



# CANDIDATE PROFILES & NOTICE OF MOTION



# 143<sup>rd</sup> CONFERENCE 2021

TOGETHER • STRONGER • SAFER

# WHAT YOU ARE VOTING FOR

## VOTING FOR YOUR BOARD & VICE PRESIDENT

Your brigade is voting for two Board Directors. As the Vice President position is unopposed, this does not require a vote. As a brigade, you get to make key decisions on who represents you in the boardroom.

### BOARD DIRECTOR

*Two vacancies*

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

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*

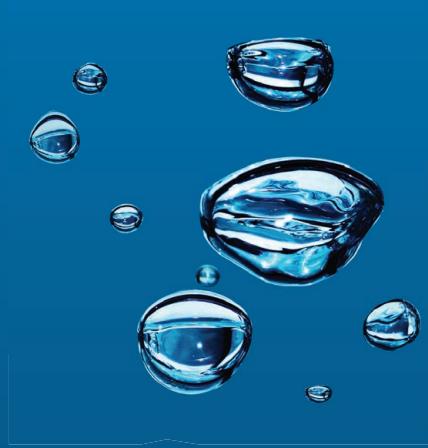
The Vice President is a largely ceremonial role - but the person who fills this position needs to have many of the same skills and attributes as a Board Director.

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.

## THE VOTING PROCESS

Please note there is no individual voting card in this pack as you would be used to. We have changed the registration process to make things easier and more streamlined. Please check the UFBA website for the latest information on registration process or refer to the letter attached to this pack.





**NOMINATIONS FOR  
VICE PRESIDENT &  
BOARD OF DIRECTORS**



# NOMINATED FOR

## UFBA VICE PRESIDENT

### Amber Hollis



I am in my 40<sup>th</sup> year and a resident in Alexandra, Central Otago. My background consists of hospitality work as a chef and front of house manager, moving to retail then sales management in the liquor industry, where I had a successful career for over 15 years. I am currently employed with Fire and Emergency as a Region Trainer, Station Officer qualified and a Crew Leader. People and managing their needs is the focus and foundation in my life.

I joined the New Zealand Fire Service in 2008 in Lake Hawea. During my time there I became involved in the local Central Otago Sub Associations and found myself enjoying every minute of it – meeting new people, having conversations and taking action to support our brigades and our local communities while being involved in another aspect of emergency services.

During my time as the Sub Association President, I realised that the organisation is strengthened by our membership and we needed to address the issues and concerns raised by the members, I say we, as the association isn't about one person but the team. It also highlighted the importance of connections with FENZ, UFBA, Provincials and all firefighters and emergency service personnel and I work to build strong connections and reinforce them.

While I was on the journey with the Sub association, I was introduced to the Otago Southland Provincial Association. I recall one meeting when our then regional manager laid down a challenge to encourage new, younger and rural members to be involved. I thought well I am here; I accept that challenge which lead to me standing for the executive, to help encourage others to do the same.

The first year I stood, I didn't get in. This it didn't stop me trying again. Now four years later, I am the 109<sup>th</sup> President. I am here as I am a firefighter, a firefighter that wants to support, encourage and engage with the membership. It's about the people and the communities we serve.

Within Fire and Emergency I have been lucky enough to be part of additional work streams. Currently I am the Vice Chair for our region RWAN and sit on the Respect and Inclusion Taskforce that was and is involved with the development of the FENZ Values, Policy and Procedure.

Being a volunteer in the community doesn't just stop at being a FENZ responder. In 2016, I was sworn in as a Justice of the Peace and completed my judicial training and I now serve in the Central Otago Area.

Some of you may ask how one person can be so involved. I do like enjoy being busy and some would say I am lucky as I don't have dependants. It's me, my partner Ross and house plants.

Supporting Our People is the driver for everything I do.

Amber Hollis

# NOMINATED FOR

## UFBA BOARD OF DIRECTORS

### Jason Prendergast



Kia ora koutou katoa,

I wish to be considered for the position of Board Director for the United Fire Brigades' Association (UFBA). Coming from a three-generation firefighting family who are proud of the UFBA, I want to contribute to ensure our further generations continue to feel the same way.

As you will appreciate, in my previous roles as Vice President and now the President, I have been to many places and seen many faces, with some interesting conversations during that time. I believe that those positions have put me in good stead to bring some unique perspectives to the Board table where I have attended with speaking rights only, and I have been grateful that the two Chairs during my term have asked

for my thoughts and opinions on how the general membership would perceive matters and represent the feelings of the members directly to them.

Admittedly my initial thoughts were that I would eventually end up on the UFBA Challenge Panel, as I have had a long background in the development and delivery of these successful events. It has been from actively participating and talking to members, that there is strong feeling that my understanding of the UFBA's services and processes, that I would offer more to the board room. Hence why the timing is right for me to stand for this position now.

I am privileged to be a Volunteer Support Officer for Fire and Emergency NZ (FENZ) on the West Coast over the past four years, as well as a volunteer for Greymouth VFB since 1999. Before working for FENZ, I was a Trade Sales Rep and 2IC of ITM Greymouth for 5 years, following on from logistics and management roles for CMP Kokiri (now ANZCO foods) for 15 years. I have served the West Coast Provincial Fire Brigades' Association since 2007, firstly as Secretary/Treasurer for six years after which I was bestowed Life Membership and have held the annually elected Trustee role since 2013. I also volunteer in various roles for numerous sport and community clubs, where I held the position of Chairman of the Council of Clubs as well as Board Director for four years on the West Coast Rugby Union. All these experiences gave me a good understanding of how a board should function and perform together effectively.

Since the forming of the current UFBA Board structure we have had a high calibre of directors that have served us well, all with different areas of expertise and business knowledge. The UFBA is at a crucial time in our existence, and to fully succeed, we need to appreciate where we have come from, how we got here, and where we want to go in the future. I have that knowledge, but more importantly I have the skills required and determination needed to ensure our overall success to be able to make the right decisions with membership in mind.

I would be honoured to represent you, the members, if I was successful in becoming your next UFBA Elected Board Director.





# NOMINATED FOR

## UFBA BOARD OF DIRECTORS

**Daryl Sayer**



Tena koutou katoa

The last three years of the UFBA have been interesting and exciting times and we have seen a number of areas where we have either chosen or we have been forced to change, including

- the implementation of a new Constitution,
- the forming of Tangata Matatau (to represent non-fire brigade entities) and,
- unfortunately, the necessity to hold an online AGM, due to Covid.

It goes without saying that an organisation and its Board should always be ready for change, and I believe that ours has been ready.

I came on board 3 years ago, having recently finished serving on the Canterbury Community Pharmacy Group board. This was not dissimilar to the UFBA as it also is a member organisation. My experience on the UFBA Board since then has further grown my knowledge of how membership organisations operate and I offer myself for

another 3 years on the UFBA Board so that I can apply that knowledge and help your organisation to continue to have effective governance.

Alongside change is another important aspect – that of consistency. We are about to see the departure of Board member (and Past President) Russell Anderson, and recently our independent Board members Brenda Pilott and Richie Smith departed the Board. I have thoroughly enjoyed working with each of these people, and I thank them for their time and efforts.

With these people gone (and their experience and knowledge with them), it is important that we maintain some consistency, to ensure that some knowledge of what has happened over the last 3 years is retained. Re-electing me to the Board will achieve that and I will be able to continue to help the UFBA to follow the strategies that have already been set, and to develop new ones to help your organisation adapt to the ever-changing business environment we are a part of.

I have the support of my brigade (Sumner Volunteer Fire Brigade) and of my whanau as I offer myself to your service for another 3 years as UFBA Board member and hope that you have the confidence in me to continue to serve you.

Ngā mihi nui

Daryl



# NOMINATED FOR

## UFBA BOARD OF DIRECTORS

### Lesina Walden



I chose to become a firefighter 32 years ago despite being told that the Fire Brigade is no place for women – but I learned to run with the boys and I became the first woman to receive the LSGC medal in Auckland Op Support, and the first woman president of the Auckland Provincial Goldstar Association.

The world we live in today is not the world I was raised in, it is not the world I prepared and raised my children for and it's definitely not a world that I was taught would exist.

I'm an active and passionate member of the UFBA and I give them full credit for the opportunities that I have received and I am eager to pass this knowledge on.

In this uncertain world, in this world ever changing, I have learned that change is inevitable and that in order to survive it you have to be adaptable to change.

Sixty-three years ago, I became the favourite daughter to Samoan Chief Ailani and Wairarapa Chain Smoker Frances Tanielu, much to my sibling's disappointment.

Born in Wairoa and raised in South Auckland, I proudly raised two successful independent, sarcastic children as a single mother. My seven witty grandchildren keep me entertained.

My husband Peter, whom I am currently serving a 'life sentence without parole' with, has been of great support to me.

Over the years, I have coached, played and umpired netball, stood in the rain to support my never-became-an-All-Black son, raised a respectful, loving daughter who turned out to be the exact opposite, flipped my fair share of sausages for fundraisers, worked more jobs than a millennial and overcome so many challenges that I should have won a gold medal by now.

At the age of 57, I became an orphan when my mother passed away of a broken heart due to losing my father three years earlier. I carried on my father's legacy by following in his footsteps and continuing to serve my community. I achieved this by fulfilling my role as a Kea Scout leader, Neighbourhood Watch co-ordinator, PTA, school camp cook, and victim supporter. As a member of the Ngongotaha Volunteer Fire Brigade, I hold the position of brigade secretary, peer supporter and peer support pager monitor and am JVP to Auckland Provincial. My daughter and I work alongside each other on the fundraising committee, social team and welfare committee.

So, the question of *Who am I and what experience will I bring?* is this. I am a mother, who will bring a firm hand, I am a Nan who will spoil you, I am a wife who works hard behind the scenes so others can achieve, I am an orphan who understands loss, I am an Auntie, who knows when it is time to leave, I am a survivor of domestic abuse, but most of all, I am Lesina Walden, Senior Fire Fighter for the Ngongotaha Volunteer Fire Brigade, I am you. So, if I am voted onto the UFBA board, you will be too.



# NOTICE OF MOTIONS





# MOTION 1

## **TITLE: Addition of new clause in UFBA Regulation 3 – Qualifying Service for Awards**

**Mover:** The United Fire Brigades' Association Board

### **MOTION:**

It is proposed that a new sub-clause be added to UFBA Regulation 3 – Qualifying Service for Awards as follows:

3.4.3 In the case of Operational Support and Non Operational Support personnel, present at Fire Brigade Members' Musters to the satisfaction of a simple majority of enrolled members.

### **REASON:**

For some years now there have been requests, including from-the-floor at Conference, seeking to change the Regulations to better reflect eligibility for UFBA Service Awards for the ever-increasing numbers of FENZ Operational Support and Non-Operational personnel.

These members perform important roles in the Brigade such as Operational Support, Non-Operational Support, Brigade Secretaries and Treasurers, First Responders etc. They do not attend all regular musters - in fact they are often discouraged from attending - when they are not part of training for operational personnel in those activities they are not involved with: for example, breathing apparatus, rooftop rescue, operating appliance pumps, branch duties and vehicle extrication.

The present Regulations state that all members must attend a minimum percentage of total brigade musters to be eligible for service awards.

The members described above who are not required to attend all brigade training musters have difficulty meeting the minimum requirements to qualify for awards.

While attendance at some training musters is inappropriate, it's acknowledged these members must maintain attendance at brigade meetings to ensure their continuing engagement with FENZ and the brigade.

To rectify this anomaly, we propose to add a new clause 3.4.3 to ensure these personnel remain eligible to receive UFBA service awards, like every other brigade member contributing to their communities, but with provision to ensure they retain their essential connection with their brigade by attending musters to the satisfaction of the Brigade.

# MOTION 2

## **TITLE: Reduce AGM and Special Meeting quorums**

**Mover:** The United Fire Brigades' Association Board

### **MOTION:**

It is proposed that the AGM quorum be 20% of Brigade Members (down from 30% currently) and for Special Meetings that the quorum also be 20% (down from 30% currently) of Brigade Members.

This would amend the percentage figure to 20% in both Clauses 6.3 and 6.7 of the Constitution.

### **REASON:**

A quorum should consist of a number that is as large as can be depended upon for being present at all meetings. The reduced thresholds are proposed for reasons of practicality in being able to get large numbers of people together, more so where an AGM is required to run online due to circumstances such as a pandemic. In addition, Fire and Emergency NZ would like to see the annual conference also appeal to broader (non-voting) audience.

Received by the United Fire Brigades Association on the: 5/08/2021.

# MOTION 3

## **TITLE: Two months' notice to notify appointed Delegate**

**Mover:** The United Fire Brigades' Association Board

### **MOTION:**

It is proposed that at least two months prior to a Members' Meeting, each Voting Member must notify the Chief Executive of the name of its appointed Delegate.

This would amend Clause 6.10(e) to require two months (down from one month) notice.

### **REASON:**

The additional time allows the Association to secure cheaper travel and accommodation options, lessen the logistical pressures four-week's out from a significant event, and provides earlier assurance of numbers to achieve quorum.

Received by the United Fire Brigades Association on the: 5/08/2021.

# MOTION 4

## **TITLE: Modernise Board Member voting process**

**Mover:** The United Fire Brigades' Association Board

### **MOTION:**

It is proposed that the word 'secret' is removed from the voting ballot process.

This would amend Clause 7.4 (b) (ii) as follows:

(ii) There will then be a ballot (via electronic means or otherwise) of all Voting Members entitled to vote either by their Delegate or by proxy;

It is proposed that the candidate with the most votes will be declared elected.

This would amend Clause 7.4 (b) (iii) and (iv) as follows:

(iii) the candidate with the most votes will be declared elected; and where the votes for candidate are tied, a further ballot will be held;

(iv) Where the votes for candidates are tied, a further ballot will be held.

### **REASON:**

Requiring the voting process to be secret was originally put in place to avoid candidate embarrassment. This adds time to the voting process. Removing the legal requirement from the Constitution, does not preclude the person from leaving the voting forum at their own wish.

The proposal to elect the candidate with the most votes allows for a more modern and time-efficient voting process. In previous years, Candidate voting could take up to 90 minutes.

Received by the United Fire Brigades Association on the: 5/08/2021.

# MOTION 5

## **TITLE: Process to nominate Vice President**

**Mover:** The United Fire Brigades' Association Board

### **MOTION:**

It is proposed that nominations for Vice President must be made by a Voting Member on the prescribed form (if any), and include the consent of the nominee, and be received by the Chief Executive at least two months prior to the AGM. Details of all nominees must be sent to all Voting Members not less than one month prior to the AGM.

This would amend Clause 11.1 of the Constitution by including the following clause:

Nominations for Vice President must be made by a Voting Member on the prescribed form (if any), and include the consent of the nominee, and be received by the Chief Executive at least two months prior to the AGM. Details of all nominees must be sent to all Voting Members not less than one month prior to the AGM.

### **REASON:**

Election as Vice President, determines the person who holds the President role the year following, and the Past-President role on the Membership Advisory Panel in the subsequent year. This amendment brings more clarity and rigour to the nominal process for this important role.

Received by the United Fire Brigades Association on the: 5/08/2021.



# MOTION 6

## TITLE: Changes to the UFBA Benevolent Fund Trust Deed

**Mover:** The United Fire Brigades' Association Board

### MOTION:

It is proposed that the UFBA Benevolent Fund Trust Deed is amended as per the attached marked-up document available on the UFBA website. The key changes are:

#### A BACKGROUND

Add the words "Enrolled Member". This is to ensure all member brigades are eligible for assistance.

*general eligibility, which is open to any **Enrolled Member** ~~Brigade Member~~ of the Association who pays, and has fully paid up as at the date of any claim, Subscription Fees to the Association; and*

#### B BENEFICIARIES OF THE TRUST

i) Add the words "Enrolled Member". Again, this is to ensure all member brigades are eligible for assistance.

ii) Add the words "specific" and "Member". When there is a specific event such as the Christchurch earthquakes, we to be able to make grants to members of brigades that are not members of the UFBA. The addition of this clause allows us to do this.

5.1.1 *For general claims, any ~~individual who is a member~~ **Enrolled Member** of the Association who pays and has fully paid up as at the date of any claim, **Subscription Fees** to the Association;*

5.1.2 *For claims relating to **specific** funded events, any individual who is a member of a fire brigade in New Zealand, whether or not that fire brigade is a **Member** of the Association;*

#### C PROCEEDINGS OF THE BOARD

Delete this clause. The UFBA Chief Executive is the Secretary of the Benevolent Fund, as provided for in 4.2.4

~~6.2 The Trustees shall appoint a Secretary from one of their number to be the secretary of the Trust.~~

### REASON:

The UFBA Benevolent Fund Trust Deed has been updated for three reasons:

- To ensure that special welfare grants provided from time to time by Fire and Emergency NZ for FENZ volunteer personnel can be disbursed to members of Brigades that are not members of the UFBA; and
- To ensure it adheres to the requirements of the Fire and Emergency New Zealand Act which came into force on 1 July 2017; and
- To ensure it adheres to the requirements of the Trusts Act 2019 which came into force on 30 January 2021.

Received by the United Fire Brigades Association on the: 5/08/2021.

# MOTION 7

## **TITLE: Disputes Scheme Legal Advocacy**

**Mover:** Plimmerton Volunteer Fire Brigade

**Seconded:** Porirua Volunteer Fire Brigade

### **MOTION:**

It shall be the policy of the UFBA to fund reasonable legal support for any current or former volunteer who has a dispute accepted to be dealt with under the FENZ statutory Disputes Scheme; and that the UFBA Board shall institute funding arrangements (including from FENZ under s37 of the FENZ Act) and/or appropriate financial savings so as to enable this policy.

### **REASON:**

The UFBA does not have a published policy for its members on criteria for the provision of legal support. A key provision of the fire service reform and FENZ Act was the introduction of a statutory disputes scheme. This was specifically intended to provide new and improved principles based service for volunteers to escalate and resolve disputes. The Scheme provides a new right of access to adjudication for volunteers to appeal an outcome of a Brigade/FENZ disciplinary process.

The Disputes Scheme rules have now been published. They are a quasi-legal based process. Volunteers (and/or Brigades) need to be successfully supported to use this scheme by having access to legal advice. Section 37 of the FENZ Act envisaged that the provision of this type of support would come from organisations that had an agreement with FENZ to provide on-going and free advocacy for volunteers.

The UFBA have an Advocacy and Support Agreement with FENZ. This remit submits that a UFBA policy to provide legal advice is appropriate and necessary for any volunteer (and/or Brigade) using the Disputes Scheme. This remit will give the UFBA a strong and direct mandate to negotiate and secure on-going funding from FENZ for this critical aspect of volunteer advocacy. We commend this motion to the members.

**Officer in charge:** Carl Mills

**Secretary:** Gerard Prins

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