Rules committee to review the contact details of the test to capture more data about our participants and where they are from.</li> </ul>	Action: Dave B to contact Dennis Smith for continued input into the rules committee.
8.1	<p><b>Tournament Chief Umpire Reports</b></p> <ul style="list-style-type: none"> <li>Reports taken as read by the membership</li> <li>NUS members were happy with the consistent messaging and comments provided by TCUs</li> <li>Rikki raised a bat check incident while he was TCU of the u15 boys. The incident highlighted the safety of our new members during the incident. The new and improved bat check process which was to be released at the Men’s open will now place ownership on the teams and their management to manage their bats which fail the bat test. The penalties for an infraction of our rules is severe and the safety of our umpires is protected.</li> <li>Jeremy raised an incident of behaviour in his RDU report earlier. Gavin elaborated on the incident at his tournament. The RDU and UIC NUS will address these incidents with the members concerned.</li> <li>Matters raised: <ul style="list-style-type: none"> <li>Communication to appointed umpires to national tournaments needs to be sent earlier. Travel and accommodation details including room</li> </ul> </li> </ul>	Action: RDU to speak to one member, UIC to speak to the other  SNZ to communicate travel and accommodation logistics to TCUs one month in advance  TCU manual/SOP to be updated to include survey process ensuring the survey

	<p>allocations from SNZ need to be communicated to TCUs at least one month in advance to provide better coms to the umpires.</p> <ul style="list-style-type: none"> <li>○ The NUS support providing accommodation to local umpires where the tournament is located in region but too far to travel to each day i.e appointed umpire lives in Albany and the tournament is in Papakura.</li> <li>○ Surveys provide invaluable feedback for the programme. TCUs to ensure Rikki Thompson is included in their initial coms to their appointed umpires to a national to enable surveys to be commissioned and completed in a timely manner. Feedback to be collated and shared with the TCU and with the NUS at their annual meeting.</li> <li>○ Results of the surveys were shared with the NUS. Feedback was overwhelmingly positive and constructive. The NUS recognised and supported many of the 'quick win' solutions to improve the umpire experience. These to be incorporated in the TCU manual and TCU communications. The NUS also acknowledged areas for improvement across the board</li> <li>○ NUS discussed survey feedback transparency to the membership. NUS agreed that the UIC would use the coms space to share results and other matters to the membership.</li> <li>○ Appointments to finals and in general raised several issues in the areas of fairness, equity and gender. The NUS had a robust discussion on this matter and will survey our members to understand our current state, the gaps and what our future state should look like. NUS to also set up a think tank group with our female membership to discuss and understand what their expectations may be.</li> </ul>	<p>coordinator is copied in.</p> <p>Rikki to send surveys to TCUs shortly after their tournament, leave open for a specified period, collate feedback and provide back to TCU</p> <p>NUS to set up a Think Tank group with our female membership to discuss better outcomes for all our members.</p>
8.2	<p><b>National Tournament Application Process</b></p> <ul style="list-style-type: none"> <li>● The pandemic has altered the pathway for SNZ to deliver its tournament schedule and the NUS has been asked to make some adjustments to this year's application/appointment process.</li> <li>● The NUS discussed pathways to manage the Covid affected tournament schedule for 2020-2021, umpire expectations and budget restraint.</li> <li>● The NUS agreed appointments to the NFC will be by NUS appointment only and targeted to level six and seven umpires only. No assessments to be conducted unless directed by the NUS. The Men's and Women's open will also be by NUS appointment only taking into consideration umpires invited for evaluation, budget restraint and the level of umpire required to be at these tournaments.</li> <li>● National tournament application process to be released in August/September. Lindsay to release the coms. Accommodation – there is a need for better room allocations for our members attending nationals. Especially for our female members. SNZ (Eugene) to liaise with the TCU of the tournament for an induction handover of the umpire logistics for each tournament.</li> <li>● There will be occasions when tournaments require more umpires. The NUS agreed that the appointed TCU must contact the National Convenor for assistance. This is mandatory.</li> </ul>	<p>UIC to send SNZ (Eugene) with appointed names of umpires to NFC, Men's and Women's open.</p> <p>UIC to send email confirmation to appointed umpires</p> <p>SNZ (Eugene) to arrange flights as soon as possible.</p>

8.3		Confirmed National Tournament Schedule - Identified and Appointed TCUs, Candidates and Evaluators					
2020/21 Tournament	Grade	Park	City	Date/s	Tournament Chief Umpire / Assistant Chief Umpire	Candidates	Evaluators
NZ U23 Men's & Women's Championships	U23	CANCELLED			NZ U23 Men's & Women's Championships		
NZ U15 Boys and Girls Championships NORTHERN	U15B	Rosedale Park	North Harbour	Fri 8 - Sun 10 Jan 2021	Mark Porteous / Andy McManus		
NZ U15 Boys and Girls Championships CENTRAL	U15B	Colquhoun Park	Palmerston North	Fri 8 - Sun 10 Jan 2021	Tony 'TK' Kaiaruna		
NZ U15 Boys and Girls Championships SOUTHERN	U15B	Mizuno Ballpark	Christchurch	Thurs 21 - Sun 24 Jan 2021	Rikki Thompson		
NZ U18 Boys and Girls Championships NORTHERN	U18B	Colin Lawrie Fields	Pukekohe	Fri 15 - Sun 17 Jan 2021	Cass Seeling		
NZ U18 Boys and Girls Championships CENTRAL	U18B	Te Atiawa Park	Paraparaumu	Fri 15 - Sun 17 Jan 2021	Gavin Shepherd	Sans Staiger, Himi Orupe	Lindsay Edwards
NZ U18 Boys and Girls Championships SOUTHERN	U18B	Ellis Park	Dunedin	Thurs 28 - Sun 31 Jan 2021	Dave Beaumont	Sean McCormack, Chris Vercoe	Mark McFarlane
National Fastpitch Championship	NFC	Rosedale Park	North Harbour	Thur 11 - Sun 14 Feb 2021	Lindsay Edwards		
NZ Open Men's Clubs Championships	MO	Fraser Park	Lower Hutt	Wed 10 - Sun 14 Mar 2021	Wiremu Tamaki	Chris Boyce, Gary Tokoa, Ben Dyason, Keith Marsh, Willie Sadlier	Lindsay Edwards, Dave England, Ray Dyason
NZ Open Women's Clubs Championships	WO	Mizuno Ballpark	Christchurch	Thur 11 - Sun 14 Mar 2021	Nicola Ogier	Casey Smeakes, Steve Cooper, Heidi Leathart, Leon Hopa, Jill Farquhar	Mark McFarlane, Cass Seeling, Kevin Gorman
Div 1 Sec School Boys & Girls Championships	SSD1	Prince Edward Park	Papakura	Mon 22 - Fri 26 Mar 2021	Darrel Paul/Tama Howard		
Div 2 Nth Island Sec School B & G Champs	SSD2N	Colquhoun Park	Palmerston North	Tue 23 - Fri 26 Mar 2021	Ray Dyason		
Div 2 Sth Island Sec School B & G Champs	SSD2S	Molyneux Park	Alexandra	Tue 23 - Fri 26 Mar 2021	Leon Hopa/Dave Beaumont		

9	Pathways Framework	Action
	<ul style="list-style-type: none"> <li>• The NUS were happy with the pathway's framework. An acknowledgement of thanks and appreciation from the NUS to Jill Farquhar for her fantastic work in this space. The framework has been reformatted to align with SNZs age grade tournament structure and cosmetic requests by the NUS group. The final document is available on the umpires' website. Also, on the website are the fully completed Level One and Two workbooks.</li> <li>• Jill is working towards completing the Level Three workbook during the 2020-2021 season. Jill raised a query via the Pathways committee representative, Gavin Shepherd, as to whether the assessment tool for Level Three should be the tool within the workbook or the national assessment tool. The NUS discussed this matter and agreed that both can be used to assess a Level Three umpire.</li> <li>• Members are reminder levels 1,2 and 3 can be assessed within region by the UIC with RDU endorsement ensuring the workbook criteria are followed. Where a Level 2 umpire attends a national tournament and is assessed for Level 3, the national assessment tool will be used.</li> </ul>	
10	Website	Action
	<ul style="list-style-type: none"> <li>• Gavin and Wu are administrators and have managed the site as best they can. The platform is an off the shelf product administered by SNZ. The umpire page follows the standard structure of the product which does not allow for flexibility. One size fit all.</li> <li>• UIC to put out a call to the membership to see if one of the members would be interested in joining the team to assist with the website.</li> </ul>	UIC to put out a call to the membership for website support
11	Apparel – national uniform for tournaments	Action
	<ul style="list-style-type: none"> <li>• The NUS acknowledged that it is increasingly hard to source an internal supplier to kit our members. Many of our members are sourcing overseas apparel to meet the requirements of our national uniform.</li> <li>• Dave Beaumont provided a summary of a supplier in Canterbury who is well known to the fraternity. The supplier already has an established international purchasing regime and can source our national uniform at reasonable prices. This includes an ordering system which can be communicated easily to the membership.</li> <li>• <b>Action</b> – Dave to coordinate logistics with the supplier and provide a coms to the fraternity detailing the purchasing process. By establishing this supplier, we will be able to standardise the correct colours of our uniform.</li> <li>• The SNZ uniform is grey and navy-blue trousers and blue shirts. Navy blue pants at national tournaments will be phased out at the end of this season 2020-2021.</li> </ul>	
12	Female representation on the NUS	Action
<ul style="list-style-type: none"> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• The NUS discussed at length the non-representation of females on the NUS executive. The NUS acknowledged there is a strong need to have an executive group that is representative of our programme.</li> <li>• It was decided to that a commissioned survey seek feedback from our female members on how the NUS should go about seeking female representation on the executive. Rikki to commission survey and create questions for the survey.</li> </ul>	
13	Awards	Action
	<ul style="list-style-type: none"> <li>• Distinguished Service Award (DSA) <ul style="list-style-type: none"> <li>○ Jeremy provided an update to this portfolio. Jeremy has put forward Dave Beaumont's name for nomination of the award endorsed by the NUS.</li> <li>○ Jeremy raised the matter of gathering information on candidates for the award. It was recommended that we encourage our members to provide their umpiring CV. UIC to advise members to put together their umpiring</li> </ul> </li> </ul>	

	<p>CV for upload to our website. <b>Action points</b> – provide a CV template for members and update DSA list. Jeremy to review the DSA policy and present a draft to the NUS for review.</p> <ul style="list-style-type: none"> <li>• SNZ Umpire of the Year <ul style="list-style-type: none"> <li>○ A call for nominations was sent to the membership. All six nominations supported Mark Porteous for the award.</li> <li>○ Mark Porteous endorsed by the NUS for the award. UIC to complete the nomination process for SNZ. Congratulations, Porty.</li> </ul> </li> <li>• Presentation of certificates to be presented at regional clinics. SNZ (Eugene) to organise certificates for distribution.</li> </ul>	
14	<p><b>NUS Structure</b></p> <ul style="list-style-type: none"> <li>• UIC provided a summary of the NUS structure and the election process. Policy states every second year the UIC position is advertised. In the alternate year, the DDU position is advertised.</li> <li>• The NUS discussed the inaction of the UIC to follow through with the action points of last year’s minutes. The action points were raised and actioned in this meeting. The UIC needs to listen.</li> <li>• The NUS approved the disestablishment of the RDU@Large position and re-established a second DDU position. The NUS endorsed and approved Lance Brown’s appointment to the position of DDU. Lance Brown was duly appointed and accepted the role.</li> <li>• UIC to engage with SNZ to re-establish the election and appointment processes for the UIC and DDU roles and administer the process. This is not a process for the NUS to administer.</li> <li>• UIC to advise SNZ of Lance Brown’s appointment endorsed by NUS AGM authority.</li> </ul>	<b>Action</b>
15	<p><b>Policies</b></p> <ul style="list-style-type: none"> <li>• There are five policies requiring renewal as they have expired - the grading, the annual test, the touring guide, the DSA and the bat test.</li> <li>• UIC to renew policies and provide to NUS for review and endorsement.</li> </ul>	<b>Action</b>
16	<p><b>Updates</b></p> <ul style="list-style-type: none"> <li>• H&amp;S – NUS to consider WBSC protocols regarding social distancing in our sport.</li> <li>• Video Recognition – Mark provided an update on a project Kevin Sheehy has organised for the programme. Led by one of his students, Keone Kaiser, the purpose of the project is to provide on-field video plays as another training tool for umpire development. Keone will work with Mark, Dave and Wu to review data already gathered and provide feedback to the NUS for consideration of next steps.</li> <li>• Fastball45 will be spread amongst the region with round robin comps to be played in Christchurch, Auckland, and Wellington (Fraser Park). Finals to be played in Auckland. Dates November 20 through to early December. Games will be televised. RDU and ARDU in region to lead umpire logistics for each event including appointment of umpires.</li> <li>• Code of Conduct – regional clinics to continue promoting the expected behaviours required at tournaments. Especially in relation to refreshments. TCUs to do the same at national tournaments. Discussion led to requiring umpires to sign a declaration of compliance requiring umpires to follow the code. Emergency form to be updated.</li> <li>• Orange shirt programme – northern region led, this programme is proving very successful. Central region looking to run the same in Wellington. For further information contact Matt Sneedon.</li> </ul>	<b>Action</b>

	<ul style="list-style-type: none"> <li>• National convention was discussed. The logistics of running an event like this is overwhelming and needs an event manager. Suggestion by Lance Brown is to embed a high-performance clinic within our national tournaments. Lance to provide advice as to how this might be achieved.</li> <li>• Health and Safety – the NUS expressed concern about the return to play given the pandemic. WBSC have shared playing protocols with national federations providing guidance. NUS to check with SNZ on guidelines for softball in New Zealand and their position.</li> <li>• Talent management – RDUs have identified umpires for the future and have already put in place pathways to provide growth opportunities and exposure. There was a concern raised that some umpires are being pushed too fast and the NUS should be mindful not too raise expectations and be aware of any potential burnouts or implosions. Furthermore, there were some performance issues with some of our umpires.</li> <li>• SNZ umpire records database – UIC manages and maintains the records database which is online. UIC will continue to maintain these records as required.</li> </ul>	
	<p><b>Meeting Closed Sunday 12 July at 2pm</b></p>	