

Issue 7 June 08

Hi all,

June has been a hectic month for all. Congratulations to the associations that won titles this year for the U17s and U19s. I have to say that this year's competition, especially at the U19s, was one of the best we have had. The majority of the games were very close, most with only a few points separating teams at the end of the game. This goes to show that associations are running good development programmes and also are hooking into BBNZ's programmes as well.

A big thank you also goes to the hosting associations of BBNZ Tournaments. I know that some of the associations and their volunteers work huge hours to ensure that the participants enjoy their experience. Thank you from the basketball family.

Once again I stress that you should be loading this newsletter onto your website and also distributing this to your executive as incoming mail. As there is only myself at the grassroots level and I am covering New Zealand it is an easy way for me to talk to all of you at once and inform you what is happening and what is coming up. Also for those associations that are either clustered or you now have another association affiliated through you, can you please send them a copy of this newsletter as well, as they are still part of the basketball family.

If your association needs assistance with anything or would like some advice, please get hold of me either by email, text or phone and I will return your message and do what I can to help or put you onto someone else that can assist.

Thank you to those associations that have come on board in the last couple of weeks with FIBA Organizer. It is a great tool once you get used to it, so start playing with it on a regular basis, until you feel comfortable with it. Later this year we will be running some advance stage workshops, to ensure that everyone is getting the most from this software. Don't forget your website that comes with it. It is another means of communication to your basketball public. A reminder that you can get a domain name from www.discountdomains.co.nz. Just let sporting pulse or myself know when you have it and we will get your website up and running for you to administer.

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**MySport Reminder**

Please ensure that you have read and distributed my urgent email on MySport. Basically what it means is that for anyone who wants to access draws and results online, they have to be signed up to MySport.

The process is to go to www.sportingpulse.com and click on Mysport and go through the process. It only takes a few minutes. The reason why this is being enforced: is that SportingPulse have had some issues of, parents with no legal custody going into the websites and finding out where their child is playing and turning up at the venue (this has happened in Australia and not NZ), so we are taking precautions at the beginning to ensure it doesn't happen here.

Feel free to take a look at MySport page: www.sportingpulse.com/mysport.cgi. If anyone has any concerns, please contact me.

**Be safe
Glenda**

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One on One...

June has been consigned to the back of the calendar and what a month it's been. The NBL Finals have come and gone and sincerest congratulations go to the Waikato Pistons for their title success. The playoffs and Finals provided riveting viewing and did much to promote the sport across the country.

The CBL is up and running and tournaments are being conducted throughout the country. The Tall Ferns are back from a 'reality check' tour to Europe where they got first hand experience and understanding of what lies ahead at the Olympics in August.

The Tall Blacks have now been selected and this young and developing squad has learnt some early lessons from the Australian Post Boomers last week. Congratulations to those athletes selected for the team and best wishes to them and their officials as they work towards the crucial Athens Olympic qualifying tournament starting on July 14.

Basketball received a lot of publicity for the stand regarding non payment of entry fees by one stragglng NBL team. This was a difficult situation to deal with and the inability to publicly reveal the full facts hampered the presentation of an objective perspective from the media. Suffice to say that BBNZ has for a number of years struggled with issues such as this and has reached the point where proper business practices need to be followed by all parties. This raising of business standards will become evident across the sport as we push to improve all areas of administration within the sport. This raising of standards is something that we must all buy into to ensure success.

At risk of sounding like a broken record, I need to reiterate that we all have a role to play in developing the sport, whether it's through the provision of great facilities, well-run leagues and tournaments, growing grass root involvement, developing exciting talent, packaging up the sport as fantastic entertainment or promoting the sport to key partners.

Every bit of good news reflects well on one or two people. Every bit of not so good news reflects on all of us! Accentuate the positive, eliminate the negative and don't mess with Mr in between ... as they say!

Bounce bounce...

Dale Stephens
Chief Executive

Recruiting Volunteers

We are told that the volunteer pool is shrinking as people are choosing other activities over volunteering in an increasingly time-pressured society. Choice is a challenge. We are competing with so many leisure opportunities that volunteering is seen by some as a lesser option. As managers of volunteer programmes, we must find ways to make volunteering attractive to a challenging audience. When resources are scarce we are often tempted to settle for second best. We need to ensure that we have the right people in the right roles.

The bigger picture: Before rushing into strategies for recruiting volunteers for your organisation, take a moment to be very clear about why you want to involve them.

- Is it because you can't afford to pay all the staff you need?
- Or is there a genuine understanding of the breath and perspective volunteers can bring?
- If your association had all the money you needed, would you still involve volunteers?
- What is your association's "culture" around volunteers?
- Do you apply quality HR practices to volunteer management – or do you feel volunteers should be treated differently to paid staff?

Volunteers want to see an association that is well run, with good leadership, has clear processes and where volunteers are respected and valued. Would you volunteer for your association? What's positive about it and what's negative?



Roles for Volunteers: Before recruiting, check that you are offering roles that are genuinely worthwhile to a volunteer – not just jobs that no-one else wants to do! Be specific and be honest about what is involved. Make this a volunteer opportunity not to be missed!

Write it down: Job descriptions for volunteers? Haven't I got enough to do? As suggested previously, successful, volunteer programmes are guided by great HR practices. Just as you should have job descriptions for paid staff, so too you should have them for volunteer's roles.

The very process of writing a job description makes everyone think: Is it a valid job? Is it too big for one person or too small? What support, training and supervision will be needed?

You will identify the skills, knowledge and experience needed to help you to get the best volunteer for the role. A job description provides a clear framework where everyone knows what is expected. You can also use it as a basis for on going evaluation with the volunteer. Don't be afraid of openly stating your requirements – a volunteer can always choose not to take on the role. *If the expectations are not clear at the onset, this can lead to frustration and disappointment for all parties.*

What should be included in a volunteer's job description?

- ✓ Association name
- ✓ Association's purpose/ mission
- ✓ Job title (make sure it accurately reflects the role)
- ✓ Person/role to whom the volunteer reports to
- ✓ Key tasks and responsibilities
- ✓ Screening required – police, references
- ✓ Timeframes – number of hours required, when, length of term
- ✓ Training required or offered
- ✓ Support or supervision
- ✓ Review of performance and feedback

- ✓ Benefits offered (travel, reimbursement, work skills, contacts)
- ✓ Ideal person specification – knowledge, skills, experience

One size does not fit all: In the past you may have re-used similar forms of publicity to find volunteers. That may work for you, but consider all the potential volunteers you are missing. As they old adage says

"If you always do what you have always done, then you'll always get what you've always got"

Where do you look?

- ☞ Inside your association, your current staff, members, volunteers and clients
- ☞ Past volunteers, members, staff
- ☞ Word of mouth – the extended networks of those already involved with you
- ☞ Ask directly – via your networks
- ☞ The public

Tailor your message to the audience you are trying to reach. *"Most people do not say no to the invitation to volunteer – they never feel asked" – Energise Inc*

Ready and waiting or are you? You've done it. You've caught the attention and potential volunteers are keen to know more. This is your second BIG CHANCE! So what happens in your association when potentials make contact? Who answers the phone? What do they know about the recruitment campaign? How much information can they give? Who gets back? How quickly? After all your efforts, don't lose them before you've even got to an interview.

The follow up: Send key information to help a recruit learn more about your organisation before an interview. Even if they don't join you, it helps with publicity. This information can be on paper, in PDF format, for email or on your website.

Interview and orientation will be in next month's newsletter.

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Referees for tournaments

Open letter to all Associations,

The season has started off great with most tournaments running smoothly and having large numbers take part. I understand the on-line entries and results are becoming easier to access and the development of Basketball New Zealand tournaments is progressing.

One aspect that has failed to develop has been the nomination of referees for the Basketball New Zealand Premiership Tournaments. This is a requirement for entering Basketball New Zealand Tournaments that has slipped over the last couple of seasons. To ensure the development of officials at all BBNZ tournaments, we have employed part time Regional Referee Officers to help with the local development of referees in your area. These people are there to help Associations develop referees and grow numbers in their area.

Because of the decrease in numbers of nominated referees for tournaments, Basketball New Zealand is required to enforce the below rule within the internal regulations:

D10.4 - "If a team enters into a Premiership tournament, they must supply a referee competent of officiating at the level required."

If a team is unable to provide a referee for the tournament, the team will be charged a fee of \$200 to help cover the costs of supplying a referee in their place. If a team does not pay their entry fee by the due date the team will incur a \$50 late entry fee.

With secondary school and age group tournaments approaching, we ask all Associations to start looking forward to ensure their development of referees does not have a negative impact on the development of players.

Dale Stephens
Basketball New Zealand

Profiling BBNZ Staff

Paul McLaren



**Sponsorship, Marketing and
Events Coordinator**

DDI: (04) 498 5954

Mobile: 027 687 5375

Email: paul@basketball.org.nz

Jemma Prescott



**Coach and Player Development
Administrator**

DDI: (04) 498 5960

Mobile: 027 687 5379

Email: jemma@basketball.org.nz

Tall Ferns Road to Beijing... Swimming with Sharks

NZ Tall Ferns coach Mike McHugh has seen his worst fears realized after European powerhouses Spain and the Czech Republic landed in his team's group at the Beijing Olympics. McHugh and assistant coach Leigh Gooding have spent the past week in Madrid, scouting future opponents at the FIBA Olympic Qualifying Tournament for Women. While the exercise has proven worthwhile from a purist's point of view, the Ferns staff probably already knew all they needed to about their latest rivals, having played and lost heavily to both on their recent European tour.

"Our group has now turned out to be the 'pool of death'," laments McHugh. "We just have to find a way to beat Spain."

Group B already had defending champions United States and improving hosts China, but the presence of African champions Mali and the possibility of two beatable qualifiers suggested New Zealand might find a path through to the quarterfinals. Those chances have lengthened with the addition of the Czechs and Spanish.

Last month, the Ferns fell 58-77 to Spain in a game that left McHugh with some hope that his charges could actually compete the runners-up in last year's FIBA Eurobasket. The Czechs, with their overpowering height, present a much tougher match-up, handling the Kiwis 72-51 and 73-46 on consecutive nights. In both encounters, the Ferns conceded costly runs (18-8 and 18-0) just before halftime that saw them fall from contention. *"They upped the ante and we just couldn't go with them,"* rued McHugh after a second defeat that left him re-assessing his Olympic selection options.

Meanwhile, Brazil, Latvia and Belarus – three teams the Ferns might have found more to their liking – landed in Group A, along with world champions Australia, Korea and Russia. **Grant Chapman.**

New Zealand's full pool draw at the Olympics is ...

August 9	TF	v	Mali	11:15 am
August 11	TF	v	Spain	9:00 am
August 13	TF	v	China	4.45 pm
August 15	TF	v	Czech Republic	9:00 am
August 17	TF	v	USA	10:15pm



Jessica McCormack

Centre - University of Connecticut, USA

Born: 8 Sep 1989
Height: 1.94 m

2006 Commonwealth Games

McCormack first captured national attention when she led rebound rankings at the 2004 Australian U16 tournament. She made her Tall Ferns debut in 2005, aged 15, and has been in the team ever since, helping them to a silver medal at the Melbourne Commonwealth Games. She was MVP at the 2006 NZ Secondary Schools Championships, leading Northcote College to the girls' title, and also took top individual honors at the 2007 NZ U19 Championships. McCormack attended University of Washington over the NZ summer, but sought an early release and has transferred to University of Connecticut, one of the top US college women's programmes.



Micaela Cocks

Guard – University of Oregon, USA

Born: 2 May 1986
Height: 1.74m

2006 Commonwealth Games

A product of the Basketball New Zealand High Performance programme, Cocks represented her country through all age groups and debuting for the Tall Ferns at the 2005 William Jones Cup tournament in Taiwan. Cocks was part of the national team that won silver medals at the 2006 Melbourne Commonwealth Games and was MVP of the Women's CBL finals that same year, guiding Auckland to the title before leaving to take up her scholarship at Oregon.

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FOR SALE

- 1 X Full size professional wooden floor (maple)
- \$17,000 ono (excl GST)
- Delivery to be arranged

Enquiries and interested parties contact:

Charles Foulds
Operations Manager, Arena Manawatu
Email: charles@arenamanawatu.co.nz
Phone: 06 356 1505



(Yes I did notice that they only had pictures of Netballers using the court)

Congratulations!

I would like to congratulate Central Country Basketball Association, (made up of: Te Awamutu, Morrinsville, Putaruru, Te Kuiti and Matamata) for their tournament that they ran on the 6th June for their open men and women. It was a great start and I look forward to seeing many more of these tournaments happening in your age-groups. Great effort team.

**Go Tall Blacks!**

Our Tall Blacks are currently touring overseas to qualify for the Olympics

Playing Schedule**Canada**

July 1 Canada v New Zealand
July 3 New Zealand v Lebanon
July 4 Canada v New Zealand

Slovenia International Tournament

July 8 New Zealand v Puerto Rico
July 9 Slovenia v New Zealand
July 10 Iran v New Zealand

**FIBA Olympic Qualifying Tournament
Athens, Greece**

July 14 New Zealand v Cape Verde

July 16 Germany v New Zealand

July 18 Quarter-Finals

July 19 Semi-Finals

July 20 Third/fourth playoff

GOOD LUCK TEAM!