**-Ron Beal Responses**

**Q #1**

**Over the last couple of years, NBUA has taken on games for age groups below the age of 13.  Do you feel this is appropriate and if so why and if not appropriate?  Why not?**

**If NBUA has the umpires available to cover 11U games, then we should work them. Sure, the “upper level” games pay more and are quicker (and, for those concerned with it, have more prestige) but the 13U games are, in many ways, more difficult to umpire. The kids are less skilled and are sometimes confused as to which base to go to (or back to). It’s sometimes unpredictable where the ball will be thrown to. An Umpire has to be on his toes. In addition, the coaches and parents are usually as inexperienced as the players and don’t know how to interact with umpires, so they take more managing.**

**They are a perfect training ground for newer umpires and an chance for the more experienced umpire to sharpen his reflexes, work with some players and coaches he will be seeing for the next 5 or 6 years and, most importantly, to mentor his junior partner. For upper level umpires, these games are an opportunity to pass on some of their hard-earned knowledge and to encourage newer umpires to stick with it.**

**Q #2**

**I’m proud to be associated with the NBUA. I think the Board has done a fantastic job and improved many things.  Tell the membership why you’re proud of our organization and how will you help recruit new members because we need new men and women to join NBUA**

**I’m not just proud of MY association, I’m appreciative of all the hard work that many of my brother umpires have put into making the association work on a day-to-day basis. I’m also proud and appreciative of my fellow umpires who make up our association. I appreciate (don’t like the word “proud” so much) of the work ethic they display on the field that inspires me to do the same. I appreciate those that volunteer their time on the board and at training and I am very proud/appreciative of new umpires who work through those difficult first couple of years to be really fine umpires, partners and friends. As far as recruiting new members, I think that starts with our current members. We should encourage ourselves to recruit and I will try to have recruiting materials available for all of us. I also think our website can be updated to attract interest. Current pictures & videos and maybe links to fun YouTube and Face Book. Frolics will make it more interesting and, once a perspective member gets there, he or she might spend some time to get to know us.**

**Q #3**

**So as in our evaluation process, one good thing and one thing to work on.  I would like for each candidate to give one good thing they want to bring to the NBUA (very specific) and one thing they feel the Board needs to work on to make it better.**

**I am not on the evaluation committee (yet) and am not sure of all the parameters but we do need to have more evaluations. Of course, our qualified umpires who are evaluators are also working a lot of games so it’s difficult for them to find time to do evaluations. Maybe some fresh ideas about how to accomplish this goal would help.**

**Q #4**

**I’ve read all your statements. Please be more clear to what you see is wrong with NBUA, what is RIGHT with NBUA. What do you propose to help make all of us “AN EVEN BETTER ORGANIZATION??? “**

**As an association, I think we could improve listening to the members and communicating with the members. It appears that once training is over, everybody goes their separate way and does not participate in our association as much as we could.**

**Q #5**

**What would you like to accomplish as a Board member?   Be very specific.**

**Communication. I believe very few members ever go to our website because there is nothing current there. If there is a situation on the field we can learn from – or laugh about – why not share it? We find out about incidents, accidents and hilarious mishaps only because our current game-day partner was there or just heard about it. But, if that’s upper-level umpires sharing stories, our newer umpires never hear them and never get to either laugh or learn about them. Communication builds bonds and will enhance retention and knowledge.**

**Q #6**

**Umpires come and go every year & retention seems to be an issue! I don’t think I’m wrong. No lack of games! How do you propose we market ourselves better to recruit new guys! I’m not getting any younger! How do we keep our guys?**

**A lot of this question was answered in #5. But I also think we should have a midyear meeting, Pot luck, BBQ something to bring all umpires together and talk about the first half together.**

**Q #7**

**If you were elected to this Board & you were voted  to become a Committee Chairman, which one best suits your strengths?**

**Pick one & briefly explain why.**

**Evaluation Chairman**

**Training Chairman**

**Recruiting & Retention Chairman**

**I would take on any roll and do my very best. But to pick one it would be Training Chairman I would like to spend time getting to know all the new members. While learning more about the rest of the organization as well. Being involved more with training I can extend an open ear to the members and get a lot of feedback from them. On a wide verity of opinions.**