

That impasse left the previous Board in an impossible position, and means, bluntly, we have ended up in a situation which is unsatisfactory to all the parties concerned.

This highlights why we need to change the way we deal with behaviour and conduct issues when they arise in the future.

It is time to move on from last year's specific proceedings in favour of the more comprehensive, transparent and evidence-based provisions I have just foreshadowed, and which you voted for in the Constitution two years ago.

I encourage members to engage in this development process, so we can move forward.

As an Association, we have work to do to unify our membership as we adapt our services to be more inclusive of our diverse membership, **and how we work with each other, not against one another**, as we enter the next decade of change with FENZ.

Kia Kotahi Tātou (we are one)

Released for UFBA members