**-Gary Coy 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?**

YES.  It's absolutely appropriate.  IF, and it's a big IF, we have sufficient numbers of apprentices and C tier umpires to work these games. This level of games is perfectly suited for our newer umpires to learn our craft. This level of ball is where an umpire sees situations that tries their knowledge of rules and applications of base awards etc.  However, taking on this level of games should not be at the detriment of the customers that we already service.

**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 have been a VERY proud member of NBUA since 1994. Without NBUA and the many members that have assisted me through training, evaluations, and conversations pre and post game over these many years, I never would have been able to achieve the level of umpiring that I have. To me, it's all about lifting others up as others have done for me.

These are the things that make NBUA the great association that it was, is, and can be in the future.

As to recruiting.......there are a number of former members that left years ago to spend more time with their young children that I remained in contact with over those years and have encouraged them to come back. Some have and some haven't. I have, and will continue to do this.

**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'd like to bring to NBUA an evaluation program that ensures that our umpires are in the correct tier for their ability on the field, proper application of the rules, use of established mechanics, and appropriate situation handling.

In my opinion, from a retention standpoint, it is vital that we not only promote our members to the next tier when qualified, but also evaluate Tournament Tier and A Tier umpires, when information suggests that an umpire may not still have the same skills and mobility that got them to those tiers in the first place. We all get older. We all get slower. I believe it is essential that umpires in those two tiers remain our very best and to ensure that, they should be evaluated periodically.

**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??? “**

What's wrong with NBUA? Not a whole lot.  BUT.......we should never have the attitude that "We are the best and we're as good as we will ever be"  so we'll just continue what we're doing.  In my opinion, that's a recipe for decline.  If you're not getting better as an organization, you're getting worse. Nothing is static. Everything changes. We should always strive to make things run smoother and more efficiently.

**So what's wrong?**

**1.** Communication from the board to the membership is lacking in my opinion. If y'all remember, the president used to send out what amounted to updates or "state of the association" communiques to the membership. That kept the membership up to date with what was going on and what the board was working on. What happened to those? That was a good thing. Let's bring that back.

**2.** Not enough umpires are receiving a full evaluation. These are critical to the health of the association. There are highly qualified members that have volunteered to be evaluators yet were turned down. Evaluations are now required for promotion to the A and Tournament tiers. This is a good thing. Evaluations are just as important for our Apprentice and C Tier memers.  It basically continues their training and gives them information as to the things they are doing well and things they could possibly work on.

**3.**We need to do a better job of recognizing the umpiring accomplishments of our members. The WOA (Washington Officials Association), to which most of your $50 dues per year goes to, provides official's associations, whether they be basketball, football, baseball, track, vollyball, etc., with lapel service pins to present to their members. They are in 5 year increments. IF I'm elected, I will make this my first priority to ensure that every member recieves a pin appropriate to their years of service.

**4.** Instead of receivng a paper check for our payment, I'd like NBUA to explore direct deposit options. Let's join the 21st century.

**What's "right"** with NBUA?

**1.** We continue to provide outstanding service to our customers. I'm not aware of any games that didn't get covered this past season. I'm sure it wasn't easy accomplishing that.

**2.** A HUGE plus this past season was the "dynamic" game fees for games on Saturday and Sunday. More money for your hard work, especially on weekends that you may otherwise not have worked is a very good thing and this should continue into the future with maybe even a bump up in those fees for weekend games.

**3.**It's alway's good to learn from mistakes, correct them, and not make the same mistakes again. A couple of cases in point......The finacial snafu with one customer (just happened to be a huge customer) last year caused the association, for the first time in our history, to be unable to pay our umpires for all the games that they worked. It's my understanding that we now have written, binding, contracts in place (something that I advocated for the many years that I previously served on the board) that should avoid this situation in the future so long as we have the cajones to enforce the terms of those contracts rather than relying on faith that they will pay.  Hopefully these contracts have a claus that deals with late payments or non-payment.

Also,  it's no secret that last year's banquet,  to put it nicely, left much to be desired. That situation also seems to have been resolved with a different venue (indoors) this year.

**To make us an even better association** I propose that we contiually review everything we do. An "After Action Review" (for my fellow military vets) if you will.  It should be very structured for analyzing what happened, why it happened, and what went well and/or how things can be done better by those responsible. It should be a comparison of intended results vs. actual results. With the results published in the "members" section of our website.

**Q #5**

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

I want to accomplish a number of things. In no particular order of importance or priority.

**1.** Ensure that our members are reconized for their years of providing umpire services with NBUA by taking advantage of the FREE program by the WOA to supply lapel service pins for years of that service in 5 year increments, This isn't hard to do and I believe the membership would appreciate this recognition. Also, several years ago, a former member volunteered to produce NBUA logo polo shirts for the membership to purchase. That went no where. I'd like to explore that possibility again.

**2.** An evaluation program that the membership has faith and trust in where members are evaluated not only for the purpose of being promoted, but one where our top tier umpires are also periodically evaluated to ensure that they still have the skills, knowledge, and are still mobile enough to umpire at those levels. And if it's shown that an umpire not longer has the skills, knowledge, and mobility to remain in the Tournament or A tier, we must be prepared to reassign them to a lower tier.

**3.** Ensure that in all decisions the Board makes are in compliance with our Articles of Incorporation, bylaws, policies and proceedures, and that any decisions having to do with "school" ball are in compliance with the WOA, Constitution, the WOA bylaws and and the WOA policies and procedures.

**4.** Ensure that our diciplinary and grievance procedures are followed to the letter of those documents and that when an individual has completed any sanctions leveled against a member for misconduct, that member is fully restored as a "Member in Good Standing" and that the Board doesn't carry forward any animosity toward that member.

**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?**

As always, recruiting and retention is the most important, most difficult, and most pressing issue we have to deal with every year. A board member did a survey several years ago (not sure who) that resulted in discovering that the average age of our membership is over 50.  Recruiting is a struggle each year. Some years we're not even keeping up with attrition.  Yet, we are working more games. This seems unsustainable in the long run. We need more umpires. There's no question about that. I don't have a "magic bullet" answer to this dilemma. I believe we should spare no expense in recruiting new members. Whatever it costs, we should be willing to bear that burden and increase the budget for the recruiting committee. Whatever it takes. The future of the Association is at stake.

**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**F elected, I will not seek out a chairmanship of any committee but am willing to serve on several committees.

I previously served on the Board of Directors from 2000 to 2015. Over that period of time, I served on every committee and chaired every committee except the Finance Committee.

I am a NCAA Division II and Division III crew chief. I am required to send in "crew chief" evaluations for each member of my crew after every game. So.....as to this question, my strong suit is in evaluations.