



Background

This is the third year of our nominations process for Board elections.

This year's Nominating Committee includes the Vice President (Lisa Lawrence), an independent appointee with governance recruitment expertise (Stephanie Weller), and a member representative selected from an expressions of interest process held last year (Rae Duff).

To balance the skills, experience and competencies of Board members who seek to continue their terms and determined by a skills and diversity assessment, it was recommended by that the NCWNZ recruit for the following skills:

- Proven governance experience and strategic oversight of organisations
- Business enterprise and growth
- Brand and digital strategy
- PR and media
- Fundraising, sponsorships and revenue diversification
- Investment and asset management.

The Committee opened a recruitment process with external advertising for the two elected board roles and the aspiring board role. Advertisements were placed on the NCWNZ website and the advert was shared across NCWNZ members. The Ministry for Women's Nominations Service ran a dedicated search, based on the skills identified and provided contact information of women that may be interested.

The Committee reviewed five expressions of interest. Three applicants were identified to have attributes required and give strength to the Board to deliver on the current Strategic Plan. Each application was reviewed and discussed at meetings of the nominations committee. From this list of five, three are included as candidates and one as a recommendation for the aspiring board role.

The Nominating Committee again urges members to think about the range of skills and attributes needed to deliver on the NCWNZ strategy and workplan, and vote for two candidates that have the best range of skills and attributes to join the team. Each candidate has prepared a statement, and those who will vote at Conference can view the video statements online here:

<https://www.ncwnz.org.nz/members/conference-2019/>

The Nominating Committee noted that Rachel Harris was appointed as an Aspiring Board Member for NCWNZ in December 2017. The term of that appointment was 12 months. This meant that at the time of the 2018 Conference, she still had three months of her term to uphold as it came to an end in December 2018. In the New Year of 2019, Jignasha Patel signalled that due to a new role she would be stepping down from the Board of NCWNZ. The decision was then made to co-opt Rachel into this vacancy for the rest of the first year of Jignasha's term.

The Nominating Committee was also asked to recommend to the board a person for the Aspiring Board Member role. At the time of this report, the Board has been provided a recommendation on the Aspiring Board Member role appointment.

List of Candidates

Name	Strongest attributes noted by Nominating Committee
Janiene Bayliss	Governance and strategic oversight of organisations; Business enterprise and growth; Brand and digital strategy; Fundraising, sponsorships and revenue diversification; PR and media; Investment and asset management; Representation from regional NZ.
Rachel Harris	Governance and strategic oversight of organisations; Business enterprise and growth; Fundraising, sponsorships and revenue diversification; Investment and asset management; Representation from South Island.
Arna Metcalfe	Governance and strategic oversight of organisations; Business enterprise and growth; Brand and digital strategy; Fundraising, sponsorships and revenue diversification; PR and media; Investment and asset management; Representation from Auckland.

Candidate Statements

Candidate 1: Janiene Bayliss

Based in Queenstown

The past two years has seen women across the world change the way they are perceived, treated and given equal rights. For the first time in my life, I am witnessing unacceptable behaviour towards women being called out, challenged and investigated. This is a long-awaited open discussion without the historic belittling, trivialising or dismissing that has been previously seen and has given strength and opportunities to women. It finally creates a platform to change the conversation forever, creating for women the opportunity for real progress towards equality.

New Zealand is no exception to this global trend. Yet there is still no real equality, with only a handful of women seated at board tables and in many organisations, none at all. I believe the lack of female presence in executive management in most listed companies, results in women being underrepresented throughout our society. If women are not at the table, we're not part of the conversation. Furthermore, we can't provide clear, decisive role models for young women in our country and our young women need these role models if they are to progress their careers with confidence and strength of self-worth.

Our progress towards gender equality is dragging its feet and needs women of vision with a strategic view to recognise opportunities to accelerate the equality agenda, otherwise the next generation will encounter the same problems most women experience today. We need to pursue this from a policy perspective driving significant change across a broad range of attitudes and legal frameworks. I believe in this passionately and it's why I am so interested in a role with the National Council of Women in New Zealand.

My business background includes governance experience and senior leadership, which has given me considerable legal, accounting and general business skills. I founded the 'Women in Wine' organisation in Central Otago, establishing a specialist team to navigate governance and strategic matters, including setting up a trust and registering with charitable services.

The many years I worked with government departments, lobbying for policy change and working with select committees and MPs, furnished me with a track record of navigating the political scene effectively and with good outcomes.

I have established organisations and influential departments in companies, solving problems and growing business. I understand brands and brand management, repositioning and developing some of the world's largest brands. I am still 'hands on' with my own wine brand. Digital strategy is part of everyday communication and knowing how to leverage it is critical. Facebook, LinkedIn, Instagram, Twitter, all play a crucial role, both in providing consistent flow of messaging and new angles for media management. I have employed this successfully in 'Women in Wine' (ref: Google articles and features), which has given our organisation immediate credibility by demonstrating significant change, and a fundamental difference in thinking and approach.

Consistently throughout my career the ability to develop and focus on the strategic outcomes and driving causes and outcomes forward has been key to my success.

Strongest attributes noted by Nominating Committee:

Governance and strategic oversight of organisations; Business enterprise and growth; Fundraising, sponsorships and revenue diversification; Investment and asset management; Representation from South Island.

Candidate 2: Rachel Harris

Based in Christchurch

I am extremely passionate about the work that NCWNZ is currently doing and the future work that is in the pipeline. I was privileged enough to be selected onto the Board of NCWNZ as the Aspiring Board Member in November 2017 which allowed me to be involved in the launch of Gender Equal, celebrating 125 years of Women's Suffrage and seeing first hand the other amazing changes happening within the organisation.

The key areas that align with my skill set for the Board are in fundraising, sponsorship and revenue diversification as well as business enterprise and growth. These are areas that are passions of mine through both my previous and current paid employment and voluntary roles.

Currently in my paid employment I am on a maternity cover contract for Tax Management New Zealand which sees me working with large National and International accounting firms and corporates throughout the South Island. Prior to this role I have held roles as an assistant manager in a large international accounting firm, managed professional athletes to provide them with the skills to transaction from the game and held a senior role as the National Manager of Multiple Sclerosis of New Zealand. In my spare time I volunteer for a number of organisations including Ronald McDonald House, Breast Cancer and Make a Wish. I am also on the Board of the Jane Goodall Institute as conversation, animals and empowering young women are very dear to my heart.

Another organisation that has been a huge part of my life has been Girl Guiding New Zealand which I have been a member of for twenty-three years as both a girl and adult member. I was a member of the National Audit and Finance Committee (five years) standing down from the role to become the National Youth Portfolio Holder where I was responsible for leading, training and supporting New Zealand 550 young leaders (18-30 year olds).

I have a strong understanding of different cultures from my time travelling independently, with sport and Girl Guiding, such as attending CSW at the United Nations in New York and traveling to South Africa and Argentina to play cricket.

I would bring to this role extensive knowledge of the not for profit and finance sector as well as strong governance and strategic planning skills. I have the ability to network and build relationships along with excellent communication and organisation skills. I have expert knowledge in funding applications and various fundraising campaigns.

Strongest attributes noted by Nominating Committee:

Governance and strategic oversight of organisations; Business enterprise and growth; Fundraising, sponsorships and revenue diversification; Investment and asset management; Representation from South Island.

Candidate 3: Arna Metcalfe

Based in Auckland

I have been proud to serve NCWNZ on the Board for the last two years. I want to continue in this role in order to support the organisation through a challenging time. I have a history of commitment to NCWNZ in a variety of ways for almost 20 years, holding a range of elected roles in the Auckland Branch and nationally. I can bring a strong set of inclusive, feminist and liberal values to the table. These values form the basis for my decision making.

Together I know we can see NCWNZ find a sound sustainable financial footing - to do this I believe we need to reach out to our sister organisations and seek support and skills to develop our capacity. Our finances are not in the shape I would like to see and I know that I can support the development of relationships necessary to grow in this area.

I would like NCWNZ to grow through incorporating more NOMs by showing the benefit of being part of a collective which values and prioritises women's voices. We need to ensure that we are open and inclusive and look around the table to see who is here, then go and find the people who aren't yet with us. We need to have a mandate to continue to represent all women through a wide ranging membership.

I believe that collective action and strong relationships will help us become a sustainable organisation into the future. We need to leverage the skills of our members to ensure that we are making the most of our opportunities. We can miss out on opportunities due to lack of capacity, and we need to grow this on a volunteer and funded basis. We also need to grow our membership through appealing to younger women. I have experience with and have had success at developing and collaborating across groups to engage and support young women. I am deeply grateful for the experience and solidarity of founding the Auckland Young Feminists collective, for which I won one of the inaugural Women's Fund Awards in 2018.

I appreciate and celebrate the diversity of Aotearoa, and would first like to see us strengthening our relationship with tangata whenua at a regional and local level, as well as a national level. For too long we have been perceived as a predominantly pākeha organisation and we need to work on this perception in an authentic and reciprocal way.

We know that NCWNZ can thrive going forward and I look forward to attending conferences into my 80s just as our amazing life members do! I love the Gender Equal work undertaken by NCWNZ and tautoko the mahi that has gone into this on many levels and by many people. It is groundbreaking and important that this work is owned not just by us but by a wider community.

I look forward to continuing to work for the National Council of Women, now and into the future. The kaumatua at my previous place of work liked to use the whakatauki "Whāia te iti kahurangi ki te tūohu koe me he maunga teitei", which was discussed in relation to hard work, high expectations and perseverance. I think on this as I apply for this role.

Strongest attributes noted by Nominating Committee:

Governance and strategic oversight of organisations; Business enterprise and growth; Brand and digital strategy; Fundraising, sponsorships and revenue diversification; PR and media; Investment and asset management; Representation from Auckland.