

# UMPS CARE CHARITIES

EST



2021

## OFFICIAL LEADERSHIP PROGRAM



**UMPS CARE**  
*Charities*

[www.UmpsCare.com](http://www.UmpsCare.com)

HELPING PEOPLE IS AN **EASY CALL**

# THE PLAYBOOK: A SIX-WEEK COURSE

A six-week course for high school youth focused on leadership, sportsmanship and mentorship through the lens of baseball & umpiring. The first half of the class will be used to build leaders on and off the field through character education and the social emotional learning curriculum below. The second half of class is devoted to learning umpiring mechanics through the Evolve 2 Excellence program.

## WEEK 1: INTRODUCTION TO OLP

- Mentorship & guidance from youth level umpires up to Major League umpires
- Virtual field trip to National Baseball Hall of Fame
- Pre-game visit with umpires at local MLB ballpark\*
- Special access to instructional videos on MIBTonline.com
- Junior Umpire Rules Certification
- UMPS CARE swag
- Next steps on how to umpire in your community

## WEEK 2: DETERMINATION/GOAL SETTING

- Define and recognize the importance of determination and goal setting
- Learn about the first black MLB umpire, Emmett Ashford
- Discuss situations faced by Jackie Robinson and Emmett Ashford and how they displayed determination
- Set personal goals
- Umpiring Rules & Mechanics - Catch/ No Catch, The Strike Zone

## WEEK 3: COMMUNITY SERVICE

- Define community service
- Describe the humanitarian contributions made by Roberto Clemente
- Learn about UMPS CARE and others who give back off the field
- Discuss how to develop a service project as a group to help their community
- Umpiring Rules & Mechanics - Ball and Runner

## WEEK 4: PERSEVERANCE & GRIT

- Develop an understanding of the concept of perseverance
- Identify examples of perseverance from their own lives
- Explain how perseverance directly relates to accomplishing goals
- Umpiring Rules & Mechanics - Force Play vs Tag Play

## WEEK 5: SPORTSMANSHIP/INTEGRITY

- Identify role models for integrity
- Read about Jim Joyce & Armando Galarraga
- Reflect upon how integrity affects others and society
- Use the writing process to produce a personal narrative about integrity
- Umpiring Rules & Mechanics - Infield Fly, Uncaught Third Strike

## WEEK 6: FINANCIAL LITERACY

- Personal finance resources
- Understanding a credit score
- Budgeting
- Umpiring as a job
- Long term and short term goals
- FineMark Bank
- Umpiring Rules & Mechanics - Bunting vs. Slapping

\*Game attendance is dependent on MLB restrictions.



# GET TO KNOW JEN PAWOL



**JEN PAWOL**

Making her debut on June 24, 2016, Jen Pawol became only the seventh female umpire to work professional baseball. Having worked her first season in the Gulf Coast League, Pawol was promoted to the Short Season Class A New York-Penn League in 2017.

Jen started her own umpiring clinics through a company she created, Evolve 2 Excellence and is teaming up with UMPS CARE for the Official Leadership Program.

**evolve**  
JUNIOR UMPIRE

Learn more at [baseballhall.org/discover/jen-pawol-talks-umpiring](http://baseballhall.org/discover/jen-pawol-talks-umpiring).



## FUN FACTS

Jen Pawol is one of two women currently working as a professional umpire in baseball's minor leagues.



She played baseball and softball and was a catcher at Hofstra.



Jen has worked at all levels of umpiring, working Division I softball and Minor League Baseball.



She is currently assigned to work in the Midwest League.



# DETERMINATION & GOAL SETTING



## JACKIE ROBINSON

Jackie Robinson broke baseball's color line when he started at first base for the Brooklyn Dodgers on April 15, 1947. To honor Jackie Robinson, his uniform number, #42, has been retired by all teams in Major League Baseball.

Born into a family of sharecroppers in Georgia, Jackie went on to become a star athlete at UCLA and later in the Negro Leagues and Major League Baseball.

Learn more at [baseballhall.org/hall-of-famers/robinson-jackie](https://baseballhall.org/hall-of-famers/robinson-jackie).



## EMMETT ASHFORD

Emmett Ashford became the first black umpire on April 11, 1966 in Major League Baseball. He was inspired by Jackie Robinson to pursue umpiring in MLB.

An accomplished umpire on the field, Emmett was also known for his dapper outfits and flashy style. He was selected to work the 1967 All-Star Game and the 1970 World Series.

Learn more at [baseballhall.org/discover/going-deep/emmett-ashford-blazed-trail-for-umpire-diversity](https://baseballhall.org/discover/going-deep/emmett-ashford-blazed-trail-for-umpire-diversity).



## KERWIN DANLEY

Kerwin was an All-American outfielder at San Diego State, where he was teammates with Tony Gwynn, who went on to become a Hall of Famer, and Bud Black, a longtime Major League pitcher who is now manager of the Colorado Rockies. Kerwin was part of the umpiring crew on Aug. 6, 1999, when Tony Gwynn collected his 3,000th hit. Kerwin has given back to the community, including participating in umpire clinics at the MLB Youth Academy in Compton, California.

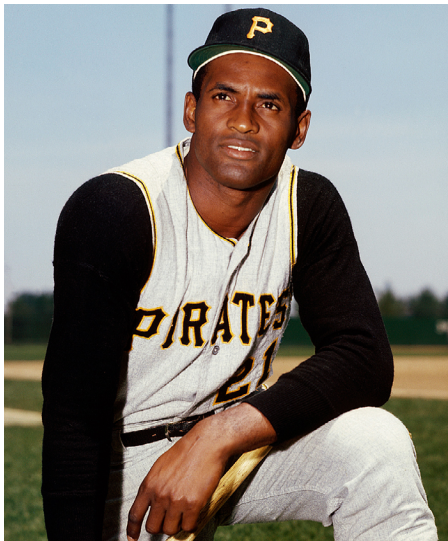
On the same day Kerwin was named the first black crew chief in February 2020, Major League Baseball also named Alfonso Marquez the first Mexican-born MLB crew chief. Richie Garcia, who was born in Florida, was the first Hispanic crew chief in Major League Baseball.





## NOTES

# SERVICE & MENTORSHIP



## ROBERTO CLEMENTE

Roberto Clemente spent 18 seasons as a right fielder in Major League Baseball with the Pittsburgh Pirates. He was known for his star ability on the field but also off of it as he was dedicated to charity work in Latin America.

Roberto Clemente was killed in a plane crash on the way to Nicaragua where he had hoped to help people impacted by earthquakes there. He was 38.

Today, the Roberto Clemente Award is given annually to the Major League Baseball player who best exemplifies the game of baseball, sportsmanship, community involvement and the individual's contribution to his team.

See all award winners at [mlb.com/awards/roberto-clemente](http://mlb.com/awards/roberto-clemente).



UMPS CARE Charities, founded through the compassion of Major League Baseball Umpires, provides financial, in-kind, and emotional support for America's youth and families in need. Proceeds from this event provide:

- Major League Baseball experiences for children awaiting adoption, at risk youth, children battling illnesses and military families. Guests receive free game tickets, goody bags, a home team cap, a souvenir baseball, and the unique opportunity to step on the field for a photo.
- Build-A-Bear Workshop™ experiences for children with cancer and other serious illnesses.
- College scholarships for young adults who were adopted later in life.

## DID YOU KNOW?

Major League umpires have hosted more than 8,000 participants from community organizations for VIP baseball experiences.



Through UMPS CARE Charities, MLB umpires have distributed 17,500 Build-A-Bear Workshop® experiences to critically ill kids at hospitals across the country and in Canada.



MLB umpires have provided more than \$282,500 in college scholarships for children later in life.



## NOTES

# PERSEVERANCE & GRIT

Umpires are like players — they start in the minor leagues and work their way up with hopes of one day making it to the majors. All professional umpires attend a special umpire school and must be selected to make it to the minors.



## EMMA CHARLESWORTH-SEILER

There have been a handful of women umpires who have worked in Minor League Baseball, including two who are working this season — Jen Pawol and Emma Charlesworth-Seiler (left). Amanda Clement became the first woman paid to umpire a baseball game in 1904.

Learn more at [mlb.com/news/female-umpire-begins-journey-toward-majors-c229337514](https://mlb.com/news/female-umpire-begins-journey-toward-majors-c229337514).



## GERRY DAVIS

Gerry Davis is a Major League Baseball Umpire who spent six years working in the minors before making his MLB debut in 1982. In 2021, he will reach the 5,000th game of his Major League career. It was not an easy road to get to the majors.

Working in the Midwest League in the 1970s, he made \$660 per month. Today, he is a crew chief who has been selected to work six World Series, most recently in 2017.

Learn more at [stltoday.com/sports/baseball/professional/last-calls-nears-for-st-louis-bartender-turned-longtime-umpire-gerry-davis/article\\_fdb84832-3f30-59bd-8192-ac70b66ac006.html](https://stltoday.com/sports/baseball/professional/last-calls-nears-for-st-louis-bartender-turned-longtime-umpire-gerry-davis/article_fdb84832-3f30-59bd-8192-ac70b66ac006.html).

## ADDITIONAL REFERENCES AND RESOURCES

- **Woman MLB Umpires:** [yahoo.com/lifestyle/sarah-thomas-is-set-to-officiate-the-super-bowl-how-long-until-a-woman-becomes-an-mlb-umpire-170740424.html](https://yahoo.com/lifestyle/sarah-thomas-is-set-to-officiate-the-super-bowl-how-long-until-a-woman-becomes-an-mlb-umpire-170740424.html)
- **The Day The Umpires Made History:** [tbt.fangraphs.com/women-in-blue-the-day-the-umpires-made-history](https://tbt.fangraphs.com/women-in-blue-the-day-the-umpires-made-history)
- **Young Female Umpire:** [littleleague.org/news/a-different-point-of-view-persistence-self-awareness-confidence-prevail-as-teenager-takes-on-umpiring/](https://littleleague.org/news/a-different-point-of-view-persistence-self-awareness-confidence-prevail-as-teenager-takes-on-umpiring/)



## NOTES



# UMPIRING TIMELINE

Source: MLB.com

**1876**

William McLean, from Philadelphia, became the first professional umpire when he umpired the first game in National League history between Boston and Philadelphia on April 22.

**1878**

The National League instructed home teams to pay umpires \$5 per game.

**1879**

National League president William A. Hulbert appointed a group of 20 men from which teams could choose an umpire, therefore becoming baseball's first umpiring staff.

**1879**

Umpires were given the authority to impose fines for illegal acts.

**1882**

National League umpire Richard Higham became the only major league umpire ever expelled from the game after the League judged him guilty of collusion with gamblers.

**1885**

Umpires began wearing chest protectors for the first time.

**1901**

Thomas Connolly umpired the first game in the American League between Cleveland and Chicago on April 24.

**1903**

Hank O'Day and Thomas Connolly worked the first modern World Series between the Boston Pilgrims and Pittsburgh Pirates.

**1906**

William Evans, at 22 years old, became the youngest umpire in major league history.

**1909**

The four-umpire system was employed for the first time in the World Series.

**1910**

The umpire organizational chart was established. The plate umpire was appointed the umpire-in-chief and the others were field umpires.

**1910**

Chicago Cubs manager Frank Chance became the first person ejected from a World Series game when umpire Thomas Connolly threw him out for protesting a home run call.

**1911**

Bill Dinneen worked as an umpire in the World Series and became the first person to play and umpire in the Fall Classic. Dinneen played for the Boston Pilgrims in the 1903 Series.

**1912**

Both the American and National Leagues had 10 person umpiring staffs with two umpires being used in games and two reserves.

**1921**

Umpires in both leagues began the practice of rubbing mud into the balls prior to each game in order to remove the gloss.

**1933**

Bill Dinneen, Bill Klem, Bill McGowan and Cy Rigler umpired the first All-Star Game at Comiskey Park in Chicago.

**1935**

George Barr of the National League opened the first umpire training school in Hot Springs, Arkansas.

**1939**

The Bill McGowan School for Umpires opened.

**1941**

Bill Klem, the oldest umpire in major league history at 68, retired from umpiring after working a record 37 seasons and became the National League's first modern chief of umpires.

**1946**

Bill McKinley became the first graduate of an umpiring training school to reach the major leagues.



# UMPIRING TIMELINE

CONTINUED Source: MLB.com

**1947**

In the 1947 World Series, featuring the Brooklyn Dodgers and New York Yankees, the current six-man crew was established as an alternate umpire was stationed along each foul line.

**1950**

Umpires were no longer allowed to levy fines for illegal acts as that was to be handled by each League president.

**1951**

Emmett Ashford became an umpire in the Southwestern International League and became the first black professional umpire.

**1952**

The four-man umpiring crew was instituted for all regular season games.

**1953**

Thomas Connolly and Bill Klem became the first umpires inducted into the National Baseball Hall of Fame.

**1956**

Ed Rommel and Frank Umont broke a long-standing taboo by becoming the first umpires to wear eyeglasses on the field.

**1966**

Emmett Ashford became the first black umpire in the major leagues when he reached the American League after 14 seasons in the minor leagues.

**1970**

The first strike by umpires in major league history lasted one day during the League Championship Series. This action prompted both the American and National League presidents to recognize the newly-formed Major League Umpires Association and negotiate a labor contract with them.

**1972**

Bernice Gera became the first woman to umpire a professional baseball game when she worked a Class A New York-Penn League game.

**1973**

Art Williams became the first black umpire to reach the National League staff.

**1974**

Armando Rodriguez became the first Hispanic umpire to work in the major leagues as he joined the American League staff.

**1979**

Major league umpires went on strike for the third time in history from Opening Day until May 18. Replacement umpires were used during this strike.

**1991**

Steve Palermo, an American League umpire, suffered a career-ending gunshot wound while attempting to prevent the robbery of two women.

**1996**

National League umpire John McSherry collapsed during an Opening Day game in Cincinnati and passed away after being rushed to a nearby hospital.

**1997**

Mike DiMuro became the first American umpire to work a regular season game in the Japanese Leagues.

**1998**

Harry and Hunter Wendelstedt became the first father-son umpire combination to work a major league game together.

**2000**

On February 24, the World Umpires Association ("WUA") was certified as the exclusive collective bargaining agent for all regular full-time major league umpires.



# SPORTSMANSHIP & INTEGRITY

Every umpire wants to make the correct call all the time, but umpires at all levels — including ones in the majors are human beings and are bound to make mistakes. It is about how umpires handle themselves in all situations that makes all the difference.

## JIM JOYCE & ARMANDO GALARRAGA



Jim Joyce is a retired Major League baseball umpire who was working a game on June 2, 2010, in Detroit. Jim was working at first base. Armando Galarraga was the pitcher that day and was close to recording a perfect game. The story of what happened that game will forever connect the two men after Jim incorrectly ruled Indians batter Jason Donald safe at first base. The mistake cost Armando a perfect game for the record books but remains a story about sportsmanship. They teamed up to write this book, appropriately titled, “Nobody’s Perfect”.

Learn more at [freep.com/story/sports/mlb/tigers/2020/06/02/armando-galarraga-perfect-game-jim-joyce-detroit-tigers/5312105002/](https://freep.com/story/sports/mlb/tigers/2020/06/02/armando-galarraga-perfect-game-jim-joyce-detroit-tigers/5312105002/).

**“A lot of positive has come from this. And I can’t say enough about how Armando handled this. The positive has helped offset the negative that came with making the mistake. Unfortunately, you can’t have one without the other.”**

**– Jim Joyce (ESPN)**



## NOTES

# FINANCIAL LITERACY

Being confident and secure with your finances is a key aspect of life. Budgeting, saving and being financially responsible will help you achieve your goals on and off the field.

## HOW CAN YOU REACH YOUR FINANCIAL GOALS?

- Open a checking and savings account and ensure that you keep those in good order (i.e. no overdrafts)
- Sign up for internet banking so you can check your balances, have bills paid automatically, and transfer money between linked accounts.
- Create a budget for short-term and long-term goals.
- Be realistic with your spending. Prioritize what you need over what you want.
- Ensure that your bill payments are timely.
- Do all you can to have the best credit score possible.
- Comparison shop for the best rates on savings accounts, credit cards, and loans — use sources such as [www.nerdwallet.com](http://www.nerdwallet.com)

Discover how umpiring can become a source of part time income for you and for some of you it may become your full time career. Learn more about both career paths and how understanding your finances is important and will impact you.

Activity provided by FineMark National Bank & Trust | [www.finemarkbank.com](http://www.finemarkbank.com)



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## NOTES

# SMART GOALS

Source: TheCoachingToolsCompany.com

# S



## SPECIFIC

Be clear and specific so your goals are easier to achieve. This also helps you know how and where to get started!

# M



## MEASURABLE

Measurable goals can be tracked allowing you to see your progress. They also tell you when a goal is complete.

# A



## ACTIONABLE

Are you able to take action to achieve the goal? Actionable goals ensure the steps to get there are within reach.

# R



## REALISTIC

Avoid overwhelming and unnecessary stress and frustration by making the goal realistic.

# T



## TIMEBOUND

A date helps us stay focused and motivated, inspiring us and providing something to work towards.

### MY GOALS:

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## CONTINUING EDUCATION: REFERENCES AND RESOURCES

- **Evolve 2 Excellence:** [evolve2excellence.com](http://evolve2excellence.com)
- **National Baseball Hall of Fame Education Site:** [baseballhall.org/discover-more/education/learn](http://baseballhall.org/discover-more/education/learn)
- **Umpiring Rules App - Baseball Rules in Black and White:** [baseballrulesinblackandwhite.com](http://baseballrulesinblackandwhite.com)
- **Online Video Training for Officials:** [mibtonline.com](http://mibtonline.com)
- **An App to Evaluate Behavior at games:** [beapro2.com](http://beapro2.com)
- **Assigner of over 300,000 games nationwide:** [ump-nation.com](http://ump-nation.com)



# NATIONAL BASEBALL HALL OF FAME



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KIDS ACTIVITY DOWNLOADS

**[baseballhall.org/learn](http://baseballhall.org/learn)**



# UMPS CARE CHARITIES FACT SHEET

**Mission:** Founded in 2006 through the compassion of Major League Baseball umpires, provides financial, in-kind and emotional support for America's youth and families in need. Through our youth-based programs, we enrich the lives of at-risk youth and children coping with serious illness by providing memorable baseball experiences and supporting pediatric medical care. Our scholarship programs offer financial support to children adopted later in life.



## BLUE FOR KIDS

Baseball umpires and lovable team mascots host Build-A-Bear Workshop® experiences for children with cancer and other serious illnesses in pediatric hospitals across the United States and in Canada. Since the program started in 2006, MLB umpires have hosted more than 100 children's hospital events across the country and has ***distributed more than 17,500 Build-A-Bears.***



## BLUE CREW TICKETS

UMPS CARE provides memorable, behind-the-scenes baseball experiences for youth organizations. Kids from groups such as Big Brothers Big Sisters, USO, RBI and Hope Kids experience a VIP visit to a ballpark, including great seats to the game, a goody bag of all things baseball, and the unique opportunity to step onto the field for a souvenir baseball and a photo. Since the program started in 2006, MLB umpires have ***have engaged over 8,000 participants in Major League Experiences.***



## ALL-STAR SCHOLARSHIPS

The UMPS CARE Charities All-Star Scholarship was created for children adopted later in life (13+) to help ease the financial burden of a college education. To date, UMPS CARE has ***distributed more than \$282,500*** in funding in addition to providing ongoing mentorship from umpires to ensure long-term success.



## FAMILY CARE PROGRAM

The UMPS CARE Charities Family Care Program was established to provide short-term financial assistance to former professional baseball umpires who had fallen on hard times but has grown to include other members of the "baseball family". ***We are proud to say we have answered every call that we have received.***

## ACCOMPLISHMENTS:

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# 17,500

**BUILD-A-BEAR® FURRY FRIENDS**  
*DELIVERED TO CRITICALLY ILL KIDS*

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# 8,000+

**PARTICIPANTS HAVE ENGAGED**  
*IN MAJOR LEAGUE EXPERIENCES*

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# \$282,500

**IN COLLEGE SCHOLARSHIPS AWARDED**  
*TO DESERVING YOUTH ADOPTED LATER IN LIFE*



# CONTRIBUTORS & SUPPORTERS

**Contributors and Advisors:** Many people have come together to help UMPS CARE  
Charities make this program a success including:

- **Jen Pawol – Evolve 2 Excellence:** [evolve2excellence.com](http://evolve2excellence.com)
- **National Baseball Hall of Fame:** [baseballhall.org/discover-more/education/learn](http://baseballhall.org/discover-more/education/learn)
- **Major League Baseball Umpires:** [mlbua.com](http://mlbua.com)
- **FineMark Bank:** [finemarkbank.com](http://finemarkbank.com)
- **Educators Thomas Dolan and Jennifer Tumpene**



## STEP UP TO THE PLATE

**LOCAL ASSIGNOR:** \_\_\_\_\_

**MENTOR:** \_\_\_\_\_

**EDUCATIONAL RESOURCES:** \_\_\_\_\_

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# UMPS CARE

*Charities*



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