



CONFERENCE 2018

NEW BEGINNINGS BUILT ON STRONG FOUNDATIONS

CANDIDATE PROFILES

Minutes of the 1st Meeting held in the Library Room of the Lichfield St Station Christchurch December 14th 1878. for the purpose of forming an Association to protect the interests of Fire Brigades throughout New Zealand.

Superintendent Harris of Christchurch Brigade, Chairman and Secretary present. Mr Robertson, Dunedin Brigade Present. Captain Murphy Dunedin. Captain Dale Port Chalmers. Captain McLuskey Mornington. Foremen Ashby & Hobbs Christchurch, Superintendent Smith Kaipoi, Superintendent Liley Rangiora, Superintendent Sowden Lyttelton, Captain Sinclair, Waimate, Lieutenant Mills Timaru

1st Proposition, by Superintendent Sowden.

That an Association be formed from the various Fire Brigades throughout the South Island, to be called the Fire Brigades Association.

The Association to be formed for the purpose of forwarding the interest of Brigades generally throughout the Island. All expenses in connection with such Association to be borne by the different Brigades throughout the South Island.

UFBA/FRFANZ Conference

16 - 18 November 2018

Voting for your Board, Vice President and Technical Panel

There are three key roles and three vacancies to be voted on at Conference.

As a voting delegate, you get to make key decisions on who represents you, and who you want to make decisions within our organisation.

DIRECTORS OF THE BOARD (two vacancies)

Board Directors set the culture and the strategic direction for the UFBA and our team. This will help us grow into a stronger and more effective organisation.

The role of our Board Directors is one of governance, not management, and is clearly focussed on our strategic goals.

SKILLS:

- An understanding of who and what the UFBA do, commitment to our vision and strategic plan, and proactively displaying the values of the UFBA.
- Positive personal attributes, like self confidence shown through persuasive and inspirational communication.
- Respecting new ideas and exercising good judgement through conceptual and independent thinking
- Understanding of governance and strategic planning.
- A good knowledge of finance, health and safety, and human resources.

VICE PRESIDENT (one vacancy)

The Vice President is a largely ceremonial role—but the person who fills this position needs to have many of the same skills and attributes as a Board Director.

They will attend Board meetings so they can understand what is going on in the organisation. Throughout their tenure, that will end in the Presidency, they will also need to attend a number of ceremonies so their time needs to be flexible.

TECHNICAL PANEL (one vacancy)

Challenges are one of the key ways we engage with our members. Through the Challenges, we educate our members and help them fine tune their skills while encouraging a sense of comradery.

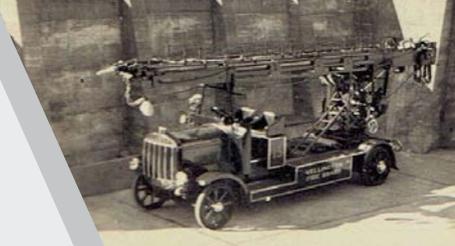
Technical Panel representatives are responsible for ensuring Challenges and their rules are in line with Fire and Emergency policy and techniques so our learning opportunities are meaningful to members.

SKILLS:

- An understanding of the organisation and its strategic direction.
- Previous experience and an excellent understanding of all UFBA Challenges, and technical skills.
- Extensive knowledge of health and safety procedures, and event logistics.
- Commitment to sustaining and growing the Challenges to a high professional level. This will involve strategic planning and implementation with the UFBA Events Team.

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How to vote

Please ensure that the nominated voting delegate brings the voting paper with them to Conference:

- 1 The bottom part: at registration, you will be asked to hand over the bottom half of your form. Ensure you have completed the left hand side of this section.
- 2 The top part: this is what you will physically be voting with. YOU MUST hold on to this half and keep it in a safe place for the duration of voting.
- 3 When voting, you will be given the appropriate papers for each position available. Once completed, raise your card in the air and await collection from one of the scrutineers.

PROXY VOTING

If your brigade cannot send someone to Conference to vote on your behalf, you can still vote 'by proxy': Another neighbouring brigade's delegate can vote for you.

- 1 Still complete the right side of your card and have it signed by your OIC, Controller, or CFO.
- 2 Give your voting card to the delegate voting on your behalf so that they can bring it along with them.
- 3 Ensure they know what you want to vote for!



UFBA/FRFANZ Conference

16 - 18 November 2018

Nominated for...

UFBA VICE PRESIDENT

James Walker



I feel very privileged to submit my nomination for the position of Vice President of the United Fire Brigades' Association. To be involved in such a great organisation is exciting and is something I have been eager to do.

With being brought up in the fire brigade it was always going to be in my blood. I joined the Wyndham Volunteer Fire Brigade in 1983. My father was a fireman. I have been lucky to have such a great role model and have followed in his footsteps in the provincial side with being President of the Northern Southland Sub Association and then onto the Otago Southland Fire Brigades Provincial Association. I am currently Chief Fire Officer of the Wyndham Volunteer Fire Brigade, which I have held this role for 14 years.

Along the way I have completed my leadership in governance course with the UFBA. I have also been in a number of meetings with the board and provincials so understand fully how important the link is between the sub associations, the provincials and how they all link to the UFBA. I have the necessary skills, knowledge and experience that will benefit and support the Association and its members. With being chief of our brigade and undertaking supervisor roles at work, I have developed skills to be a strong communicator, willingly sharing my ideas and listening to others.

I am very approachable and know I have a good understanding of the issues and concerns that are important to our member brigades and have the willingness, enthusiasm and drive to fulfil the duties of Vice President.

Employed by Fonterra since 1999. I have had a number of roles from being on the shop floor, to supervisor roles. Fonterra is a huge business and I believe the business acronym and people skills I have developed over the years will be very beneficial if successful in this role as vice president.

My employer is backing me 100% in my ambition to be successful in this position.

If elected as vice president I would of course give 100% of my backing and support to President Glen in any way I can to make his year a success for him. Although this roll is mainly a ceremonial one I still believe that is it is a very important one, if elected I would continue the good work that has been done by past presidents but more importantly try and take this association into the future. Communication is the key to any change that may be happening to the UFBA over the next year or two so I will work hard at making sure the communication between the board and its members is at a level that would allow the members to know what is happening as we move forward into the next phase of the integration between the UFBA and FRANZ.

I have been married to Irene for 28 years and have two grown up daughters, Kendal and Lauren. My family has supported me throughout my fire service career and are keen to see me continue growing my leadership and abilities in this area.

I am extremely grateful to the support of my family, my brigade and brigades in the local and wider area. I would also like to express my thanks to those brigades that have nominated me and should I be fortunate enough to be elected, I look forward to further contributing to the future of the United Fire Brigades Association.

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16 - 18 November 2018



Nominated for...

UFBA BOARD OF DIRECTORS

Daryl Sayer



We are in a time of significant change with the continued implementation of the intentions of the Fire and Emergency Act 2017. Because of the way in which the fire and emergency environment is changing in New Zealand, so too must the United Fire Brigades Association adapt to that change.

It is important in such times that we have people who are adaptive to change (and who are knowledgeable about it) leading and guiding our organisation. As the target operating model for Fire and Emergency NZ and many other aspects of the new organisation are still under development, we do not yet know to what extent change is required, so must be able to react appropriately.

During this time (and into the future) it is vitally important that we acknowledge and encourage diversity in gender, ethnicity/culture and age. In an ideal world, our brigades and fire forces would be representative of the makeup of their communities. This is clearly difficult to achieve in reality, but having leaders in the organisation who are familiar with, and who welcome diversity is a positive start.

My background as a community pharmacy owner means that change and diversity is a part of what I do. The requirements of the Ministry of Health, PHARMAC and the District Health Boards (DHBs) are dynamic, and require some open-mindedness to keep up with the Pharmacy funding environment. In my job I have a professional obligation to maintain cultural competence (including recognition of diversity).

I believe that I have solid leadership and governance experience having been a Chief Fire Officer (CFO) of a suburban Christchurch Brigade for 4 years, and Deputy CFO for 10 years prior to that. I have been on the Board of the Canterbury Community Pharmacy Group – an organisation which is representative of its member pharmacies, and which contracts to the DHB to deliver pharmacy services to Canterbury pharmacies – for 5 years and deputy Chair for the last 2 years.

My involvement with the UFBA over recent years has been varied, covering activities such as hosting of a provincial Combat Challenge, competitor at Drivers Challenges, reviewer of the Drivers Challenge rules, UFBA representative on NZFS “Fitness to Work” policy, UFBA review of Grants Policy. I have been privileged to have been my Brigade delegate at UFBA Conference each year since 2006.

Since 2016, prior to the enactment of the Fire and Emergency New Zealand Act, I have been active with the New Zealand Fire Service and Fire and Emergency New Zealand at a national level in the following roles:

- Member of the Transition Reference Group (later Integration Reference Group) – governance group set up to provide advice and guidance about the FENZ Transition to the Board of NZFS (and FENZ)
- Joint facilitator at the FENZ volunteer working group event in Silverstream in February 2017
- Member of Volunteerism Workstream Control Group – set up to provide decision-making, quality control, guidance and advice to the Volunteerism Workstream, within the Integration project

It has been some time since I first considered seeking election and sitting on the UFBA Board and I feel that I am now ready to serve your brigades and fire forces. Those who know me well will know that I seek this directorship, not through self-interest, but through a desire to work alongside the rest of the Board and staff of the United Fire Brigades Association in these interesting times.

I am thankful to my wife and daughters, and to my Brigade in supporting me in seeking this position.

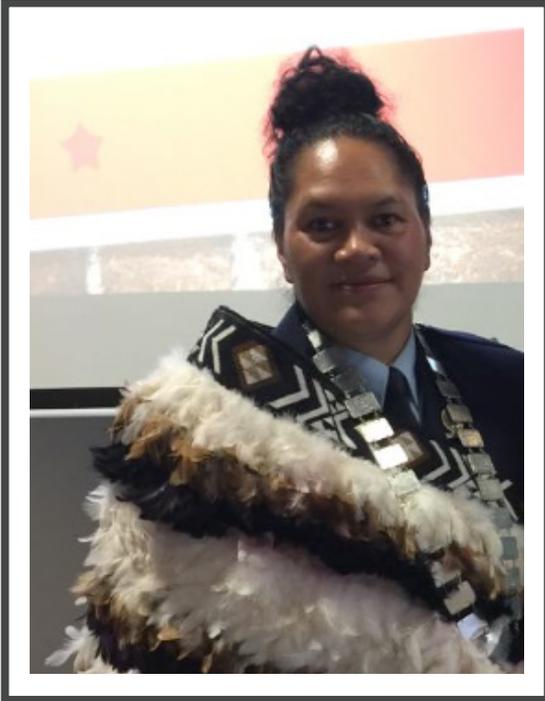
UFBA/FRFANZ Conference

16 - 18 November 2018

Nominated for...

UFBA BOARD OF DIRECTORS

Herena Paurini



Ngati Tuwharetoa, Ngati Pourou, Ngapuhi

“Me titiro whakamuri kia anga whakamua – we must look from whence we came to advance forward”.

“Be the change you want to see in the world” to do this we must get involved, be portion to the solution through negotiation, influential debates and decision making. Ensuring we are concentrating on the big picture, while exercising strategic rational around the boardroom table.

What will I bring to the UFBA Directors position:

I have accepted this nomination knowing I can back myself 100% and back you (the people) 200%.

Governance and Boardroom chit chat is an accustomed playground for me with over ten years experience working as a leader in governance including reporting lines to Political Ministers, local boards and Leaders in Emergency Management, consequently, supports me to the momentous responsibility to stand confidently to epitomize the voice

of our volunteer firefighters.

My robust background in strategic, critical thinking, planning, risk management, strategy and development implementation from a governance perspective will confidently add value and influence dialog and verdicts presently taking place.

Previously as a Change Management Leader I appreciate the impressions it can have on the people if we don't get detail and the consultation methods right. Public consultations, policy writing, report writing, departmental auditor, talent sourcing and a contributing author to Emergency Management 5 year group plan as well as a co-developed Responsiveness to Maori Framework is me in a nutshell.

Thank you to Todd and kids for your support, my Executive Team including the many members of the Auckland Provincial, Northland Sub Association and Goldfields Sub Association, CFO Jeff Palmer and all the members of the Dargaville Fire Brigade for supporting and nominating me towards potentially becoming the next Director of the UFBA Board.

UFBA/FRFANZ Conference

16 - 18 November 2018



Nominated for...

UFBA BOARD OF DIRECTORS

Russell Anderson



My name is Russell Anderson, I am currently the Chief Fire Officer of the Alexandra Volunteer Fire Brigade, a position I have held for the past 15 years. I have lived in Alexandra most of my life apart from 9 years while I served in the New Zealand Police stationed in Dunedin and Port Chalmers.

I was elected to the UFBA Board as a Director, at our conference in Christchurch in 2016, having just completed my presidential term. I have attended and contributed to every scheduled Board meeting and was appointed to the position of Deputy Chair last December. This responsibility I take seriously and consider privileged to have been appointed. I recently attended several Road Shows with Bill Butzbach and other Directors consulting with our members on the proposed UFBA/FRFANZ merger. This gave me a first hand insight and encouragement to the general consensus views held by our membership.

My Fire and Emergency journey started 29 years ago with the NZ Fire Service, I was accepted as a member into the Port Chalmers Volunteer Fire Brigade.

In 1996, I transferred to Alexandra as a Senior Firefighter. I have been a regular attendee at the UFBA conferences. I am currently an associate member of the NZFBI

I have served on the Central Otago Sub Association as President, Past President, and Life Member of the Otago Southland Provincial Fire Brigades Association.

I was fortunate to be the President of Otago Southland Provincial for their Centennial celebrations, which was hosted by my own brigade in Alexandra.

My private life outside of the Fire Service, I am married to Kristine, and our blended family consists of 5 adult children and 8 grandchildren. I co-own a successful engineering business founded by my late father back in 1972, alongside my brother Murray, a like minded community volunteer, who is also a Fire and Emergency member. I am a keen aviator and was recently awarded Life Membership to my local Aero Club.

I am very passionate about this organization and the future opportunities that are before us, we have a chance to future proof and develop a robust association of emergency services that will be relevant and appropriate for years to come. Just as our forefathers saw, and had their vision 140 years ago. I am extremely proud of my brigade and the service and level of commitment offered to our communities.

I have a sound knowledge of Leadership and Governance, having attended the UFBA sponsored course in Wellington. I have also completed the Institute of Directors Company Management course. As your elected candidate, I will offer you honesty, integrity and 100% commitment for the duration of the tenure, every decision I make on your behalf, I will ensure I take your best interest foremost.

I am fully supported by my family and Brigade that allows the full commitment level required, representing our membership as a Director on the UFBA Board.

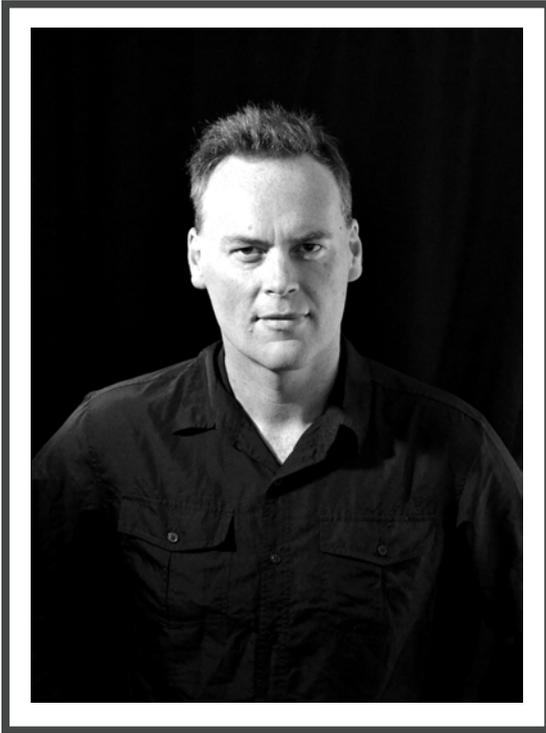
UFBA/FRFANZ Conference

16 - 18 November 2018

Nominated for...

UFBA BOARD OF DIRECTORS

Tony Sutorius



Giddy everyone, I'm Tony Sutorius, a Station Officer from the Plimmerton Volunteer Fire Brigade, standing for the UFBA Board.

With your help, I want to make the UFBA a more democratic, more transparent, better heard, and more effective organisation. I'm not part of any "old boys club", and don't want to be. A vote for me is a vote for change.

The week before Conference I somehow find myself ancient enough to be presented a Goldstar, by my father Anton (who himself earned a double). Being a firefighter has been a big part of my life, and now I'd really like to contribute at a national level to making us a stronger, better understood and better represented group. Let me tell you how.

BETTER DEMOCRACY

I'm a professional documentary filmmaker specialising in supporting elections, democracy and human rights. Recent international events I've contributed major training and community engagement communication products to include the New Zealand General Election, the Australian Federal Election, and the Papua New Guinea National Election. I'm a specialist in improving participation in elections, and in helping to design and communicate about systems for democratic participation.

Though the UFBA has an awesome staff who quietly achieve many good and important things, I believe the organisation is currently not performing well democratically. The majority of volunteer brigades are barely engaged at all, not even seeing value in attending Conference. And even those who try to participate have very knowledge about what's going on, and little active involvement in the decisions that the organisation makes.

Perhaps this didn't matter so much in the past, when the organisation was largely concerned with honours and sporting events. But times have rapidly changed. The UFBA is now responsible for the management of up to \$5 million a year of public money, provided by FENZ to ensure our needs for support and representation are met. We all have a responsibility to make sure this is properly used, and we need to be certain our collective voice is strong and properly represents us.

Many of you will have heard about the recent formal MOU agreement the UFBA signed to support police Firearms Training on volunteer stations. Not only did this happen without the involvement of the brigades affected, even the UFBA Board were reportedly not aware of it. This is not how any democratic organisation should function... and as far as I have been able to determine, nothing has been done to prevent it happening again in future.

If elected I will do everything in my power to dramatically improve your ability to meaningfully participate in the UFBA, putting control of the organisation as much as possible directly into your hands, where it belongs. I will develop and strongly advocate for the implementation of frequent all-membership votes on matters of importance, and help the organisation to work out how to become obviously relevant to every firefighter.

BETTER TRANSPARENCY

The first step to better democracy is to drastically improve the transparency with which the UFBA operates. You the members have – not just a right – a responsibility to know in as much detail as you'd like to what the organisation is doing, how it is spending money, and especially what it is saying on your behalf.

I've been an Executive and Board member of several organisations (including the International Television and Video Association), and have a good understanding of the normal governance and employer responsibilities board members have. Some things should and need to be private... employment matters say... but in a democratic organisation, MOST things need to be out in the open where members can see them.

UFBA/FRFANZ Conference

16 - 18 November 2018



Tony Sutorius, continued..

That should be normal.

But at the UFBA, board meetings are closed, and minutes are secret. The day-to-day activities of the CEO are not disclosed. Financial information is available just once a year, and not in detail. No-one is told what is being said to FENZ on our behalf. Even formal MOU commitments in our name are signed in secret.

I was dismayed to learn recently that new Board members of the UFBA are asked to sign a blanket "confidentiality agreement" to prevent them from communicating with members about issues the organisation is dealing with, to say how they intend to vote on issues, even to seek guidance from the members who elected them. If you elect me, I won't be signing that document, as I don't think its compatible with the responsibilities of an elected representative. I will make sure that you are told everything you can be.

We as an organisation face some huge, important decisions in the very near future, especially the proposed FRFANZ merger. Do you feel you understand this well enough to make an informed decision yet? I don't... many critical aspects seem entirely undeveloped, such as how on earth we could meaningfully incorporate the various categories of members FRFANZ have (how are the advocacy needs of commercial forestry contracting companies similar to volunteer fire brigades?). In my view we are as yet simply not a well enough informed group to make such an important decision, at least not with any confidence it'll work. Will this be addressed before the decision is irreversibly made?

Nearly twenty years ago I founded "VollyNet", now the biggest online community for New Zealand volunteer firefighters. Since its relaunch as a Facebook group during last year's conference it has grown to well over a thousand active members. This community is well known for its energy and positive, progressive and fearless free speech. Everyone can be heard, difference is respected, and diversity is valued. These are the values I'd like to bring to the UFBA board table.

STRONGER PUBLIC VOICE

I serve as an advisor member of the Pike River family's Families Reference Group, advising on engagement with central Government, with numerous government agencies, and assisting with their national strategic planning and extensive media work. I have contacts across the New Zealand media, extensive experience working in broadcast television, and have a strong network of relationships with key players in the current government.

As a professional communicator I believe that, once the UFBA has a strong enough democratic foundation to really speak for volunteer firefighters, it should... and publicly. We need a strong, coherent national voice for volunteer firefighters, telling New Zealanders how we are doing and what we need. Our perspective should be represented in national media, alongside that of our career colleagues. We have a great foundation to make a very positive, very constructive contribution.

Perhaps even more importantly, we need to be absolutely certain that ours is a strong voice with FENZ and with our Minister. In the best possible way, FENZ sincerely needs us to hold them to account, to really make sure the volunteer view is put across strongly and consistently, and is always a part of the story. Like a good marriage, this relationship needs real strength on both sides to be properly resilient. We must be willing and unafraid to stand up for ourselves when circumstances demand it.

Do we have properly rated tyres on our trucks? Is there an issue with our historic exposure to PFAS foam? Does every firefighter have adequate PPE and equipment? These are the sorts of questions our national representative organisation needs to be asking on our behalf, insistently if necessary. Who will speak for us if we don't speak for ourselves?

But the foundation to any strong UFBA voice must be the radically better democracy and transparency I've already talked about. Because it just isn't right for things to be said on our behalf without us knowing, and because the people hearing the message need to know that it really does come from all of us.

MORE EFFECTIVE

With more than twenty years experience running my own successful international production company, and working intimately alongside many of our highest performing government organisations and NGOs, I believe I have some useful skills to bring to the general governance of the UFBA.

Maybe more importantly, as a very slightly grumpy old bugger now (!), I will consistently and without hesitation stand up firmly for the people I represent, and for what's right, fair and ethical. I'll tell you everything I can about what's going on, listen carefully to everything you have to say about it, and make sure you can vote directly on the things that will affect you, often and meaningfully.

Thank you for taking this time to think about the positive future of our organisation. I look forward to meeting you on VollyNet to discuss these issues further, and at Conference. Have a great day!

UFBA/FRFANZ Conference

16 - 18 November 2018

Nominated for...

UFBA TECHNICAL PANEL

Scott Allan



My Brigade have put forward my nomination to become a member of the National Technical Panel.

The Members of the Bluff Brigade and I believe I have the right motivation and organisational skills required to become a tech panel member.

After thirty-three years of service I feel its time to give back some of my knowledge from competitions and challenges.

In the past years I have spent time on the Otago/Southland Sub Association Technical Panel, four of those as convener organizing and judging. More recently officiating at National level- water way/ combat / and our own Regional RCR Challenge.

Before that I have had several years as a competitor.

Now with all the changes we are experiencing. FENZ/ FRFANZ and the UFBA, I would like to be a part of this and help make our challenges and possible variations to our existing challenges go through a smooth transition for officials and competitors alike.



HAVE YOUR SAY!

Please register online to represent your brigade at Conference. If you are the UFBA voting delegate from your brigade, please also ensure to send in your delegate nomination form.

Registration closes 12 October.

www.ufba.org.nz

UFBA/FRFANZ CONFERENCE 2018

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