**-Allen Christie 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?**

**I feel this is appropriate because it gives some umpires the chance to ease their way into umpiring. Not all umpires are comfortable working middle level games and they need the experience on a smaller field with slower players to acclimate themselves. It also gives NBUA the opportunity to have the new umpires work with more experienced umpires under conditions the new umpire is more comfortable in. That sounds nice in theory and sometimes it plays out this way; sometimes it doesn’t. Yes, I worked several 12 yr games with new and experienced umpires and even a few solo games. Every game gives you the opportunity to practice something; use it as a learning experience. Lastly, since we did not work Koufax or Mantle league games in 2018, these several dozen “younger” games gave NBUA the opportunity to replace the lost games at a time of the year when we are not overly busy. This isn’t something new to NBUA because we provide umpires for CYO games which is a mixture of ages.**

**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 am proud of the effort your Board of Directors makes to provide a forum for you to learn and improve your skills through training and utilize your skills on the field. This stuff doesn’t magically appear; a lot of planning and leg work goes into everything you see and I am proud of that.**

**As for the recruiting part of the question, I will do whatever I can to support the tactics the Recruiting and Retention Committee uses. Also see my answer to question #6.**

**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.**

**What I bring to NBUA…critical and analytical thinking and an attitude of working with others to find a good workable process/procedure for our actions.**

**What the Board needs to work on…solving the recruiting puzzle. We need more umpires and each year, it is harder to get new umpires.**

**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 I see as wrong with NBUA…nothing is wrong but things could be fine tuned.**

**What is right with NBUA…we do a good job of providing an environment for umpires to acquire training and a forum to utilize their training on the field.**

**Q #5**

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

**I want to see our contracts and pricing (game fees) become standardized for all age levels and all leagues.**

**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?**

**Actually, the retention of umpires is pretty good when you consider the reasons umpires leave the association. The vast majority (>90%) leave because of health issues, relocation/school, or family issues. Very few leave because they don’t like umpiring or don’t like NBUA. Retention is not the issue, but recruiting is. When I was the chair of the Recruiting and Retention Committee, we had to talk to about 10 people to get one umpire to join and I don’t think that ratio has changed much. Getting our name and message out there more would be one way. An untapped possibility is to have each summer league team give us the name of one person that might be interested in umpiring. This would provide us with a list of about 100 names to start the recruiting process. It’s a start.**

**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**

**If I already was not a committee chair or if I could change my role within the board, I would be interested in becoming the chair of the Training Committee. I did the R&R committee chair role for several years and this year I am assisting Brian Rooney complete his first year in that role. As a professional recruiter, I think it best to leave this in Brian’s professional hands. My interest in training stems from my years of professional work in teaching and training. It is what I do and I enjoy it. It is why I was interested in being on the Evaluations staff years ago and continue to participate in doing evaluations. It gives me an opportunity to observe, assess, and make recommendations.**