

**New Zealand Federation of Business and Professional Women Inc.
Minutes of the 51st Annual Conference held at Rydges Latimer Hotel,
Latimer Square Christchurch, 1-3 May 2015**

1. Welcome

President Vicky Mee extended a warm welcome to BPW NZ Life Members Joan Bielby and Anne Todd, Past Presidents Maureen Eardley-Wilmot, Anita Devcich, Faye Gardiner and Angela McLeod. She then welcomed club presidents, delegates and observers.

Sponsors

President Vicky Mee acknowledged the following sponsors for the conference: ANZ, Motor Tech, Geeks on Wheels, Lucy Finch, Hagley School of Fashion, Shiree White Photography, Ali's Lemons, Oderings Nursery, Southern Monograms, Shisedo Staff at Ballantynes, Diana O'Brien, Miss Feather Florist, Setting the Scene, Ontap Refreshments, Shipley's Audio Visual, Marian College, Pukekohe Travel, Peja Street, BPW Individual members, BPW NZ Executive, Rydges Latimer Hotel

Theme

President Vicky Mee outlined the theme of the conference "Building Leadership from a Firm Foundation". She encouraged delegates and observers to see conference as a way to build new skills and encouraged the new delegates to speak up and talk to the older members.

2. Collect

First Vice President Robyn Davison read the collect and Past President and Life Member Anne Todd lit the candle for peace.

3. Obituaries

Executive Secretary Gail Littin was invited to read the obituaries

- Reay Wheeler QSM, BPW Gisborne 1930-2015
- Christine Burland, BPW Gisborne
- Paula Barton, BPW Hawera Died 21st Dec 2014

Members were asked to stand and observe a minute's silence as a mark of respect to those members who had passed away during the year.

4. Voting Strength/Roll Call

President	Vicky Mee
1 st Vice President	Robyn Davison
2 nd Vice President	Hellen Swales
Executive Secretary	Gail Littin
Treasurer	Sandy White
Immediate Past President	Carolyn Savage (Resolution Chair)

Federation Honorary Life Members and Past Presidents (LM/PP)

Joan Bielby, Anne Todd

Past Presidents (PP)

Maureen Eardley-Wilmot, Anita Devcich, Faye Gardiner
Angela McLeod

Club Delegates	Number	Names of Delegates
Auckland	1	Melissa Jones
Central Hawkes Bay	4	Rachel McCutcheon, Jacky Stafford, Carol Tipene, Catherine Webster
Doubtless Bay	2	Christine Berridge, Leslie Whitehorn,
Franklin	4	Raewyn Fricker, Jillian Lawson, Fiona Ritchie Lesley Walter
Gisborne	3	Barbara Clarke, Alison Crosswell, Diane Taylor
Hawera	2	Helen Cook, Christina Turner

Hibiscus Coast	1	Jenny Brittain
Huntly & Districts	3	Merle Costar, Trish Foy, Janet Gibb
Individual member	1	Elizabeth Horrell (and Minute secretary)
Kaitaia	2	Raewyn Pennell, Ciaran Torrington
Mana	1	Barbara Weight
Tamaki	2	Moira McLean, Anita Killeen
Upper Hutt	2	Sally Kean, Alison Prince
Warkworth	5	Hilary Lewis, Charlotte Nevill, Anne Smith, Sally Smith,
Wellington	1	Jennifer Leith

In Attendance

Parliamentarian	Noeline Reisch
President's Associate	Sheila Riddell-Harvey
Minute Secretary	Elizabeth Horrell (also listed above as Individual member)

5. Apologies and Greetings

Apologies received from BPWI Asia-Pacific Regional Coordinator Susan Jones, Marilyn Forsythe Oceania Coordinator, Freda Miriklis International Past President, Audrey Harris LM/PP, PP Diane Glenn, IT Administrator Lorraine Cameron, Pam Dawson BPW Kaitaia, Sue Suckling, Individual Member Anne McCracken, Individual Member Diana O'Brien,
 It was MOVED that these apologies be received *Executive Secretary / Gisborne*
CARRIED

6. BPW Aims

Second Vice President Hellen Swales read the Aims.

7. General Business

The President called for any items for General Business to be discussed on Sunday afternoon so that they can be included in the Agenda, to be given to the Executive Secretary, by 0830 Sunday.

8. Voting Strength confirmed as 45 plus no postal votes

9. Adoption of Standing Orders

It was MOVED that the Standing Orders be adopted *President / Warkworth*
CARRIED

10. Appointment of Parliamentarians/Time Keepers/Scrutineers

It was MOVED that Noeline Reisch be appointed as Parliamentarian *President / Warkworth*
CARRIED

It was noted that PP Maureen Eardley-Wilmot will support the Parliamentarian as advisor on the Constitution and mentor Noeline Reisch into the position of Parliamentarian.

It was MOVED that Elaine White be appointed Chief Scrutineer. *President / PP Angela McLeod*
CARRIED

It was MOVED that Virginia White and Sandra Fleming be appointed as Scrutineers. *President / Gisborne*
CARRIED

It was MOVED that Christine Edney be appointed Chief Timekeeper and Alison Prince be Assistant Timekeeper. *President / Hawera*
CARRIED

11. Affiliation of BPW Wellington

It was moved that BPW Wellington be ratified as a Club. *1st Vice President / Hawera*
CARRIED

The First Vice President invited BPW Wellington delegate Jenny Leith and observer Leonie Dobbs to come forward and receive a certificate and gavel and welcomed them into BPW NZ.

BPW Wellington added to the voting strength which is now 46.

12. Call for Late Nominations

Executive Secretary Gail Littin called for any late nomination for the Executive.

Received a nomination: Christine Edney for Executive Secretary

13. Late Resolutions

IPP Carolyn Savage advised the receipt of three late resolutions. The resolution committee will meet later this morning and discuss if they will be accepted.

14. Corrections to the Conference Minutes

There was one correction from the 50th conference minutes which was insertion of the word "intended" in the first sentence of clause 60 before the word "resignation".

15. Minutes of the 50th Annual Conference

It was MOVED that the Minutes of the 50th Conference of BPW NZ held in Wellington on 25-27 April 2014, with the inclusion of the noted correction, be adopted as a true and correct record.

*President / IPP
CARRIED*

President Vicky Mee signed the minutes.

Matters Arising from the Minutes

There were no matters arising.

Correspondence arising from 2014 Conference.

The correspondence is available for delegates to read during this conference.

It was MOVED that the outward Correspondence be approved and the Inwards Correspondence be received.

*President / Hibiscus Coast
CARRIED*

Before beginning reports from Executive, President Vicky Mee asked that all reports be accepted as read.

*Huntly & Districts / Hawera
CARRIED*

16. Report of BPW NZ President

President Vicky Mee presented her report. A major highlight was the International Congress on Jeju. Thank you to Pauline Edwards for a letter she wrote to the executive about the plight of the women in Gaza. The executive wrote to BPW International and quoted international policy. The letter went to The Council of Arab Business Women and supported the increasing presence of BPW in the Middle East. A vision of Dr Lena Madesin Phillips.

The President MOVED the adoption of her report.

*President / Gisborne
CARRIED*

17 Report of 1st Vice President, Membership

1st Vice President, Robyn Davison spoke to her report. She made the comment that she had not been invited to any clubs and mentioned that if she could not attend due to being in the South Island someone else from the executive would attend and also there were some funds that could be tapped into for travel if needed.

The 1st Vice President MOVED the adoption of her report.

*1ST Vice President / Mana
CARRIED*

18. Report of 2nd Vice President, Issues

2nd Vice President, Hellen Swales spoke to her report. She added the comments that she had had the privilege to attend on behalf of BPW NZ CSW 59 in New York. She spoke at one of the side events hosted by BPW NZ and BPW Africa about forced marriages.

She added under this item:

Club award winners for 2015

Brooker Marketing Award	Central Hawkes Bay
Community Achievement Award	Central Hawkes Bay
Harrison Lee Membership Award	Kaitaia
Club of the Year	Huntly & Districts
Daphne Chapman Award	Angela McLeod
Alix Hayward Newsletter Award	Hawera
Distinguished Service Award	No applications received
Pauline Gapper Nepal Literacy Award	Huntly & Districts
Anne Todd-Bell Award	No applications received

The 2nd Vice President MOVED the adoption of her report

2nd Vice President / Upper Hutt
CARRIED

19. Report of the Executive Secretary

Executive Secretary, Gail Littin spoke to her report. She added she was excited to report that finally the last three pages of the year book are on the Website. She congratulated BPW Gisborne on their submission and presented them with a colourful bag from Cambodia.

Executive Secretary / Franklin
CARRIED

20. IT Administrator

Gail Littin Executive Secretary reported on behalf of the IT Administrator Lorraine Cameron who was unable to attend conference. She reported that Lorraine felt the website was being under-utilized and pleaded with the members to use it please.

The Executive Secretary Moved the adoption of this report

Executive Secretary / Hibiscus Coast
CARRIED

21. Report of Immediate Past President

IPP Carolyn Savage spoke to her report. Since writing her report she has attended CSW 59 in New York, given a presentation to Pacific Women's Watch, attended a follow up meeting hosted by Hon. Louise Upston, Minister for Women, attended Prime UN Gender Equality webinar and had a meeting with Ernst Young about possible sponsorship for APR Conference.

The report was opened for discussion

Immediate Past President MOVED the adoption of her report

IPP / Huntly and Districts
CARRIED

22. Report of the Treasurer

Treasurer Sandra White presented her report and tabled a schedule of funds and budget. She asked that the report under Annual Financial Statement be amended to read "again this year we have been able to retain a surplus" and the word "profit" be deleted.

The Treasurer MOVED that the financial report excluding recommendations be adopted.

Treasurer / Kaitaia
CARRIED

Parliamentarian Noeline Reisch raised the matter that on page 56 of the conference papers the roles of Hellen Swales and Robyn Davison had been reversed and Gail Littin name had been omitted.

MOVED that those corrections on page 56 be accepted

Treasurer / Hibiscus Coast
CARRIED

- PP Anita Devcich asked why president travel has been reduced to \$700. Treasurer commented that figure was set in the budget 2015 and that was the figure voted on.
- President Vicky Mee explained that the travel expense shown this year is the actual figure for travel not the net figure less the expenses donated.

The Treasurer notes that BPW NZ has purchased a new accounting package and this is shown under assets on page 63.

- LM/PP Anne Todd asked if we have money, why is there not some in the promotion funds. Treasurers replied BPW NZ gave \$500 to help set up BPW Wellington and business cards for the Executive
- LM/PP Joan Bielby queried movement and spending of what is happening in Special Funds

Treasurer responded it needs clarification with accountant

The Treasurer MOVED that the financial statements for the year to 31 December 2014 be adopted.

Treasurer / Warkworth
CARRIED

The Treasurer presented the 2016 Budget and opened it for discussion.

The Treasurer MOVED that since the Asia Pacific Meeting is being held in New Zealand that BPW NZ pay President Vicky Mee's registration fee and accommodation as there will be no travel cost incurred to attend this meeting

Treasurer / Gisborne
CARRIED 1 abstention

PP Faye Gardiner raised the issue of a seeding grant for the Asia Pacific Regional Meeting.

Parliamentarian Noeline Reisch moved that this motion be tabled till later in the conference.

Parliamentarian Noeline Reisch moved that approval of the budget be tabled till later in the conference.

It was moved that BPW NZ Executive look at getting three quotes for preparation and reviewing of annual accounts and come back to the clubs via postal voting.

PP Angela McLeod / 2nd Vice President
CARRIED

The Treasurer MOVED that the Associates levy be set at \$80.00 and that the Corporate levy be set at \$300.00.

Treasurer / Doubtless Bay
CARRIED

Announcements

<p>Conference adjourned for the official Conference photo and morning tea at 10.15am and resumed at 10.45am</p>
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23. Voting Strength 46

24. Address by Vice Presidential Candidates

Robyn Davison and Hellen Swales gave a joint presentation on the theme "The areas I think BPW NZ needs to concentrate on in the next five years"

25. Margery Toulson Candidate

President Vicky Mee introduced Anita Killeen from BPW Tamaki who had been shortlisted for the Margery Toulson Scholarship for Leadership and Governance. Anita talked about her work as a barrister and the opportunities she had to service on a number of boards.

26. Resolutions

Resolution Chair Carolyn Savage took the Chair. She reminded everyone that the mover could speak for up to 3 minutes, seconder 2 minutes and speakers for 2 minutes.

Late Resolutions

Carolyn Savage called for a motion that we accept two late resolutions.

1st. THAT the New Zealand Federation of Business and Professional women (BPW NZ) Inc. Resolves to have a Memorandum of Understanding (MoU) with the New Zealand Federation of Multicultural Councils (NZFMC).

*Proposed by 2nd Vice President
Seconded by PP Angela McLeod
CARRIED*

2nd "THAT BPW NZ proposes the New Zealand Government establish a regulatory authority to govern the Recruitment consulting services and Human Resources industry"

*Proposed by BPW Wellington
Seconded by BPW Warkworth
CARRIED*

Resolution E8: Increased Funding for Grandparents/Kin/Whanau Raising Grandchildren

"THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc urges the Minister of Social Development to introduce legislation: "To ensure that children being raised by grandparents/ kin/ whanau have access to the same level of funding as foster children."

*Proposed by BPW Upper Hutt
Seconded by BPW Mana*

Sally Kean, Upper Hutt, explained that there is no funding given for Grandparents/Kin/whanau, if you do not go through the Justice Department for funding to support the child(ren) and this needs to be corrected, so that it is the same as if you do.

Barbara Weight, Mana, stressed that it should be a fair playing field regardless of how children came to be living with grandparents or whanau

Discussion

- PP Anita Devcich asked do they get any funding at the moment.
- Barbara Clarke, Gisborne, advised that there should be funding attached to each child however this is not often the case.
- LM/PP Anne Todd said that there needed to be a contract with the state that states the grandparents or kin care givers have the responsibility for that child.

Anne Todd MOVED an amendment that added in the words: "provided that there is a statutory declaration between the carer and the state that sets out the actual care arrangements"

The mover accepted this as a friendly amendment and this became the substantive motion.

"THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc urges the Minister of Social Development to introduce legislation to ensure that children being raised by grandparents/ kin/ whanau have access to the same level of funding as foster children provided that there is a statutory declaration between the carer and the state that sets out the actual care arrangements"

Discussion

- PP Faye Gardiner asked for clarification on what is a Statuary Declaration

- LM/PP Anne Todd responded by saying that when you receive any funding from WINZ you have to sign a declaration that you are telling the truth and this would become part of the process and should incur no extra cost

The motion was put and was

CARRIED

Resolution E7: Total Ban on Sale and Supply of “Legal Highs”

“That the New Zealand Federation of Business and Professional Women (BPW NZ) Inc urges the government to impose a total ban on the sale and supply of legal highs and psychoactive substances in New Zealand.”

Proposed by BPW Gisborne

Seconded by BPW Hibiscus Coast

Diane Taylor, BPW Gisborne, asked what message are we giving our young people with these legal highs readily available to the public.

Jenny Brittain, BPW Hibiscus Coast, also mentioned the effect it has on mental health and drug addicts.

Discussion

- PP Angela McLeod pointed out a point of clarification legislation in place at the moment has asked that local council have policy on this but councils are not able to ban it.
- Janet Gibb, BPW Huntly and Districts, said that if local council banned it, it would go underground. It is better to know where it is happening so it is easier to control.
- 2nd VP Hellen Swales advised that Central Government has passed legislation on it but local government has to control the sale of it.
- Ciaran Torrington, BPW Kaitaia, stressed that prohibition does not work and it pushes it underground and puts power in the hands of the criminal. It is better to educate and regulate than ban it completely.
- PP Anita Devcich responded that if it is banned it will give the police power to prosecute.

The motion was put and

CARRIED with 9 against

Resolution E1: Sexual Abuse Education Workshops

“That the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. urge the New Zealand Government to provide schools and community groups sexual abuse education workshops that focuses on empathy, support and reducing stigma for the sexual abuse survivors.”

Proposed by BPW Kaitaia

Seconded by BPW Warkworth

Ciaran Torrington, BPW Kaitaia, asked how many of us talk about sexual abuse and how are our victims treated? What support is there out in our community for the victim after the court case? There is support for the offender but there is nothing available for the victim.

Sally Smith, BPW Warkworth, advised that there are all the resources for the offenders but there is very little or no support for the victims of sexual abuse.

Discussion

- Alison Crosswell, BPW Gisborne, responded that victims need to learn how to “not be a survivor” and break down the stigma that sexual abuse carries.

The motion was put and was

CARRIED with 3 abstentions

Resolution E2: Funding Aged Care Workers’ Pay

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc urge the Minister of Health:

- a) to increase funding to Aged Care Providers to provide pay equity for all aged care workers in accordance with the Equal Pay Act 1972.*

- b) *to change the funding model for Aged Care Providers to ensure any funding increases include ring fencing for pay increases and accountability*

*Proposed by BPW Franklin
Seconded by BPW Warkworth*

Lee Walters, BPW Franklin, queried what value do we place on the care of our aging population? Currently any increase in government for aged care wages, whether triggered by equal pay or not would not necessarily result in pay increases for workers. Few men enter this area of employment because of the level of pay these workers receive.

Sally Smith, BPW Warkworth, stressed how little employers pay their care givers. She talked about a survey that showed how little our aged care workers are paid and although they loved their job they were frustrated at the level of pay they received. Some of them even worked two jobs as they are the main earners for their families.

Discussion

- Jacky Stafford, BPW Central Hawkes Bay, advised that from her experience funding comes from ACC, DHB and Ministry of Health and it was impossible to get consistency throughout the country and ring fencing would be very helpful in getting that money to the right people.
- Jenny Leith, BPW Wellington, clarified that there were two issues. One being the funding of money from the Ministry of Health to the provider and secondly the negotiations of a pay increase by the Unions on behalf of the employee with the provider and the two rounds of negotiations fell at different time of the year.
- PP Faye Gardiner pointed out that anything is possible if people are inclined to. The ring fencing applies to how the DHB pass it out to the provider and it can be done if systems are in place and the DHB have the intent and commitment to do so.

The motion was put and was

CARRIED

Resolutions E3: Zero Hour Contracts and Insecure Work

THAT the New Zealand Federation of Business and Professional Women (BPWNZ) urges the government to:

- *recognise the increasing number of workers in precarious working arrangements which provide no security of hours of work*
- *implement appropriate policy and legislative responses to protect workers from zero hour contracts. Any contract for employment should guarantee a minimum number of hours of work and ban exclusivity rights unless permanent full-time work is offered.*

*Proposed by BPW Franklin
Seconded by BPW Warkworth*

Fiona Ritchie, BPW Franklin, explained that some of our larger employers are exploiting some of our most vulnerable workers through a loop hole with “zero hour contracts”. These contracts allow the employer to dictate the hours an employer will work while at the same time disallows them to work in another job as they do not know when they will be required for work.

Mona Townson, BPW Warkworth, pointed out that these contracts give no guarantee of work and therefore workers do not know how much they will earn which makes budgeting extremely difficulty. When they are at work they often work longer hours than rostered on and this impacts on their wider life in regard to family commitments.

Discussion

- 2nd Vice President, Hellen Swales requested that the collection of data be added under the action plan
- President Vicky Mee speaking from a budget advisor’s position said they have asked for statistics from WINZ about the number of people asking for top ups that are on Zero hour

contracts and they do not keep that information. Such statistics can only be obtained through the Official Information Act.

- PP Angela McLeod added that it is part of the CEDAW that we have Gender disaggregated statistical data.

The motion was put and was

CARRIED with 2 abstentions

Resolution I3. Procedure Changes in Managing Scholarship Applications

*Moved by BPW Auckland
Seconded by BPW Gisborne
Resolution Withdrawn*

Resolution I6: Code of Ethics

“That BPW adopt a code of ethics.”

*Proposed by PP Angela McLeod,
Seconded by BPW Gisborne*

PP Angela McLeod explained that most of our partners within civil society include a code of ethics or conduct in their governance document if not at local level or national level, at international level. Our profile would be enhanced by including a code of ethics in our governance documents and abiding by them.

BPW Gisborne, Barbara Clarke supported what Angela McLeod said.

Discussion:

- Ciaran Torrington, BPW Kaitaia, wanted to know how we would deal with breaches of the code of conduct.
- Moira McLean, BPW Tamaki, felt that the old Collect was our code of Ethics, what do we do if we have to censor someone. Is it something we should develop before we need it?
- Jenny Brittain, BPW Hibiscus Coast, queried why this should be implemented by BPW NZ and not International and felt that it should be an International code of ethics
- Jenny Leith, BPW Wellington, advised that a Code of ethics is quite a complex matter and needs a high level of understanding and transparency
- Hilary Lewis, BPW Warkworth, said that we are a voluntary organisation Code of Ethic is something that commercial type organisation needs. We need to take care what we say and do and our history shows us our way in this.
- PP Faye Gardiner pointed out that expulsion is already in our constitution and also right of appeal is there. That BPW International does not have a code of ethics but International is looking at NZ to see how we approach this matter
- Jill Lawson, BPW Franklin, felt this matter is covered by our constitution and Aims. Code of Ethics tend to go with employing bodies BPW NZ do not employ.
- Diane Taylor, BPW Gisborne, was of the opinion that a code of conduct provides structure and clear guidelines for an organisation
- PP/LM Anne Todd queried if there was real benefit in this idea at International level. BPW International is very multicultural and a code of conduct would need to sit across the cross cultural differences.
- Christine Berridge, BPW Doubtless Bay, asked is it a code of ethics or a code of conduct?
- Fiona Ritchie, BPW Franklin, questioned what does it entail or what would it look like. Would like to see a draft of what it would look like.
- PP Maureen Eardley-Willmot suggested we look at “That BPW NZ adopt a code of conduct”

Amendment by President Vicky Mee *“that BPW NZ investigate the formation of a code of ethics and or conduct”*

The mover accepted the amendment and this became the substantive motion

“That BPW NZ investigate the development of a code of ethics and/or conduct”

The motion was put and was

CARRIED 1 against

Announcements

Conference adjourned for lunch at 12.45pm and resumed at 1.30pm

27 BPW NZ Leadership Forum Opened to the Women of Christchurch

President Vicky Mee introduced Dr. Rachel Wright, Manager of Science, Innovation and Entrepreneurship Student Incubator, University of Canterbury (UC) and panel moderator.

Dr. Wright then introduced the:

Emerging young leaders panellists of

Bridget Williams - Past President Student Union Army UC
Anna Worthington – Creator of Cakes by Anna
Elizabeth Riach – Director of Killa Heels

Established leaders panellists of:

Keri Johnston – Co-founder and Director of Irricon Resources Solutions limited, winner of Supreme Award Enterprising Rural Women 2014
Leanne Watson – General Manager of Canterbury Employers Chamber of Commerce
Sacha McMeeking – Founder of Catalytic Christchurch

The panellists all spoke about what they did and how they came to be in the roles they have today.

Announcements

Conference adjourned for afternoon tea at 3.15pm and resumed at 3.45pm

28 Report back from Workshops on Advocacy, Business and Community Leadership

Leadership in Business: Communication was the key point that came out of the workshop.

Leadership in Advocacy: How to build up your skills? Practice, education, confidence, keep it simple, networking, just do it, body language.

Behavioural traits needed include: empathy, thorough knowledge of subject, ability to make connections with the audience, being passionate, having a strong belief, credibility, ability to listen, knowing your audience and courage to step up.

Leadership in Community: How to sell an idea, communicate, TED talks, put across a why, how and what, have a creditable idea. Have a team and a team has a finder (sales), a minder (administration) and a grinder (does the work). Create an alter ego to help face a situation you feel uncomfortable in, visualization, find a power song, and find something that's important to you. Find a power pose. What is the worst possible thing that can go wrong? They can say NO.

What personality trait do we need? We need Listening skills, humility and service. One of the panel observed that “If you ask for money you get advice, ask for advice you get money. (Perhaps)

Observe, nurture and surround yourself with positive people. Is there a movement away from formalized membership? Perhaps BPW needs to consider that.

1st Vice President Robyn Davison thanked the panel and moderator

Announcements

Conference adjourned for the day at 5.00pm and resumed at 8.30am Sunday 3rd May

29 Voting Strength 46

30 Report from Asia Pacific Regional Co-ordinator Susan Jones

Vicky invited IPP Carolyn Savage to read a message from Susan Jones. Susan expressed her congratulations and warmest of greetings to BPW NZ on the occasion of their 51st Conference in Christchurch. She commented on how much passion BPW NZ brought to the international stage. She was delighted that BPW NZ was hosting the 4th Asia Pacific Regional conference in Auckland in 2016 and she believed that the Asia Pacific region was a very diverse region.

She concluded by reminding us about our sister BPW members in Nepal who have been badly affected by the earthquakes and that BPWI had set up a page on their website for donations that would go directly to BPW Nepal.

31 Report from Sub Regional Oceania Co-ordinator Marilyn Forsythe

IPP Carolyn Savage read this message. Marilyn expressed her regret at not being able to attend as she will be in the Cook Islands meeting with the BPW members there. She praised BPW NZ for their support of Nepal. She said the BPW NZ was a gem in the Oceania sub region who work tirelessly to uphold the ideals of BPW with commitment and passion. She was looking forward to the Asia Pacific Conference in Auckland in April 2016 and would work diligently to encourage members from the Oceania sub region to attend the Asia Pacific conference. She concluded by wishing us all the best for our annual conference.

32 Report from Freda Miriklis Past President BPW International

President Vicky Mee read this message. Freda expressed her regret at not being able to attend our conference on "Building Leadership from a Firm Foundation" She went on to say that BPW NZ is considered a leader in the BPW Asia Pacific region especially in the role of advocacy. The Past Presidents of BPW NZ have contributed much to this legacy which continues to go under the leadership of President Vicky Mee. BPW Australia are holding the leadership summit in the next few days and one of our workshops is on looking at how to get more women on boards. She then expressed the idea that the two Federations could share ideas on how to achieve this together and share these ideas with other Federations in the region. Her full report will be in the next BPWNZ Newsletter

33 Report from Anne Knowles Past President BPW NZ

IPP Carolyn Savage read this message. Anne asked if there was a direct contact with BPW Nepal. She said that with the tsunami in Thailand it took time for the local government agency to work together and she felt it was best that if we had a direct contact with BPW Nepal than BPW NZ should work directly with them to find out what support we could offer them.

34 Nepal Report

IPP Carolyn Savage read this report. BPW Nepal is continuing to run many programs supporting the women of Nepal. These programs are run through the polytechnic at Kathmandu as well as mobile classes reaching out into deprived or isolated areas of Nepal. These programs include computer literacy, literacy, goat keeping classes, seed harvesting, child abuse and women entrepreneurship. Through a hunger strike BPW Nepal forced the Governments hand to look into what had happened to one of their BPW members. It appears she is now a political prisoner. Diana O'Brien urged BPPW NZ to continue their support of BPW Nepal.

35 Voting Strength 46

36 NCW Report

President Vicky Mee attended the NCW conference with Hellen Swales as an observer. All five remits forwarded by BPW NZ to NCW were presented by us at conference and all were passed. NCW have a strategy on Gender equality. It is a discussion document at the moment. This year the NCW conference is being held in Wellington in September. The cut off for remits this year was four weeks ago and each organisation was asked to put forward two around gender equality. BPW NZ put forward five remits and four were accepted provided they were passed at this conference.

37 Women's Empowerment Principles (WEPs)

The Women's Empowerment Principles are a set of Principles for businesses offering guidance on how to empower women in the workplace, marketplace and community. It is a result of collaboration between UN Women and the United Nations Global Compact. How it works is a CEO of a company signing up for WEPs who is willing to work round the seven principle of the program. In NZ three of the four partners are the UN Women National Committee Aotearoa New Zealand, The Human Rights Commission and the Equal Employment Opportunities Trust. About 40 CEOs from companies around NZ have already signed up for the WEPs. There are also round table meetings having around the country with exchanges of ideas.

Vicky has conducted workshops with some of the BPW NZ clubs. Angela McLeod who is President of UN Women National Committee Aotearoa New Zealand explained how they have set up the White Camellia Awards which encourages the companies to fill out and send back their survey forms on how they are implementing WEPs and there is an award for each of the 7 principles.

BNZ have gone on to win the Benchmark Award and Sovereign Assurance the Innovative Award at International level.

Barbara Clark of BPW Gisborne reported that the club has offered to launch the WEPs as a pilot in their regional area. Vicky has visited the area twice. A taskforce was formed at the end of 2014. In March the taskforce invited local female business leaders to a round table meeting where Vicky explained the principle of WEPs and got resounding support and excellent newspaper coverage. The regional launch will be on the 4th August.

38 Resolutions continued

Resolutions Chair Carolyn Savage took the chair,

Resolution E9: Long Term Strategy for Elimination of Violence Against Women

"That the New Zealand Federation of Business and Professional Women (BPW NZ) Inc strongly urge the Leaders of all Parties and all Ministries to work together to develop a well-resourced long-term cross-party, cross department strategy to change social norms and eliminate violence against women."

*Proposed by BPW Franklin
Seconded by BPW Warkworth*

Jill Lawson of BPW Franklin explained that despite robust laws domestic violence in NZ continues to be a serious issue and a violation of human rights. A long Term multi-faceted and well-funded approach is needed to change social norms. A whole of government and a whole of society approach is needed to eliminate violence against women. We need to listen to the story of these women. BPW NZ needs to protect the women and children of NZ.

Mona Townson, BPW Warkworth, spoke of family violence being multi cause and we need to have a strong message to change. We need to break the inter-generational cycle of violence. This needs to be a collaborative approach across all governmental agencies and services.

Discussion

- Ciaran Torrington, BPW Kaitaia, said it is entrenched in our community. We need to teach people how to stop being violent rather than telling them just to stop being offenders of violence.
- Jacky Stafford, BPW Central Hawkes Bay, widened the discussion as she felt we should also be thinking about violence against the children, the violence against men and the violence of women against women.
- IPP President Carolyn Savage clarified that resolutions from BPW NZ are focused around women and children not men.
- LM /PP Anne Todd suggested we stop the resolution at the word violence.
- PP Angela McLeod explained that CEDAW want us to use the words "violence against women".

Friendly amendment accepted by BPW Franklin to read. "*violence against women and families*"

- Christina Turner, BPW Hawera, reported that In south Taranaki there is a pilot program which works with this problem from a whole family point of view.
- PP Angela McLeod is concerned about the wording of this resolution. Suggest amendment to read "Strongly urge Parliament"

Friendly amendment to change wording to read "Parliament" was accepted by BPW Franklin.

- Ciaran Torrington, BPW Kaitaia, said that there is still something missing in the wording of this resolution. It needs to have more emphasis on the agency's working together. To collaborate together with the resources in the area.

IPP Carolyn Savage MOVED the resolution lay on the table till after morning tea and closed the discussion.

CARRIED

Resolution E10: Domestic Violence: Reduction of Violence in Society

That BPW NZ urges Parliament

- To amend the Domestic Violence Act 1995 to expressly allow protection orders to include the protection of companion animals; and*
- To amend the Veterinarians Act 1995 to require the mandatory reporting of deliberate animal abuse".*

*Proposed by BPW Tamaki
Seconded by BPW Warkworth*

Anita Killeen, BPW Tamaki, explained that the motion was two part as above. A study in 2012 highlights the link between animal violence and domestic violence. Women will delay leaving a relationship if animals are involved. A 2008 study showed that vets often are aware of violence in families from the violence shown to animals. Vets are in a unique position to see not only the signs of animal abuse but also family abuse

Hilary Lewis, BPW Warkworth, explained that emotional abuse can involve the threatened abuse of animals. We need to empower our vets so they can use their knowledge to help prevent the continuous abuse of women and their families.

Discussion

- PP/LM Anne Todd said one of the key indicators of domestic violence is the hurt or death of a pet.
- Fiona Ritchie, BPW Franklin, requested that the motion be split into two parts for voting
- Anita Killeen, BPW Tamaki, responded that if you support a) then you have to support b) they stand together

The motion was put and was

CARRIED with 2 against 1 abstention

Resolution Chair vacated the Chair to President Vicky Mee

Resolution E4: Improved Health Outcomes for Women with Endometriosis

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. urges the Ministry of Health and District Health Boards to recognize the significant impact of endometriosis on women’s health and adopt a pro-active approach to management of the condition by funding programs to raise awareness and to improve services for women and girls with endometriosis.

*Proposed by BPW Huntly & Districts
Seconded by IPP Carolyn Savage*

Janet Gibb, BPW Huntly & Districts, shared a story of a woman who suffered from endometriosis. She was told by doctors “this was a women’s lot”. Her degree took longer because she was sick so often. More should be done for women who have this condition. She needs support in the workforce and awareness needs to be raised both with GPs as well as the hospitals

IPP Carolyn Savage explained that endometriosis is a cause for infertility. This can put stress not only on the family but also the extended families.

The motion was put and was

CARRIED

President Vicky Mee handed the Chair back to Resolution Chair Carolyn Savage

Resolution E5: Recuperating in Home Town Facility

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. urges the Ministry of Health and District Health Boards to ensure that hospital patients requiring convalescent care after discharge are able to choose where they wish to go and are placed in the facility of their choice whenever possible.”

*Proposed by BPW Huntly & District
Seconded by PP Faye Gardiner*

Trish Foy, BPW Huntly and Districts, said District Health Boards contract care to external care unit/hospital in the community. Often the patient lives in a town with a facility that has beds available but despite requesting a place at their local facility is sent to another facility in a different town for no discernible reason

PP Faye Gardiner advised that the patient and the family have the right to request where they want the patient to recuperate but they often do not know that. Hospitals often do not pass on this information to the families so they can make the best decision for the patient. Facilities all have different levels of care. Most have now what we would call hospital level care.

The motion was put and was

CARRIED

Late Resolution 1

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. RESOLVES to have a Memorandum of Understanding (MoU) with the New Zealand Federation of Multicultural Councils (NZFMC).

*Proposed by: 2nd VP Hellen Swales
Seconded by: PP Angela McLeod*

2nd VP Hellen Swales explained that the New Zealand Federation of Multicultural Councils (NZFMC) is looking for partners to help them develop their voice. Many of the migrate women do not realise that they have a voice in New Zealand and this resolution would help them to develop their voice under the guidance of BPW NZ

Motion was put and was

CARRIED

Late Resolution 2

“That BPW NZ proposes the New Zealand Government establish a regulatory authority to govern the recruitment consulting services and Human resources industry”

Proposed by BPW Wellington

Seconded by BPW Warkworth

Jenny Leith, BPW Wellington, explained that this resolution supports the WEPs principles. The issue is there is no compulsory membership for this professional body. These people can have considerable impact on people careers and opportunity for people to apply for roles.

Sally Smith, BPW Warkworth, stressed that we do not have equal employment opportunity when an agency can decide with prejudice who does or does not get the opportunity to apply for a role.

Discussion

- Sally Kean, BPW Upper Hutt, supported the need to regulate the industry

Motion was put and was

CARRIED 2 Abstentions

Resolution Chair handed the Chair back to President Vicky Mee

PP Maureen Eardley-Wilmot asked the Resolution Chair under what criteria she accepts a late resolution since the procedure manual has been changed.

Carolyn replied that she made sure the delegates knew there were three late resolutions. The resolutions committee met and followed the three clauses in place.

1. Would it have an impact on budget and if so would not be accepted but could be submitted for the next conference so long as it was submitted in time.
2. Meet the needs of BPW NZ
3. Meet the requirement stipulated under the constitution

The conference then voted to accept the late resolutions

Conference adjourned for morning tea at 10.45am and resumed at 10.45am

President Vicky Mee welcomed Sue Moroney to the conference

President Vicky Mee asked that the conference agree to Virginia Warren being the Chief Scrutineer while Elaine White is counting votes.

CARRIED

39 Voting Strength 45

40 Speaker Sue Moroney

Spokesperson for ACC and she updated us on ACC. Issues in front of us is ACC levy are being reduced but not to the level they should be. Our system is unique as in other countries people have to sue each other when they have an accident. In NZ we get support from day one of an accident. Employers and employees are levied to pay this system and it is important that this happens. However levies need review as at the moment ACC have a surplus to what they need to cover the cost of accidents in New Zealand.

41 Announcement Margery Toulson Scholarship

The President invited Anita Killeen to come forward and presented her with the Margery Toulson Scholarship.

42 Resolutions continued

Resolution Chair Carolyn Savage took the Chair.

Resolution I4: Individual Membership

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc review their policy on Individual Membership to allow women to become Individual Members without prejudice of there being a club within their region.”

*Proposed by PP Anita Devcich
Seconded by BPW Warkworth*

PP Anita Devcich explained that communication has changed and there is no reason why a women in any area cannot be fully involved in BPW, she can now do it electronically. Our membership has been dropping and we need to encourage individual members. Some people find the club formality daunting but they may be interested if we offer an individual membership. They could still attend a club meeting if or when it worked for them if there was one nearby.

Mona Townson, BPW Warkworth, said we need to give young people the opportunity to belong to BPW. They may not be interested in attending monthly meetings but still want to be involved in the business of BPW. Also as we age it may not be always easy for an older member to attend meetings but still want to be involved and we really do not want to lose all the skills our older members have,

Discussion

- PP/LM Joan Bielby pointed out that the clause Anita quoted is from the old constitution. Joan then read the clause from the new constitution.
- PP/ Anita Devcich admitted her mistake and suggested she withdraw the resolution
- Raewyn Pennell, BPW Kaitaia, would like to see the words without prejudice be added to the manual.

Anne Todd moved the motion be put

CARRIED 6 against

Motion was put and was

CARRIED 15 against 5 Abstentions

Resolution I5. Individual Members - Group

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc Amend the Constitution by removing the word group after Individual members

*Moved by LM/PP Joan Bielby
Seconded by BPW Tamaki*

LM/PP Joan Bielby advised that this was an oversight when changing the constitution. Individual members cannot be a group. It is a matter of tidying up a mistake

Moira McLean, BPW Tamaki, chose not to speak to the resolution

Discussion

- Joan Bielby explained that in the constitution the words “provided that the Individual Member has the written support of 50% of the other Individual Members” would be added into clauses 12.2 and 27.1
- PP Maureen Eardley-Wilmot raised the issue that the resolution say remove the word “group” not the addition of the “provided that the Individual Member has the written support of 50% of the other Individual Members” in clauses 12.2 and 27. This was not in the original resolution

A friendly amendment by PP Maureen Eardley-Wilmot was accepted by the mover.that the words “provided that the Individual Member has the written support of 50% of the other Individual Members in clauses 12.2 and 27.” be added to the resolution

Resolution now to read

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc amend the Constitution by removing the word “group” after Individual members and insert the words “provided that the Individual Member has the written support of 50% of the other Individual Members” in clauses 12.2 and 27.1

PP Anita Devcich disagreed as she felt it is very difficult to get individual members to respond and to get 50% to agree would be extremely difficult.

LM/ PP Anne Todd responded that we need to be careful that we don't get one member driving an issue. This does not happen in clubs because of the debate that happens at meetings and with email individual members can have the same debate

Motion was put and was

CARRIED 8 against 6 abstained

Resolution I1: Honorary Life Membership

"THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc approve amendments to both the BPW NZ Constitution and the BPW NZ Procedure Manual to provide clear process on the nomination process and voting of Honorary Life Membership."

Moved by 1st VP Robyn Davison

Seconded by PP Faye Gardiner

1st Vice President, Robyn Davison explained that at Hawera BPW NZ amended the constitution but some anomalies appeared. It is important that this award be acknowledged at our Awards Dinner and it is important that this process is done before conference and Clubs know what is happening. If it is not ratified by the membership it is a show of no confidence in the executive because the executive would consider very carefully that this person is worthy of this honour.

PP Faye Gardiner stressed the importance of this change is that it clarifies how life members are nominated and voted for and how this process is managed at conference. Need to make this process as smooth and respectful as possible.

C: Constitutional Amendment:

"THAT the BPW NZ Constitution Clause 11.0 voting between conferences is amended to read:

11.0 VOTING BETWEEN CONFERENCES

11.2. Voting for Honorary Life Membership requires:

- 1. Those entitled to vote for an Honorary Life Member shall be: One vote per club. One vote amongst the Individual Members*
- 2. A quorum for a postal/electronic vote shall be 90 percent (90%) of the clubs and Individual Members eligible to vote;*
- 3. A majority of 90 percent (90%) of the votes shall be required to ratify conferring Honorary Life Membership.*

PM: Procedural Manual Amendment:

"THAT the BPW NZ Procedure Manual Clause 1.4 Honorary Life Membership be amended to read:

1.0 MEMBERSHIP

1.4 Honorary Life Membership

- a) The Executive, either on its own volition and/or after consideration of nominations by any Club or Individual Members (with full supporting documentation) may recommend a Nominee for Honorary Life Membership to the Clubs and Individual Members for ratification. Only one nominee for HLM shall be proposed by the Executive in any one year. The Executive Secretary will inform any nominating clubs of the Executive's decision. Honorary Life Membership (HLM) may be conferred by a resolution of those entitled to vote for HLMs as in b) below by postal/electronic vote two months prior to Conference on any member who has given outstanding service to BPW NZ as defined in c) below.*
- b) Voting for Honorary Life Membership requires:*
 - 1. Those entitled to vote for an Honorary Life Member shall be: One vote per club. One vote amongst the Individual Members*
 - 2. A quorum for a postal/electronic vote shall be 90 percent (90%) of the clubs and Individual Members to vote;*
 - 3. A majority of 90 percent (90%) of the votes shall be required to ratify conferring Honorary Life Membership.*
- c) Outstanding service requires that the proposed Honorary Life Member:*

1. Has served at BPW NZ level as an Executive Member of BPW NZ and continues to serve BPW NZ in other capacities; and
 2. Has served BPW NZ through representation at International level preferably in an elected position or as Sub Regional Co-ordinator.
- d) The nominee will be informed of the ratification result prior to Conference.
- e) Honorary Life Membership shall be conferred at Conference at the Awards Dinner.

Discussion

- PP Angela McLeod asked if it took out all appointed positions at International level
- LM/PP Joan Bielby pointed out the word preferably covered that.

PP Maureen Eardley-Wilmot MOVED that point C) point 2) be changed to read “in an elected position, appointed as a Chair or as sub regional co-ordinator”

The mover accepts the friendly recommendation.

The motion was put and was

CARRIED

Resolution E7: Dietary Advice in Pregnancy

“That the New Zealand Federation of Business and Professional Women (BPW NZ) urges the New Zealand Government to provide a 12 week incentive based program that educates pregnant women with a Booking Body Mass Index (BMI) 35 or greater at the time of booking with a midwife, on the basics of nutrition, cooking and preparing healthy food, and shopping for healthy food on a budget.”

*Proposed by: BPW Kaitaia
Submitted by Naomi Golding
Seconded by: BPW Doubtless Bay*

Raewyn Pannell, BPW Kaitaia explained that obesity rates are continuing to rise, which is having a huge impact on the health of people, increasing the pressure on our health dollars and causing lower quality of life. Incentive based programs have been very successful in the reduction of smoking which is now less prevalent than obesity. A 12 week program run for obese pregnant women will help reduce their risks of obesity related complications. At present there are very few resources available for pregnant women needing practical nutritional input

Christine Berridge, BPW Doubtless Bay, wished to support a resolution where women will gain healthy eating skills and those women will then go on to teach their children.

Discussion

- PP Angela McLeod was concerned the resolution is making the assumption that lack of good nutrition is the reason for high body mass. BMI is not a good way to judge if a person is overweight or not.
- Ciaran Torrington, BPW Kaitaia, responded that the focus of the resolution is on the incentive based program rather than the BMI index.
- Barbara Weight, BPW Mana, felt the resolution was very discriminatory

Janet Gibb, BPW Huntly and Districts, proposed an amendment to remove “*educates pregnant women at the time of booking with a Body Mass Index (BMI) 35 or greater at the time of booking*” and replace with the words “*at risk pregnant women the time of booking on the recommendation of a midwife*”

The amendment was moved and was

CARRIED

The motion then become the substantive motion

“That the New Zealand Federation of Business and Professional Women (BPW NZ) urges the New Zealand Government to provide a twelve week incentive based program that educates at risk pregnant women, (at the time of booking and on the recommendation of a midwife), on the basics of nutrition, cooking and preparing healthy food, and shopping for healthy food on a budget.”

The motion lies on the table till after lunch.

43 Obituary

Sharon Barbara Gabriel Ryder of BPW Kaitaia on Sunday 15th March. Joined in 2003 and was given a ten year plus member certificate at the conference in Wellington in 2014. She supported both BPW Kaitaia and BPW Doubtless Bay clubs. She will be sadly missed.

44 Voting Results

President Vicky Mee nomination to be ratified. CARRIED

Young BPW Vivien Yeung nomination to be ratified CARRIED

Executive Secretary nomination Christine Edney ratified CARRIED

Treasurer Sandra White nomination ratified CARRIED

IT Administrator Christina Turner nomination ratified CARRIED

Voting for 1st and 2nd President was tied. The President exercised her casting vote and the status quo will continue.

1st Vice President - Robyn Davison

2nd Vice president - Hellen Swales

It was MOVED that the Voting papers be destroyed *Executive Secretary / PP Anita Devcich*
CARRIED

Announcements

Conference adjourned for lunch at 12.30pm resumed at 1.30pm

45 Voting Strength 46

President Vicky Mee invited Resolutions Chair Carolyn Savage to take the Chair

46 Resolutions continued

Resolution E7: Dietary Advice in Pregnancy

The amended Resolution reads

“That the New Zealand Federation of Business and Professional Women (BPW NZ) urges the New Zealand Government to provide a twelve week incentive based program that educates at risk pregnant women, (at the time of booking and on the recommendation of a midwife), on the basics of nutrition, cooking and preparing healthy food, and shopping for healthy food on a budget.”

*Moved by PP Faye Gardiner
Seconded by BPW Warkworth*

The amended motion was put and was CARRIED 1 against

The motion became the substantive was put and was CARRIED 1 against

Resolution E11: New Horizons for Women Trust

“That BPW NZ honours its position as a founding member of the New Horizons for Women Trust Inc. and actively works to resurrect and maintain the previously close connection with the Trust by -

- 1. Maintaining sponsorship of the Trust with an annual donation to the Endowment fund, the amount to be determined at conference on the recommendation of the Treasurer.*

2. Nominating at least one suitably qualified BPW NZ member to stand for election to the Board of the New Horizons For Women Trust Inc. whenever there is a vacancy.
3. Encouraging clubs to donate money in the Club's name to NHWT in support of the Rita King Second Chance Education Award founded by BPW NZ.
4. Actively maintaining communication with the Trust and keeping clubs informed of Trust matters.

*Proposed by PP Faye Gardiner
Seconded by BPW Mana*

PP Faye Gardiner spoke of her concern that we are losing our connection with NHWT. One of our aims is to support women who wish to further their education. We have a long history with NHWT and BPW NZ donated \$2000 to help set up the Rita King Award. This award still made today through the endowment fund. We have a lot of call on our money but we need to signal our support to women by making a donation to the NHWT. It does not matter how little we can give, collectively it will make a huge difference to the woman for who it is a struggle to complete her education.

Barbara Weight, BPW Mana, advised that NHWT not only supports second chance education it also supports research into women and as a women's organization if we do not support this there will be less research into women for women.

Discussion

- Mona Townson, BPW Warkworth, said it was one way clubs can support other women
- Janet Gibb, BPW Huntly and Districts, explained that her club cannot afford to give to their own club fund to support a women in their own district as well as to NHWT
- PP Faye Gardiner responded that it is not compulsory but rather to encourage clubs to give to NHWT

The motion was put and was

CARRIED 5 against 1 abstain

The following motion was brought back to the table

Resolution E9: Long Term Strategy for Elimination of Violence Against Women

"That the New Zealand Federation of Business and Professional Women (BPW NZ) Inc strongly urge Parliament, the Leaders of all Parties and all government departments to work together to strengthen and ensure that there is a well-resourced long-term cross-party, cross department strategy that collaborates with relevant members of civil society to change social norms and eliminate violence against women and families.

The friendly amendment was accepted by BPW Franklin

The motion was put and was

CARRIED

The Resolution Chair concluded the Resolutions and handed the Chair to PP/LM Anne Todd

47 Life Member and Past President Anne Todd

Anne expressed her disappointment that no club had put forward an entry for the Issues Award. She asked that clubs look at the resolutions passed at conference and encouraged them to choose one and make it a club issue and then next year enter it for the Issues Awards It does not have to be the executive that follow up on resolutions but the clubs also have the opportunity to work on something that they are passionate about.

48 CEDAW Report

Hellen Swales presented the CEDAW Report. CEDAW require stakeholders to prepare a report and sent it back to NCW by February 2016. BPW is working under the NCW umbrella, - We lead the collection of data in two areas which are Women with Disabilities and Women in Employment. If you have a passion in either of these areas she would be keen to hear from you. Although July 2016 sound far away it will still be a tight timeframe to get these reports prepared in time.

49 Report CSW59

Carolyn Savage and Hellen Swales presented the CSW59 Report. Carolyn attended 49 meetings and she has a report which will give you a snap shot of each meeting. Registration was day 2, then 2 days of leadership training and finally a consultative day. Her first session was with Hilary Clinton with 2000 other people. Other sessions she attended included Issues on human trafficking, internet bullying, violence against women and climate change.

Hellen went as an observer and she was able to choose what she wanted to go to. The briefing in New Zealand at the Ministry for Women prior to leaving was not thorough enough. She attended a session lead by Anna Guyaz from Switzerland who had develop a booklet on the Guide for NGO and Women Human Rights Activist and the UN and CSW. Her focus was looking at what she wanted to bring back to BPW NZ. She concentrated on the Asia Pacific Area e.g. Human Trafficking in the Philippines and anything to do with women in politics. Were they facing the same issues that we face?

50 General Business

No items were raised.

51 Resolutions to NCW Conference

MOVED "That this conference agrees that the following resolutions be taken to the NCW Conference:

- *Zero Hour Contracts and Insecure Work*
- *To Impose a Total Ban on Sale and Supply of "Legal Highs"*
- *Long Term Strategy for Elimination of Violence in society*
- *Domestic Violence: Reduction of Violence in Society*

AND this conference gives the delegate to the NCW conference authority to agree to amendments to those resolutions in keeping with the essence of the resolution and other BPW Policy"

*Moved by LM/PP Anne Todd
Seconded by BPW Warkworth
CARRIED*

52 Women on Boards

PP Angela McLeod would like to see BPW NZ start to form a support network for women on boards or who would like to be on boards.

53 Asia Pacific Regional Meeting

IPP Carolyn Savage showed the promotional video for the Asia Pacific Regional meeting in Auckland April 2016. Venue will be the Stamford Plaza Hotel in Auckland.

A lot of interest already expressed from the women in the Asia Pacific Region

Angela McLeod suggested we put together a tour based on BPW Clubs hosting delegates to the Asia Pacific Regional meeting.

54 Conference 2017

The President invited BPW Central Hawkes Bay to put their bid forward for hosting the BPW NZ conference in 2017. They offered a country conference and a promise to keep the cost down. Suggested home hosting, motels and camping option as accommodation option. The President asked if there were any further bids and none were forthcoming.

It was *MOVED* that 2017 conference be hosted by BPW Central Hawkes Bay

*PP Angela McLeod / Hawera
CARRIED*

55 Thank you to Colleen Brooker

President Vicky Mee invited Colleen Brooker to come forward. Vicky thanked Colleen for all the work she has done over the preceding years managing the products that make up part of BPW NZ identity

and presented her with flowers. Thank you also to Leslie Whitehorn from BPW Doubtless Bay for taking over this role from Colleen.

56 Treasurer- continuation of Financial Business

It was MOVED that the budget for the Asia Pacific Regional Meeting be approved

PP Angela McLeod / Hawera

CARRIED

The Treasurer MOVED that the 2016 Budget be adopted

Treasurer / Hawera

CARRIED

PP Faye Gardiner raised the matter of a seeding grant for the Asia Pacific Regional Meeting.

Hellen Swales 2nd Vice President explained the sub-committee had booked the Stamford Plaza Hotel as the venue for the meeting. The per person rate has been set at \$75 a rate per day which includes morning tea, afternoon tea, lunch and tea and coffee on arrival. The hotel would like a deposit of \$11,000 based on 100 people attending.

PP Angela McLeod asked why we are providing the seeding and not BPW International. Hellen responded that BPW International do not provide seeding for regional meetings. As the host country we need to provide seeding for the regional meeting but any surplus stays in the region. BPW NZ will be seeking sponsorship and up to \$20,000 would not be unreasonable.

The Treasurer MOVED that BPW NZ provide a seeding grant of \$11,000 for the Asia Pacific Regional meeting.

Treasurer / President

LM/PP Anne Todd asked what the risk factor was in that how much money would be lost if we did not get the attendance we expect.

Hellen Swales responded that there is always a risk we may lose money. If we cancel up to 90 days before the event we do not lose any money without penalty, between 89- 60 day loses 50% and between 59 and 31 days we lose 75%. At three months we should have a good indication of what the response is to the meeting.

A friendly amendment was put that:

BPW NZ should cancel the event if it looks like we will lose more than 50% of the deposit

LM/PP Anne Todd / LM/PP Joan Bielby

CARRIED

57 Voting Strength 36

The motion was put that we provide a seeding grant of \$11,000 for the Asia Pacific Regional Meeting but that the event be cancelled if it looks like we will lose 50% of our deposit.

Treasurer / 2nd VP Hellen Swales

CARRIED

58 Conference Close

The President Vicky Mee thanked the helpers this afternoon, Jasmine, Caitlyn and Briarna

Thank you to 1st Vice President Robyn Davison for the amount of work she has put in to make conference such a wonderful event

A thank you to Anita Devcich for the work she has put in to the supporting role she has had with Robyn and taking registrations.

Thank you to:

Minute Secretary Elizabeth Horrell.

Timekeeper Christine Edney

Chief Scrutineer Elaine White
 Scrutineers Virginia White and Sandra Fleming
 Parliamentarian Noeline Reisch
 Mentors A very big thank you

Outgoing committee were thanked for their commitment and passion for BPW over the last three years.

Executive Secretary Gail Littin
 It Administrator Lorraine Cameron
 President Associate Sheila Riddell-Harvey

59 Installation of incoming New Executive

The President Vicky Mee introduced and declared the Executive Officers for BPW NZ for the 2015 - 2016 year. The incoming Executive came to the front of Conference and was acknowledged by the delegates.

Officer	Name	Club
President	Vicky Mee	BPW Franklin
1st Vice President Membership	Robyn Davison	Individual member
2nd Vice President Issues	Hellen Swales	BPW Upper Hutt
Executive Secretary	Christine Edney	BPW Upper Hutt
IT Administrator	Christina Turner	BPW Hawera
Young BPW	Vivien Yeung	BPW Hawera
Immediate Past President	Carolyn Savage	BPW Franklin

60 Closing Remarks

President Vicky Mee concluded with a reference to our founder, Dr Lena Madasin Phillips, who understood that any woman on her own would have limited influence but by working together women could have amazing power. Vicky hoped that that power will increase for BPW NZ as we individually build our own skills and then team together to use those skills in national or club lobbying or projects.

61 Blowing out the Candle

Vivian Yeung, as Young BPW representative, was invited to blow out the candle that signified the end of conference

Conference concluded at 3.45pm

Signed as a true and correct record

Chair _____

Date _____