



Affiliated with the International Federation of Business & Professional Women

BPW NEW ZEALAND

New Zealand Federation of Business
and Professional Women Incorporated

NEWSLETTER

www.bpwnz.org.nz

December | 2012

What do we want? Equal Pay! When do we want it? Now!

The New Zealand Federation of Business & Professional Women (BPW NZ) fully supports the Demand Equal Pay campaign launched today by YWCA Auckland.

Recent statistics reveal that the gender pay gap has jumped in the past twelve months from 12.85% in September 2011 to 14.18% this September.

“The YWCA have put a fantastic campaign together which we support wholeheartedly” says Mrs Carolyn Savage, President BPW NZ.

“BPW NZ has been lobbying for equal pay for work of equal value since its inception in 1939 and we think its about time the gender pay gap was zero.”

“The current Government have a real opportunity to empower women in the workplace and increase productivity by reducing the gender pay gap.

“Half the work has been done by Dr Judy McGregor, outgoing EEO Commissioner, who has drafted a Pay Equality Bill,” says Mrs Savage.

“We need the Government to listen to the demands and take action now by introducing the Pay Equality Bill”

Press Release 29 Nov

YWCA pay equity campaign timely

A YWCA Auckland campaign will inspire a new generation of New Zealanders to take action on pay equity, the Pay Equity Challenge Coalition said today.

YWCA Auckland has today launched the [Demand Equal Pay](#) television and print campaign.

The campaign is calling on Parliament to enforce commitments made to pay equity in the *Convention on the Elimination of Discrimination Against Women* (CEDAW), signed and ratified by New Zealand in the 1980s.

YWCA is a member of the Pay Equity Challenge Coalition, and Coalition spokesperson Angela McLeod said their campaign was very timely.

“Just this month we had [new figures](#) showing that the gender pay gap has widened – from 12.85% in September 2011 to 14.18% in September 2012,” she said.

“Pay equity is a structural problem that requires structural solutions. Dr Judy McGregor’s proposed bill is an important step.”

“But first, we need the government to own up to the problem. We won’t build a stronger economy and fairer society without valuing the contribution of women, and a real commitment to equal pay and pay equity.”

“Well done YWCA Auckland on a great campaign. We look forward to supporting it in the coming weeks,” Angela McLeod said.



BPW NZ President's Message - Carolyn Savage

To begin this report a very special acknowledgement is extended to all the men in NZ who have stepped up to "Say No to Violence Against Women".

The Families Commission have widely advertised this year's campaign with posters in shopping malls to bus shelters displaying men from all walks of life asking the big question "Are you Man Enough".

Events have been held across the country in various communities and supported by MP's, local Celebrities and the White Riders.

Across the country different BPW Clubs have also undertaken their own projects in their communities in raising the awareness for all New Zealanders to step up and speak out against violence against women and children. A very special thank you to every club and member who pro-actively contribute towards this awareness campaign nationally or locally.

At the time of writing my final report for this year I am also currently preparing for my trip to the Asia-Pacific Regional Meeting in Taiwan later this week. There is a full programme over three days and I am certainly looking forward to reporting back to you all afterwards on the leadership training. When talking of leadership training BPW NZ's President's Leadership Training was placed on our BPW calendar on the new website and has been set for the 16/17th February.

Members in Auckland have already confirmed they will be able to provide billeting, which is fantastic and the venue and programme will be confirmed by early next year. Already a number of speakers are being approached and the programme structure will have the leadership workshop on the Saturday and the specific workshops for the different officers roles e.g. Presidents, Vice President's, Treasurers, Secretaries and Web Mistress/Editors held on the Sunday. If you have any specific topics that you want discussed please send an email to the Executive Secretary.

This is also the perfect opportunity to congratulate BPW Warkworth and especially their newest member Tracey Martin who launched their first young leader's award. Tracey has

provided the opportunity for 5 young Warkworth women to spend a day in Parliament (with the winner having all expenses paid). Her generosity of spirit, her belief in mentoring young women was reflected at this meeting and demonstrated why Tracey successfully holds both board and political positions.

Finally Christmas is fast approaching and this is a good time when everyone can take stock to review the past year, see your successes and to have the time to enjoy your families.

I wish you a wonderful holiday and look forward to seeing you through club, leadership and conference events in 2013.

Carolyn Savage

BPW NZ President



There are two kinds of people, those that do the work and those that take the credit. Try to be in the first group, there is less competition there.

Indira Gandhi

Current diary:

29 Nov-3 Dec: BPW Asia-Pacific Regional Meeting (Taiwan)

04 December: Women's Empowerment Principles, International Discussion Panel (Akd)



BPW International President - Freda Miriklis

Dear Members

In this edition of e-news we pay special tribute to our BPW and EPW colleagues who were located in Hurricane Sandy's recent path of destruction; we extend our sincerest sympathies and are pleased to know that you, your families and colleagues are out of harm's way.

I attended the second annual Women Vendors Exhibition and Forum in Mexico City earlier this month where sellers and buyers attending wrote over 60 deals, totalling more than US\$6 million. This has been another strong meeting with high attendance and the number of deals struck already, shows the importance of women vendors and buyers to come together at this event. This year's opening was held at Mexico's Ministry of Foreign Affairs with a delegation of 10 BPW members in attendance. BPW International facilitated business development opportunities for BPW Mexico and agreed to collaborate with founding partners to provide market linkages in textiles, fashion and interiors and to offer capacity building, trade facilitation and [access to markets through the Commonwealth Business Women](#).



International Congress planning is well underway with face-to-face meetings taking place at the forthcoming [Asia Pacific Conference](#) - we are planning key announcements to be made during the conference so watch this space!

The E-news has undergone a small transformation with a new look and feel, we hope you like it! Please send us your feedback to presidents.eneews@bpw-international.org.

In addition to our Press Releases we are also producing Members Releases specifically aimed to keep you up-to-date with the amazing work of BPW International and affiliates worldwide. These are posted on the website when released and included in E-News updates and shared via our Twitter and Facebook. So don't forget to keep an eye out for developments as they come to hand!

Planning for the BPW International Annual Leadership Summit is underway and the registration process will be opened this week! At the same time, we will open up registration in relation to 20 members that can be pre-registered to attend the formal 57th session of the UN Commission on the Status of Women (CSW57). If you're planning to attend and participate in the many NGO activities and events that take place during CSW57, please remember to register with BPW so that we can keep you updated on the exciting BPW activities and events during next year's CSW57 that you won't want to miss!

Freda Miriklis

BPW International President

[extract from the BPW International E-News]

Immediate Past President - Angela McLeod

Christmas is fast approaching and that means shopping, eating too much and having the odd tippie too many – for some of us. A time for spending with family and friends as well as relaxing and refuelling for next year. My very best wishes to you all for a wonderful Christmas and New Year break.

Firstly, though, as Resolutions Chair I look forward to seeing your remits by 1 December. Don't be afraid to send them in – they are what builds our policy; it gives us the mandate to drive for change and to lobby for solutions to the issues affecting us.

I look forward to reading them at ipp@bpwnz.org.nz

On the International front, we are getting underway with the promotion for the Annual Leadership Forum in New York in March and Regional Conferences are coming up thick and fast with the Asia-Pacific Regional Conference this weekend. We are well underway with a website upgrade and with building a database that will also help to manage events, campaigns and newsletters.

Don't forget to sign up to the BPW International E-News to keep up with the news. Just pop on to the front page of the BPW International website and add your name & email in the spaces provided.

Take good care

Angela McLeod

IPP BPW NZ



BPW NZ 1st VP - Membership - Janette Hudson

Marketing proposal for all clubs.

Membership numbers are still dropping. Young BPW membership sits around as little as 20 members, of which 15 are distributed over just two clubs. Most clubs don't have a single young member.

Clubs in the South Island have closed.

If we want to survive as a federation and as individual clubs, we have to actively seek new and in particular younger members. This is **YOUR** responsibility.



National led initiative: Marketing!

The clubs have to do it. The Executive can not get new members in on a club level. What we can do is THIS; make it as easy as possible for you to get the message out.

This is what you can do as a club initiative:

1. POSTERS

- ∅ Clubs to provide (professional) photo's of members against a white background to be used on posters and other promotional materials. It is important to get a variety of age groups and ethnicity and looks.
- ∅ Simply insert your own members into the power point, copying the example posters from the web site
- ∅ DON'T FORGET to replace the contact details with the contact details of your own club!
- ∅ You can edit the slogans for the posters as you please, but are also free to use the slogans provided.
- ∅ Now you can print off your edited posters (A3 format is probably sufficient) and display in town. (shops, library, public places).
- ∅ For display of these posters, please make clever use of public places (libraries, city council) and your member business owners.
- ∅ Clubs, please provide your best posters to National to use the same slogans and photo's on the website for promotion.

***** These posters are all available from the website.**

2. POSTCARDS

- ∅ Print off your best posters at postcard format or have them professionally made (make it as cheap or expensive as you like).
- ∅ Send out postcards to women who have re-located to your area, new business owners, businesses that have recently won an award, women who have recently received a promotion, had a baby, got married,... Just think of a plausible reason to make contact!
- ∅ These postcards are also brilliant to put on the counter to take in libraries, city council, training centres, big businesses, day care centres (ask if it's OK), fashion shops etc.

WELCOME YOUR GUESTS

- ∅ Actively start inviting guests to your dinner meetings.
- ∅ For example, Hawera has had an average of 4 guests per meeting. 9 of those guests have joined and we expect 5 others to join in the new financial year. This shows that it does really pay off to invite new people and it also keeps it interesting for your current members, because there is always the opportunity to meet new women!

{Continued Page 5}

- Ø When you do invite guests, please consider giving them a small welcome pack with the BPW leaflet a small gift (donated by members) and a small form on which they can give feedback (Example attached to this mailing).
- Ø Change seats at least once per evening to prevent formation of smaller groups within the club. If necessary organise random table settings to enforce interaction between all members.
- Ø Organise a mother-daughter/niece meeting or a “bring a friend/colleague” meeting. Members have to be reminded to actively bring guests.
- Ø Follow the example of the executive and make sure there is an incentive for bringing in new members (competition).
- Ø Follow up, make them feel welcome and they will come again and eventually join. Don't forget to send that invite for the next meeting!

And last but not least, don't forget your current members....

4. CATER TO YOUR CURRENT MEMBERS

- Ø Get to know your members and make sure you know what they are looking for from BPW so you can cater to your members.
- Ø Involve the members. Some members are willing to join the committee, but just want to be asked.
- Ø Allow for additional (short / social) young BPW meetings over coffee, lunch or wine.
- Ø Support member participation on national/ international level of BPW.
- Ø Support each other and each others businesses.
- Ø Support your local community & get positive attention in the media.
- Ø Each year select one project that the club will get involved in that requires participation of at least 50% of your members.
- Ø Listen to input/feedback from new and young members. They often have a lot of fresh, good ideas (and the drive to actively participate if supported and motivated by the club).
- Ø Create a safe and supportive environment for personal development.
- Ø Have good food and cheap wine.
- Ø Organise additional social events.
- Ø Have fun!

For any questions or help with practicalities of the posters please contact me or any other member of the executive.

Good luck with getting our name out there!

anita.scott-dekker@fonterra.com

Thank you Anita for this. I know you are a busy person as President of your club that now has 46 members. We are so looking forward to joining you all for Conference in April of next year. It will be an awesome time I know.

The Leadership Forum is coming up in February and is open to all who might like to attend - especially those new committee members. I would welcome feedback as to what you would like to have included - workshops etc;

I hope you have read this article and taken on board a suggestion or two. What a way to begin 2013!

Meanwhile you will all be getting ready for your final meeting of the year. I hope you have organized a fun time with your members. Don't forget to include partners too and maybe a friend or two. Lets be seen to celebrate the value and work of so many women in our communities.

Have yourselves a very Merry Christmas with your family and friends, looking forward to a positive future.

Janette Hudson



BPW Executive Treasurer - Elaine White

BPW NZ Budget

Just a reminder that our budget is based on numbers of members advised to the Executive as at 30 September - in time for inclusion in the Conference papers. Unfortunately not all Clubs have completed and sent the member returns to the Executive. As not all returns have been received the BPW NZ budget for 2013 may be based on incorrect numbers of members. To help us get it right please ensure your Club's member return to 30 September has been forwarded to The Treasurer, P O Box 30309, Lower Hutt 5040.



Thank you to all the Clubs who have forwarded the Member Returns already.

Also, please complete and forward the member returns to 31 March 2013 as quickly as possible so the budget can be updated accordingly.

You may recall in 2012 the last member return was received only one day before Conference.

Conference Evaluation :

I have been made aware that there were some members that considered that the Treasurer had been rude to BPW members. I apologise for any comments that were considered to be rude or impolite - neither was my intention. Just a little reminder – we are all volunteers and as such are using our own time and resources to better the BPW cause which is paramount.

Please can we all work together to make this an organization to be proud of.

Regards Elaine

BPW NZ Executive Secretary - Gail Littin

Hi,

My apologies that this newsletter has missed the deadline. I can't even honestly say it has been due to Christmas shopping, writing my cards or making Christmas Cakes. However when we work a 40+ hour week, have families and a house to run there is often not enough hours in the days or week.

I sent out the 2012 AGM Minutes and the Countdown to Conference Deadlines last week to Presidents. Please make note of these dates in your diaries and be prepared to adhere to the dates as requested.

Reminder also for Clubs holding their own AGM's to update me with your new Club Officers.

I am also Volunteer Chair for the Counties Manukau Relay for Life held in Pukekohe 9-10 March 2013. I am sure you will be aware of the unique overnight fund raising team event for the Cancer Society.

- ◇ The facts are that in NZ 55 people a day are diagnosed with cancer
- ◇ 1 in 3 New Zealanders will be affected by cancer
- ◇ The Cancer Society is a non government organisation dedicated to reducing the incidence and impact of cancer in the community, through support, information research and health promotion
- ◇ The Theme for Relay is "Celebrate, Remember and Fight back"

It is something very personal to me which is why I am involved. Franklin BPW always has a team entered and participates in fund raising before the event. If anyone would like to join us for all of or part of the walk please don't hesitate.

It is a Fund raiser but also a FUN experience.

Merry Christmas and Enjoy those close to you, along with some Good Weather.

Gail



Programmes Convenor - Claire Gregson

FEDERATION NEWSLETTER – PROGRAM CONVENOR – K.T.A.

Keys to Achievement

Congratulations to our Bronze KTA winners from BPW Gisborne Club.



Mary Hope, Anna-Maree Colvin, Penny Shaw and Marlene Orchiston.

Well done ladies and we look forward to being able to present your Silver in the near future.

Merry Christmas to you all and to those who are working towards getting all their K.T.A. levels,

Programme Convenor. Claire Gregson

FROM THE CLUBS

Warkworth BPW - October meeting

Our club has recently through the brainchild of three members, Hilary Lewis, Mona Townsend and Jennifer Kirker, Introduced a **Leadership Award For Young Women.**

The successful recipient would receive a return air fare to Wellington and would spend the day in Parliament in the company of Tracey Martin M.P. (Tracey is a member of our club.)

Applicants who applied had to fit the criteria of being young, being a women in the region and had to submit a brief single page account of any leadership role or task they had undertaken. The package was very cleverly designed by the 3 ladies and then we advertised in the local papers and by word of mouth.

Nine applicants in total applied , this was narrowed down to four finalists who presented a short talk (3 mins) about what the award would mean to them.

These girls all spoke to a full dining room at our local meeting venue , we were lucky enough to welcome Carolyn Savage (BPW President) and Vicki Mee (Warkworth's Buddy) as well . All club members then were invited to vote for a "young leader"

The speeches were all outstanding and were absolutely an excellent example of how our clubs do support and mentor other young women to leadership!!

The winner of the leadership award was Jessie Wrigglesworth.

She will be collected from her home, flown to Wellington, collected at the airport and shown around Bowen House with Tracey Martin as her guide.

Tracey was so impressed at the calibre and the effort of the girls she very generously offered to show the other girls around Bowen House if they can just make their way to Wellington.

This was a fabulous evening, lots of excitement and a real " buzz" was created in our meeting.

We have also heard that since , other parliamentarians are very interested in using this model of encouraging young women around the country!!

Tracey spoke briefly before awarding the prize to Jessie saying "if you cannot see yourself in parliament then it is not truly a House of Representatives"!

Gillian Bray
President Warkworth BPW

Technology Convenor - Lorraine Cameron

Hi,

Are you noticing that your once speedy Windows PC is getting slower and slower?

Do you automatically assume that it's because your PC is getting older?

Think again. Your PC operating system, as wonderful and sophisticated as it is, does some really strange things to the file system over time. Besides fragmenting your files and stuffing them into hundreds of different cubby holes on your hard drive (which makes your PC take forever to find and assemble them all whenever you need to access them), it actually corrupts the very system files that it needs to operate at peak performance! Can you imagine, that your PC is doing this every time when installing programs or accessing a file?

If a gradually slowing PC was the worst of your problems then you might be able to live with it. After all we eventually forget how fast our PC once was when we become accustomed to the snail-like pace that it operates under now. But there is a far more dangerous side effect to a corrupt registry and that is the eventual total destruction of your PC's registry file system. When that happens (notice I said "when," and not "if"), your PC will no longer boot up or operate. Everything you've stored on your PC could be painful to try and recover.

You can take some preventative measures to ensure that your computer does not reach a critical stage.

To open Performance Information and Tools go to

Control Panel\All Control Panel Items\Performance Information and Tools

Some are still having problems opening the Members only page

The instructions are.

www.bpw.org.nz

Open the Members only page.

This will bring up a box on the left hand side for the password which is available from your president or secretary or myself. It is 12 characters long.

Disregard the login on the right hand side. This has been set up for later use

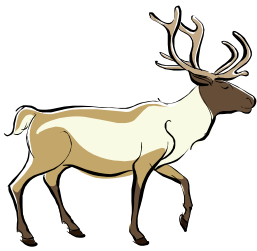
Enjoy your Christmas

MERRY CHRISTMAS

http://www.icq.com/img/friendship/static/card_16961_rs.swf



Project Convenor - Diane Dean



BPW NZ MASSEY UNIVERSITY SCHOLARSHIP 2012 winner

Jane Wallwork. BA History

Jane is 43 years and mother of two children, currently working as a teachers aide in a North Shore Primary School. Moved to NZ from UK with her family in 2007 and intends to spend the rest of her life in her new home country.

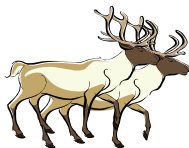
Jane left school at 16 with a small handful of basic qualifications and no idea what to do with her life. After various short term and highly uninteresting jobs - then five years as a full time mum began as a teaching assistant when her eldest child started school, discovered a talent for working with special needs children. This inspired Jane to expand her horizons and train as a teacher.

Began distance learning with Massey University in 2010, and next year studies the final seven papers to complete the degree enabling Jane to enrol in a graduate diploma of primary teaching in 2014 .

This year Jane has taken on full time study load while still working four school days.

Jane primarily knows precisely where she is going and has a clear concrete pathway to walk.

The Project Committee feel Jane would be a very worthy recipient of the BPW NZ Massey University Scholarship. She is mentoring and networking with people at every opportunity, is ambitious and keen to get her studies finished and become a qualified teacher as soon as possible.



BPW NZ CLUB AWARDS

Half the year has already gone so we need to be working on entries for the BPW NZ Club Awards 2013
All clubs should be able to enter for at least one award.

Look at events & projects you are involved in over this current 12 months.

Look at where they fit into Award Categories.

With no formal club meetings in December/January, start collecting the information now.

It is NOT too early.

Entry forms & criteria are available on BPW NZ website - under "contact us-members only- Award Documents-July 2012"

Closing date- 1st March 2013.

Diane Dean

BPW NZ Project Convenor

Legislation Convenor - Vicky Mee

Putting our aims into practice

One of BPW's primary aims is to promote equality of opportunity and economic security for all women. Yet when we reflect on life in New Zealand today we see a great deal of inequality and severe financial distress for many. The lack of opportunity and the hardship happens for both men and women but because so many women are in lower paid service jobs and so many are bringing up children on their own women bear the major brunt of economic fall-out. I've found it is very easy to assume the comfortable world I live in is the one that everyone lives in. It is only when I began volunteering as a budgeter in my home town of Pukekohe that I became really aware that life was not just tough it was a daily struggle for many people.

Typically when someone comes in for budgeting help their finances are in dire straits.

Usually they are managing from one week to the next using every cent. When anything out of the ordinary comes up there is no savings buffer. The unexpected can be as little as buying football boots for children to visiting a sick mother down country. Whatever the reason because there is no money for it a loan with a finance company is often taken out and before long the debt escalates. It is quite usual for a \$500 loan to become a \$2000 debt in less than a year. The interest rates are high and charges are added whenever a weekly payment is missed. The fine print is rarely read before the loan is signed. Have a couple of these loans and you are in trouble.

An example is a grandmother who has taken over care of her year old grand-daughter as her daughter's drug addiction made her an unreliable mother. This grandmother has systematically repaid a couple of loans but has one large one left outstanding that she is having difficulty repaying while caring for her family. The bailiffs are calling and threatening to remove all her furniture. It is as I meet and talk with people like this grandmother that I appreciate the amount of hardship that surrounds us. And she is, at least, in a house whereas other families are living in garages. Financial and personal worries compound and can easily cause despair.

So what can we do? Primarily we need to use our influence as a respected national and international organisation to work for change. Get thinking about the sort of society we want for all New Zealand's women. Check out our current policy on the member's pages on the website and see if there are gaps. Put forward resolutions to

conference that can become part of BPW NZ policy and thus be included in any submissions we make on current issues and that can also be taken to the next National Council of Women conference.

If you feel strongly about many of the issues facing our country and care about how legislation impacts on the lives of women please consider joining the legislation task force group. The role is to research, discuss, write and refine lobby letters and submissions based on BPW policy.

As well as the above there may be issues that your club would like to pick up and discuss and then feed through to our submission process.

I'd encourage you to become involved in this key area and I welcome your input.

Please contact me at legislation@bpwnz.org.nz

I welcome all comments and input from you,

Vicky Mee



2012 Aims of BPW

BPW International aims to unite business and professional women in all parts of the world to:

1. work for women's:
 - economic independence
 - equal opportunity and representation in economic, civil and political life
2. encourage and support women and girls to:
 - develop their professional and leadership potential
 - undertake lifelong education and training
 - use their abilities for the benefit of others, locally, nationally and internationally
3. advocate:
 - for the elimination of all discrimination against women
 - for human rights and the use of gender-sensitive perspectives
4. undertake:
 - world-wide networking and co-operation between business and professional women
 - non-profit projects that help women gain economic independence
 - to present the views of business and professional women to international organisations and agencies, and to business, governments and civil society.

(To be ratified at Conference 2013)

BPW NZ Conference

19-20-21 APRIL 2013

HAWERA

Leadership Forum

16-17 February 2013

OBITUARY—Dr Claire Fulcher, who has worked tirelessly for BPW for almost 30 years, has passed away.

Claire holds a very special place within BPW International and equally so outside of our organization. There can be no better role model for a business and professional woman.

Dr Claire Fulcher was a counselling psychologist and organizational consultant in private practice since 1973. In her professional experience Claire was the Dean of Women, Associate Dean of Students and Professor of Education at the University of Bridgeport from 1954-1973.

Claire's work with BPW began long before she was appointed as our permanent UN representative in 1982. One of the highest awards in BPW is the Badge of Honour which was presented by our past president Dr Antoinette Ruegg at the Congress in Lucerne, Switzerland in 2005. Additionally she was honoured in 2008 for 20 years of work and as the founding member and convener of the NGO Committee of UNIFEM 1988-1994.

She has attended many of the BPW International Congresses and conferences around the world following in the footsteps of her predecessor Esther Hymer. Claire is a great friend to all our past international presidents having served in their presidential terms and to many, many BPW members worldwide.



We'd like to make it easy for you to keep in contact with the BPW NZ Executive and have put together the information below to support you with this.

Note: the President's Associate keeps a record of all correspondence so if you're emailing any of the Executive, including convenors, please copy (cc) her in.

- **BPW NZ President**, Carolyn Savage: president@bpwnz.org.nz PH:09-2359091 M:021-1179261

If the correspondence with the President is of a general nature, and by email, please copy in the President's Associate. You may choose to also copy in the appropriate Executive Officer, Convenor and/or Club Liaison.

- **President's Associate**, Sheila Riddell: presass@bpwnz.org.nz PH:09-2321140

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Liaison to -Cambridge - Doubtless Bay - Taupo

Technology - Lorraine Cameron

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Liaison to -Tamaki — Kaitaia

Legislation Convenor: - Vicky Mee

legislation@bpwnz.org.nz PH:09-2381045

Liaison to -Franklin - Warkworth

For information to the following positions please ensure copy to President's Associate so your emails can be responded to.

Vice President - Issues - svp@bpwnz.org.nz

Young BPW Convenor - youngbpw@bpwnz.org.nz

Funding Convenor - : funding@bpwnz.org.nz

Marketing Convenor - : marketing@bpwnz.org.nz

Public Relations Convenor: pr@bpwnz.org.nz

Articles from clubs for the Circular need to be with the Executive Secretary by 20th of the month.

Send to

secretary@bpwnz.org.nz

BPWNZ website:

<http://bpwnz.org.nz/>

You are receiving this newsletter because you are a member of BPW New Zealand, or you are a friend of BPW New Zealand



New Zealand Federation

of Business &

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