



IWNZ Inner Link September 2022: LEADERSHIP

From the Editor's Desk

Why *Leadership*? Well, thank you for asking!

It started when I looked through the *Pack of Seeds* that President Alyssandra created and sent out to all presidents – on one of which the words **Leadership Matters** just jumped off the page. There are so many reasons to dedicate an issue of Inner Link to this topic! It's because:

- We don't always understand what happens at the National level of our organisation. So, we get upset if capitulation goes up, or if suggestions come down to us.
- We don't really think about what it means to be a leader – and if it really is that hard.
- Because without Leaders, our clubs go adrift – every Club that has closed over the two past years while I've been Editor have reported the same thing – no one wants to serve as President (or any of the other roles, for that matter). There is no judgement here – there are good reasons for that – a lot of people have served the Clubs over many, many years (one of my contributors is in her fourth presidency) or have more urgent demands on their time. But still ...



So, for this issue, I asked people who are serving as leaders in Inner Wheel New Zealand (both on the NGB and in the Clubs) a number of questions about leadership and what advice they give for anyone who is hesitant to take on a role.

Gosh, what awesome replies I got!

(Just to be clear – this is not a seminar on what Leadership is, or Leadership for Dummies, this newsletter only reflects the voices of people who have taken on the role, past and present, and who were willing to share their thoughts.)

There are some inspirational quotes, a peek at what happens at an NGB Meeting, and some information on the upcoming IWNZ Conference.

So, make a cuppa, sit back and enjoy – and think about whether you too, could **Take a Turn!**

Hannie



So, why is Leadership so important?

It's because leaders set the tone.

Of course, leadership isn't limited to the person in the Chair – in all our Clubs people step up to take on different roles and take others on the journey with them: our ISOs dream up projects, our Almoners take care of those in need, our Keepers of the Tea Box have a team of women who just turn up in the kitchen. They all are, as one of the respondents put it, “active leaders”.

In this newsletter, we're hearing from the women in the top job – Presidents of Clubs, District Chairmen, and our National President. Those jobs that so often elicit the comment “I couldn't possibly do that!”

Can I let you in on a secret? That was probably the response of half the women who responded to the questions I sent out But then, you see, they found out that the burdens are light, the support amazing, and the rewards life changing.

We're starting our journey through Leadership by listening to what President Alyssandra has to say.

President Alyssandra: “Cultivate Members To Blossom.”

Our Story starts with Margarett Golding, who didn't let obstacles or walls block her dreams. She initially wanted a Woman's Rotary, but was turned down – so she started Inner Wheel. In this way, she gave Rotary Wives a Name, a Voice, and a Place To Belong. We know, from her own words, that she had a collaborative style of leadership. Margarett's Friends described her as ‘a feeling of love’, ‘interest towards others’ and ‘sweet and funny’. She was a philanthropist, she encouraged ‘a significant number of women to play a role’ in Inner Wheel, and she was detail orientated. Apparently, her speeches stilled a room and sent a resounding message.

Today, our Leadership needs to reflect the diversity and inclusiveness that exists in our communities and global world around us, so we can represent who we serve. We need more women (just like you and me) to be included in setting the tone, valuing differences to make better decisions that honour us all, and encouraging women to be bold, strong, and capable.

The Packet of Seeds you received is to help you to intentionally pick and choose charities or ideas in each month. This will make it easier for the public to identify with our Inner Wheel Clubs as we step up volunteering to help. It is essential that Clubs starts becoming visibly successful. And we need to support each other to ‘lighten the load’, enjoy the journey, and share the successes.

This year, I hope that we can ‘Work Wonders’ in three areas of Growing Our Garden - Who's In Our Garden, Propagating Fresh Belonging, and Sharing Bountiful Rewards.

Who's In Our Garden. It is important to know who our members are. Do our members reflect local, national, and even international communities? Are they single or married; parents with or without children or grandparents; currently working or retired; have disabilities; a particular ethnicity; have internet; and understand technology? If Inner Wheel is Our Good Story, then we need to make it A Place To Belong. Knowing our Membership gives us the clues how to help and look at who else to value or attract to create a new perspective. As Members, we need to start a conversation to both understand others and invite new friends into Inner Wheel.

Propagating Fresh Belonging. It is a privilege to belong to Inner Wheel and with privilege comes responsibilities. For Inner Wheel



to 'Work Wonders', Mentorship is the fertiliser that inspires Members to do new things, help charities, and be elevated into roles. Behind the scenes, a Mentor leans into true friendship and gives careful guidance as a Member confidently flourishes. Who recognises their privilege and honour to step up to empower Inner Wheel Women in the Club, District or National? If we are going to 'lighten the load', enjoy the journey, and share the successes in our Clubs, District and National, then it starts with our hand of friendship to those Members before or behind us, all holding hands to reach the pinnacle of success.

Sharing Bountiful Rewards. As we look around our Membership, to 'Work Wonders' means reaching out to Members that haven't had the chance to jump into an activity or role. Share your failures and successes. Let them know they are going to help you present and that they are part of your team. That you believe in them as you pass on our organisation's knowledge of Inner Wheel. This creates a place to belong for every Member and also 'lightens the load.' Not easy, for Growing Our Garden takes commitment and leadership that supports diversity and inclusiveness. It is essential for Membership to grow and feel supported at every step.

Our Good Story started with Margarette Golding and continues with us today. Let's identify who Our Members are and understand their needs, desires and wants. Help them to participate as active Members. Honestly look at who isn't in our Clubs and ask why – then go out there and invite them to your next meeting. We can build a stronger and greater organisation together, but it starts with all of us. I am asking for your help. It is essential.

National Team Roles

Executive and National Governing Body: These are all elected members.

President (Alyssandra Skerrett, Queenstown): Presides over the whole Club as well as being the NZ National Representative.

Immediate Past President (Michelle Atkinson, Aotea): Works closely with the Membership Coordinator, with a particular focus on opportunities available to Members through virtual membership.

Vice President (Judi Newborn, Upper Hutt): Listening and learning to be ready to take over the role of President to ensure the smooth running and handover of the role. Communicate with the District ISOs and District Vice Chairmen to discuss strategies and concerns.

Secretary (Helen Faulkner, Blenheim): The glue that sticks the organization together. Passes information on from National to the Districts and Clubs.

Treasurer (Wendy Chitty, Parahaki of Whangarei): In charge of finances for IWNZ.

District Chairmen /Council Members on the National Governing Body: (Penelope Spencer-Mackay, Aotea, NZ291; Sue Jameson, New Plymouth North, NZ294; Diane Ladd, Otautahi, Christchurch, NZ297; Monica Mulholland, Queenstown, NZ298): Charting the best course of action taking all components and opinions into consideration to lead and support the Clubs of the District, encouraging growth and inspiring Members to promote the ideals of Inner Wheel.

Appointed Members: Members in these roles are not elected and although they have speaking rights, do not have voting rights, if and when they are invited to attend NGB meetings.

- **Constitution Chairman (Darlene Westrupp, Palmerston North):** Ensures that the IW Constitution is taken into account when decisions are made.
- **Media Manager (Michelle Atkinson, Aotea):** Works with the Media team and oversees Social Media and Website content used to promote and publicise Inner Wheel.



- **National Service Coordinator (Hazel Hunter, Auckland East):** Communicates with Clubs about the National Project (currently *Look Good, Feel Better*). Works with the ISOs.
- **Publicist (Carol Haskett, Ashburton):** Assists Members with items to promote IWNZ and encourage its growth.
- **Membership Coordinator (Joanne Gaudin, Ahuriri):** Focuses on Membership at National Level.
- **Strategy Facilitator (Sue Lindsay, Queenstown):** Assists IWNZ to plan, guide and manage to ensure that the group's objectives are met effectively, with clear thinking, good participation and full buy-in from everyone who is involved
- **Editor (Hannie de Beer, Riccarton):** Produces the Inner Link – currently every three months, with additional issues as required. A decision made at the NGB means that they are no longer printed but instead distributed electronically.

What Happens at a NGB Meeting – A Bird's Eye View

As Members take up roles moving around the different levels of Inner Wheel – Club, District, National and International, each step has a different Bird's Eye View. Each level's focus is similar but distinctive. Each Member experiences new sightings while broadening friendships that widen from a local community to around the world. It really starts with a Member who gives to other Members. It is selflessly giving personal service to Inner Wheel, when a Member steps up to each role.

The National Governing Body (NGB) Meetings is where a few Members of Inner Wheel assemble to review the landscape of Inner Wheel New Zealand across the Districts. The NGB discusses proposals for Constitution, Bylaws and Rules, Editorials, Social Media and Website, Membership, Publicity, Strategy, *Look Good Feel Better*, Clubs Health, and so much more. Three days of business meetings from 8:15am to 5:00pm. It is here that those attending build camaraderie as they address issues and discover solutions.

The August reports of both NGB Members and Associates are circulated prior to the NGB Meeting, while highlighted points are reviewed during the meeting itself. This gives an insight into Inner Wheel New Zealand Clubs, so that an annual focused approach can be made to those issues that demand attention (for example, Membership and Publicity). Goals are discussed and set, and the planning starts. It is these conversations that keep Inner Wheel relevant and progressive.

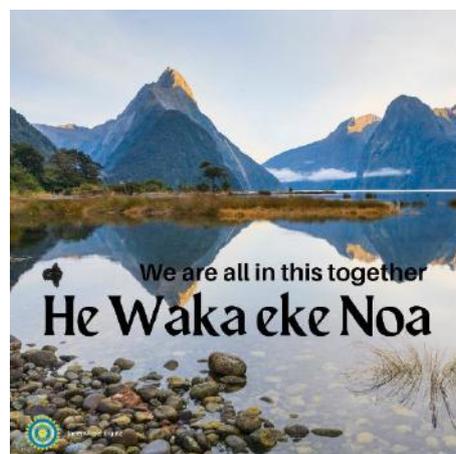
The March reports emphasise the advancement of the strategies set previously and revise actions as required.

So, who attends the meetings?

There are two planned NGB Meetings a year – in August and March.

The National Executive (the President, Vice President, Immediate Past President, Secretary and Treasurer), the Council Members (the four District Chairmen), and the Constitution Chairman attend both meetings.

- If time allows, the National Executive have a preparation day to clarify finance, funding, and have a chance to tidy up any questions that need to be discussed before the meeting starts.
- District Chairmen learn to put their own personal beliefs aside as they evaluate their Clubs and honour the autonomy of each Clubs' personalities. They summarise their District's news and concerns and it is noticeable that each District is both similar yet incredibly different from every other one. This is true of individual clubs as well – and it is strength of



the International Inner Wheel Constitution alongside the New Zealand By-Laws that Clubs and Districts are allowed this autonomy.

- The Constitution Chairman attends both meetings, as it is imperative that matters arising are seen from a constitutional perspective. This ensures that Inner Wheel New Zealand operates within the International Constitution guidelines.

Although it would be ideal if the Appointed Members attended both meetings as well, as this means the entire team would start with the same perspectives gained through the many conversations in and during the meetings and off hours at dinner together, the National Executive are mindful of the costs (travel and accommodation) paid for by Inner Wheel New Zealand. These determine if a NGB Meeting can invite a few more Members especially if a particular focus is required in August. Generally the Appointed Members – Editor, Media Manager, Membership Facilitator, Publicist, and Strategy Facilitator – only attend in March.

The Questions

A flood of wonderful comments came into my Inbox So much in fact, that I had difficult decisions in what to choose and what to lose! The words were not mine, but I chose to cut out overlapping information and summarise positions and replies. I hope that you enjoy what fell out when I shook the basket – and as it soon became obvious that crediting every person would make this unreadable, do see the list of contributors at the back of the newsletter. (And as they say in forewords: the credit go to my respondents, as editor I own any errors). I hope that all of you will recognize your own comments at least, and know how much they were appreciated!

Taking the lead

What, I asked, is your leadership style?

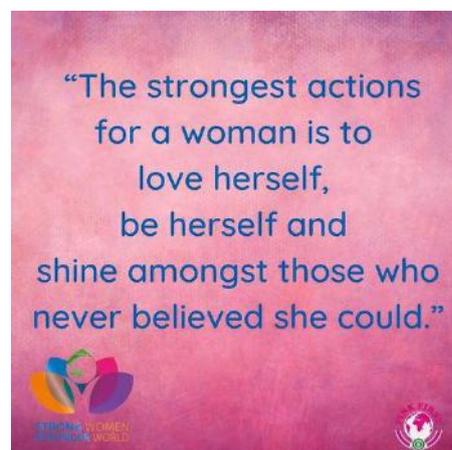
There was a bit of an overlap here with the next question – how do you rally the team ... because, let's be fair, communication and transparency fit both questions perfectly. Many of my amazing respondents reported that they relied on being open, communicating with their Committee and Members, listening to replies, and being encouraging and supportive.

Overall, respondents described their leadership style as inclusive, relaxed and informal.

This was phrased in many different ways – encouraging Committee Members to play their part and bringing the team together both for fellowship but also with a meaning, leading with suggestions, and asking for input; following a collaborative approach, involving as many people as possible in decisions and activities by delegating roles. This is all, I believe, informed by the need to bring a team with them when decisions are made – making sure that everyone is happy with the decisions! This, from one of the respondents summarizes it best “Do your best and don't carry the Club on your shoulders. **At the end of the day, it's everyone's Club, not just yours.**”

A few respondents added another element – perhaps best described as “relaxed but firm”. There are times, they noted, that you might need to give a bit of push to get a decision made! If this is your style, it is useful to be organized, following correct meeting guidelines and procedures.

I found this following observation so representative of how Inner Wheel women lead: “I would describe my leadership style as direct and leading by example. I enjoy delegating tasks and taking the lead on projects but I also like to stay involved and inspire my Club Members by showing that I'm working hands on to help them too.”



I also picked out a few items from a list one of my respondents sent that I think help with being organized and getting and keeping everyone on board:

- Create an Annual Plan with outcomes and delegations. Discuss with Members what they want from the Club for the year – speakers, social activities, service. Put these ideas into a simple annual plan with outcomes.
- Build a team-based model. Share the annual plan with the Club and ask who would be happy to help.
- Listen to Members in an understanding way and acknowledge their points of view.
- Deal with differences of opinion by referring to the annual plan which was collectively agreed on.
- At the first Executive Committee meeting discuss ‘ways of working’ - what values are important so Committee Members know they can share their ideas in a positive environment.

And a final word – many of our Presidents commented on the need for a good Secretary. I can but concur!

Rallying the team

How do you get the team behind you?

The responses I got to this question were extremely similar – it all hinges on Communication, Transparency and Learning.

The following succinctly summarised what many of the respondents said: “For me the most important way to rally a team is to listen, communicate, encourage and make sure they have all the information they need to make informed decisions and so become a strong and cohesive team, plus by doing this they, in their turn, will be ready to lead.”

Other respondents emphasized that both Committee Members and Club Members must be given opportunities to share their thoughts and ideas – and leaders are encouraged to support Members to do this and to help people see how wonderful IW is. Your enthusiasm as a leader builds enthusiasm in your team.

Encouraging people to learn – ranging from IT, creating web content, to reading the room, this is the way we ‘futureproof’ IW – and make the whole process easier.

An important point that was brought up was that in Inner Wheel we lead a team of volunteers – they have time constraints, are not paid staff, and (my addition here) they do not necessarily have the ‘required skills’. A respondent pointed out that “..... humility, positive feedback and kindness go a long way.”

What would have helped

What would you have liked to know before you took on a role?

A number of people commented that they didn’t necessarily know – or understand the rules. They would have liked a clear job outline, defined expectations would have been useful, and another was that they needed more information than was given in the manuals! (A common bit of advice was that the information is there – read the resource manuals, read the Red Book, both invaluable sources of information on the rules). One person lamented that she didn’t know why the Club workings of IW had to be so difficult.

However, as many others commented, you grow into the role. It’s OK to make mistakes, it’s good to celebrate your successes, you’ll get over your fear of public speaking. So, do new things, share what you’re doing and why, and bring your own personality to the party!



We do have a number of Presidents and Chairmen who are still in full-time work – and they noted that you learn to manage your time, but that this can make for very long days.

I thought it was interesting that two people commented that they wish they'd known how differently each Club and District operates. It would have helped them in understanding how to pitch ideas in each of the places, instead of having to work this out.

The importance of the Vice President's role was raised a number of times – approximately half of the Clubs currently do not have a Vice President, and this is the time when you watch and learn. If you step into a different role, talk to as many people as possible who have done those roles, and to reiterate, read the resource manuals and the Red Book!

On the other side of taking on the President's role someone commented that the role of Past President is the hardest – first you lead, and then you must take a 'back' seat and let others take over.

What's the best thing about this job?

What has been one of your biggest joys as a leader?

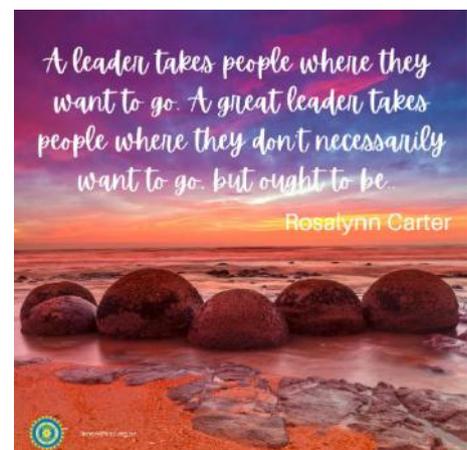
I expected that a common reply to this question would be that women enjoyed meeting like-minded women, that they made friends in their Clubs and elsewhere and enjoyed the fellowship. And yes, more than half of the Presidents and Chairmen who responded said exactly that in one form or another. A sub-theme to this was the Presidents who spoke about the pleasure of welcoming new Members, inducting them, and supporting them. Many also mentioned how they appreciated being supported by a group of dedicated women – both Committee and ordinary Members share the load in our Clubs!

Another common reply was about the opportunities that Inner Wheel offer in terms of travel and of personal growth - gaining confidence in public speaking, developing IT skills, learning how to read the politics of groups, developing leadership skills and gaining confidence to accept roles as they came up. Many mentioned stepping out of their comfort zone.

But then there were the very unique and individual replies about the joys of service that surprised and delighted!

- Being a leader "... has meant that I can share these solutions and ideas with others, help to empower others, and keep the enthusiasm and dreams of Inner Wheel alive into the future."
- "I'm learning that it's very satisfying to finish a Club night having as many of the Committee as possible involved in the evening."
- "It's a joy to know that you at least tried to help, even if you failed. You did not shirk your responsibility."
- "Hearing from Club Members that they have enjoyed their meetings."
- "... a happy lot of ladies who look out for one another, join in all the activities of the Club, and make a point of keeping in contact."
- "My biggest joy in my leadership journey is watching those in my charge do more than they thought that they were capable of."

And a final word from the President of Balclutha: "My biggest joy is that the Balclutha Club is still going and soon will celebrate our 48th year. Hope to hang in there for the 50th"



How do you encourage people?

How do you encourage people to Take a Turn?

A respondent wrote “Any of our volunteer roles are as big or as small as you make them. If you can find a way to simplify it, share it with others, so that we can grow and develop as an organisation. It is getting harder and harder to find volunteers to take on roles, but with positive feedforward and enthusiasm, it is up to each of us to change the energy in our Clubs, Districts and Organisation. Your Voice counts, your Energy counts and your Ideas count!”

Of the people who replied to the questions, the majority were in their second, or third, or fourth term as president. Looking at my Club’s phone list – out of 43 people, 22 have served as president, many of them more than once. Out of the rest, the majority have served on the committee over the years, or have organized and led an activity group. There are only a handful who haven’t ever done any of this – and even they will pick up the phone, or pick up a friend.

So, no, there is no judgement here!

But still We do need to encourage people to take a turn in a new leading role.

The best advice comes from two ladies who have done a lot for Inner Wheel over the years – and it is also the simplest advice. Ask. Call them. Talk to them. You’ll maybe need to ask more than once. And from that, we decided in my conversation with Cecile Pierce, reported in full in the next section of the newsletter, that you get gifted the confidence because someone thinks that you can do it!

And with the asking comes encouragement and the promise of support.

Here are some more tips! Tell them that there -

- will be no judgement from the Club Members.
- are many IW resources – and technology has made things easier.
- will always be someone who has done it and can offer help and support. Help them to build that team who are there to support and guide – and to step in if you have other commitments that need attention.

And then:

- That they can’t change the world in one year – but that each step forward makes a tiny difference!
- That they should honour the past, but also look for new, exciting, easy and vibrant ways to move forward. And if it doesn’t work – well, then you admit it, and look for a new solution.
- That everyone brings different talents to the table. The biggest asset you can have, is being able to read people. They can do it their way, it is their year and their personality that should shine through.

It’s worth taking up the challenge, as it will empower you, let you grow as a person, and you will make amazing friends! And as another respondent noted – you only really understand what a wonderful organization Inner Wheel is when you take on Club roles and start attending District meetings.

A little support...



*Strengthens
friendship.*



Final Words: Been there, done that, have the T-shirt!

I love being the Editor, I really do. Like all Members of Inner Wheel it is the fellowship and friendship, and the generosity of people willing to share their ideas and lives with me. One of the highlights of pulling this edition of the Inner Link together was interviewing (one by email, another in person) two ladies who exemplify "Service above Self". I hope that their words resonate with you, as they did with me!

Carole Young

Carole has served Inner Wheel at all levels of the organization – from Club to International. She has been Club President, Club Secretary, Club ISO and Club Editor; District Chairman and District ISO; and National President and International President. When she had finished her stint as International Inner Wheel President (2012 – 2013, with the theme *Be a Friend*), she returned to her Club and continued to serve. Our interview was an email one – here are the questions I put to her, and her replies.

How different was it leading the organization at each of the different levels? What were the challenges?

There is greater need for more in-depth knowledge of the Constitution and By-Laws as you go up the ladder – at local level, you can sort of “muddle through” using common sense, but that does not apply at District/National/International levels where it is vital that the Constitution is understood and adhered to.

What do you see as the best way to empower leaders – and encourage Members to step up?

Do not introduce too many new ideas at once – everyone needs to be led gently from the known to the unknown and not suddenly thrown into new ideas and formats. Include Members as ideas take shape so that they are at ease with formats; encourage their thoughts and help them to develop ideas

What do you wish someone had told you before you took on leadership roles?

How much “aggro” (aggression) there can be at the top of the ladder.

What advice would you give someone who is hesitant on stepping up?

“Go for it” – and “be yourself”. Have a mentor/friend who can guide you when necessary. Do it “your way” (as long as it is within the rules of the Constitution).

What has been one of your biggest joys as a leader at all levels of Inner Wheel?

Making friends all round the world.

What advice do you have for leaders/Members in Inner Wheel today?

Nurture your current Members – they may be getting old and may not want to learn too much about the electronic world, but they still have much to offer our communities.

How, do you think, can we ensure that Inner Wheel has a future in NZ?

Nurture the current Members but also ensure (gently) that they step aside and let newer Members take office even if/when they do things differently. Keep projects relevant to all communities. Somehow bind the Members in unity – not easy with geographic distances and current travel costs.

What are your thoughts on making our International Theme *Work Wonders* work for the organization?

‘Wonders’ will vary from one Club to another so this gives opportunity to each Club to work in a way that suits them, their Members, and their community. I like it!



A leader is best when people barely know he exists, when his work is done, his aim fulfilled, they will say: we did it ourselves.

Lao Tzu

Cecile Pierce

Cecile is a Charter Member of the Inner Wheel Club of Riccarton and is on the committee, currently as Secretary. In the Club she has been President, Editor, and Secretary – all of these a number of times. She has been District Chairman, District Secretary, and most recently District Editor. On the National Level, she served as IIW Board Member between 1988 and 1990. Over that time, she formed and chartered a number of Clubs in the District and NZ and has been IWNZ Secretary and Constitution Chairman. And the list goes on – she has been involved in planning and running both National Conferences and the IIW Conference in Christchurch. She is an exemplary leader and her words are certainly worth listening to! Although I did send through the same questions that I put to Carole, this turned into a very different conversation, where one question/comment led on to the next.

Do people really understand what Inner Wheel stands for?

I wonder whether people inside and outside Inner Wheel realize that we have Charitable status? That we're not a knitting club, or a social club, but that we are an organization of volunteers who work together with a view to serving our communities and our world? I also wonder how well we're doing at serving a new generation that has different hopes and dreams.

Why did you get involved in Inner Wheel fifty years ago?

My late husband was very involved with Rotary, and when the Club was chartered, he strongly encouraged me to join with the words "If you don't, you'll never know what you missed." This has become our family motto – and in Inner Wheel this led me to say yes when I was asked by the late Lily Turner to be her secretary, which in turn made me eligible for the position of Inner Wheel Board Member, and so on.

How would you encourage people to step up to serve Inner Wheel on Committees or as President?

You must approach them and personally ask them – do not presume that they are too busy, it's not your place to speak for another person. And a top tip – ask them more than once! Often the first response is that they will "think about it" – if you get back to them, they may realize that you think they can do it, and say yes. People rarely nominate themselves for a role – in our society it is still seen as being a bit forward (and we also don't want to be rejected) – so it is the current leaders who need to look, see, and ask. Despite having served as International Board Member in 1988 – 1990, I only became District Chairman in 2013. No-one had asked before that.

How would you describe your Leadership style?

I believe strongly in delegating, especially at Club level. District and National do have different priorities and different ways of functioning.

Why is a Vice President important?

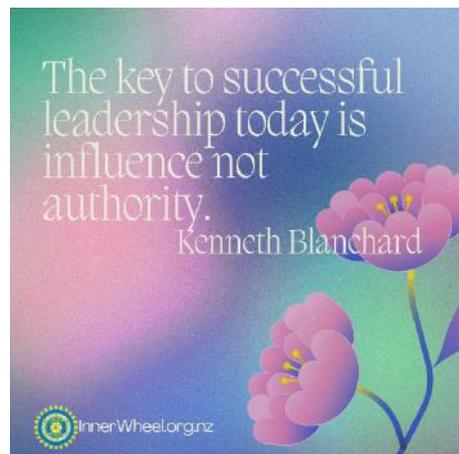
If you are the Vice President, you get to see what goes on and you don't step into a role unprepared.

How different was Inner Wheel when you started to where it is now?

In those days, we had a really close link with Rotary, and in the early days, we had to talk to our corresponding Rotary Club first, before we could set up an Inner Wheel club (they were much keener on having RotaryAnnes). Not all Rotary clubs supported women.

What has been one of your biggest joys as a leader at all levels of Inner Wheel?

Making friends all round New Zealand and all around the world.



Conference 2023

Debbie Lattey, Conference Coordinator, writes:

The Conference Committee is delighted to reveal our Conference logo, which has been designed by Alyssandra Skerrett. It reflects our theme of 'Blown Away' and is based on the new sign on the Wellington waterfront. Visitors can stand on the L and have their photo taken – something we'd love you all to do when you come here in May 2023.

A highlight of the conference will be our Gala Dinner in the Banquet Room in the Beehive. We have exciting guest speakers booked, and are working on putting together a Friendship Dinner on Thursday 4th. More will be revealed soon, but get the dates in your diary now. We can promise you a conference experience that will 'Blow You Away!'

Contributors

I am so grateful to the following women and their willingness to share their thoughts – without each person putting fingers to the keyboard, it would have been a rather superficial and very brief newsletter! In first name alphabetical order:

*Alyssandra Skerrett,
Queenstown*

Beatrice Platt, Balclutha

Carol Haskett, Ashburton

Carole Young, Matamata

Cecile Pierce, Riccarton

Christina King, Dunedin South

Clare Veber, Auckland East

*Darlene Westrupp,
Palmerston North*

Dawn Perkins, Oamaru

Debbie Lattey, Kapiti

Di Patchett, Tawa

Diane Ladd, Otautahi

Christchurch

Hazel Hunter, Auckland East

Helen Faulkner, Marlborough

Janet Walker, Riccarton

Joanne Gaudin, Ahuriri

Joy Tan, Aotea

Judi Newborn, Upper Hutt

Judy Shilling, Kapiti

Julie Watson, Auckland East

Lee-Ann Lines, Queenstown

Michelle Atkinson, Aotea

Monica McAllister, Invercargill

North

*Monica Mulholland,
Queenstown*

Pat O'Connor, New

Plymouth North



You'll Be **Blown Away**

WELLINGTON

IWNZ Conference 5-7 May 2023

*Penelope Spencer-Mackay,
Aotea*

Sharon Martin, Stoke

Tahunau

Sue Jameson, New Plymouth

North

Sue Lindsay, Queenstown

Vanessa Neeson, Orewa and

Whangaparoa

Vera Farmillo, Matamata

