

**Members of New Zealand Association of Resource Management  
Incorporated**

**Minutes of the Annual General Meeting of the New Zealand Association of  
Resource Management held at the Mission, Napier, on Tuesday 11<sup>th</sup>  
October 2016, commencing at 5:15 pm.**

K Hudson  
**Secretary**

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Meeting opened at 5:15 pm

**Present:** 28 NZARM members and two non-members were in attendance (list  
attached to Minutes)

**Apologies:** Murray Harris, John Simmons, Paul Smith, Matt Highway, Ian Cairns,  
Bala Tikkisetty

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Julia Crossman called for any General Business matters to be added to the agenda  
under item 10. There were no items of General Business to be added.

- 1 Confirmation of Minutes of 2015 NZARM AGM and Matters Arising
- 2 President's Annual Report
- 3 Treasurer's Annual Report
- 4 Auditors Report/Election of Auditor
- 5 National Regional Coordinator's Annual Report
- 6 Election Of Officers to NZARM Executive Committee
- 7 Annual Subscription
- 8 Notices of Motion
- 9 Resource Management Certificate Update
- 10 General Business
- 11 Awards

## **1. Confirmation of Minutes of 2015 NZARM AGM**

### **Recommendation**

Julia Crossman **moved** that the New Zealand Association of Resource Management **take as read** and **receives** the minutes of the 2015 Annual General Meeting of the NZ Association of Resource Management incorporated held at the **Novotel Hotel, Hamilton on Tuesday 20<sup>th</sup> October, 2015 at 5:15 PM. Seconded:** Garth Eyles

Julia Crossman called for any matters arising from the 2015 NZARM AGM Minutes. There being one matter, the spelling of member John Whale's name, this matter to be corrected. The minutes were taken as a true and correct record.

## **2. President's Annual Report**

NZARM President Julia Crossman presented highlights from her 2015 Annual Report of the NZARM President. The full report is as follows:

### **President's Annual Report 2015-16**

In writing this report I reflect back on my second year as President and am happy with the progress made by NZARM and the hard work undertaken by all Executive members. The Exec has built on the work done last year to develop a strategic framework document, and has started to implement many of the actions we identified as priority. I have enjoyed my time as President of NZARM and hope that the work we have done over the last few years to consider and deliberate the direction and role of NZARM and our future has put us in a good place to continue to serve our membership well.

With my standing down from President, I step into the 'Immediate Past President' role, relieving Ross Abercrombie of this title. I have worked alongside Ross in the Exec for nearly 8 years and he has supported me both in my Presidency but also in guiding me through the ranks from a co-opted member to President. Ross has been on the committee since 2006 and has played a very influential role throughout. Both his links to the Waikato Regional Council and now AgResearch have been invaluable to the Exec. I know we are all hoping that we may be able to convince Ross to come back on Board as a co-opted member, as we feel he still has more to offer NZARM in the Exec role. Either way, a sincere thank you to Ross – your contribution to NZARM is appreciated by all.

Alongside me in the Exec, as voted in at the last AGM, has been Kerry Hudson as Secretary, Jim Risk as Treasurer and Helen Moodie as an Ordinary Member. Thank

you to each of you for your work and support over my term as President. Norm Ngapo, Paul Greenshields and Matt Highway have also since been co-opted onto the Exec. Norm has been the person driving and coordinating our professional development programme – the Resource Management Certificate (RMC). Norm has worked alongside the RMC Board to implement this programme, largely in their own time with little reward other than service to NZARM members. This programme is now well established, and Norm will continue to provide linkage and support to the RMC committee. Paul Greenshields has also proven his value on the Exec, offering fresh ideas and has been working very hard alongside Norm to strengthen and streamline the RMC programme. Matt Highway has most recently been co-opted onto the Exec and has already provided useful insight in terms of his work both for Dairy NZ (and now Fonterra) but also his knowledge of what is occurring in the land and nutrient management space nationwide. I would like to thank you all for your ongoing support and work undertaken for NZARM. This has included many evening teleconferences, email trains, and a willingness to offer your expertise on tasks and issues that arise. This ‘behind the scenes’ work is often invisible to members but is hugely important in terms of the functioning of NZARM.

So as you can see the Exec continues to be a strong mix of both regional council and industry organisations and consultancies in the land and water space. This, I believe will better enable NZARM to strengthen key linkages and relationships with industry, research and land management agencies. With the ever increasing competition out there in terms of professional organisations we need to ensure we remain of relevance and interest and the breadth of knowledge and expertise in the Exec will play a crucial part in this.

Communications is such an important area for NZARM and as an Exec we aim to provide relevant, up to date and regular communications to members. You will be aware that Matt Harcombe relieved Tony Faulkner from his Broadsheet duties early last year. Like editors before him, Matt has put a lot of time into this role, and has some great ideas about reinvigorating Broadsheet to focus more on overcoming the challenges of our work, the good outcomes we have had as land managers, the success factors in these achievements, and how we can learn from the past as we look to future challenges. However the task of coordinating content from around the country is not an easy task and it appears to be getting harder and harder as NZARM members get busier and workloads larger. As a consequence Matt has struggled for content in the past couple of issues. The Broadsheet is only as good (and as regular) as NZARM members make it. I find it hard to believe that there is so little happening in the resource management space around the country that we cannot fill a Broadsheet with interesting articles 3-4 times a year. There is plenty going on!! I really encourage all NZARM members to consider what is happening in your patch that other NZARM members would benefit from hearing about, and contribute articles when you can.

Over the past year, significant time and energy has gone into assessing how we can strengthen and promote the Resource Management Certificate. The programme now has 27 members, sitting as RMC Professional Certificate Holders in recognition of the training and professional development they are committing too. As President it is extremely satisfying to see the dedication to this personal and professional development of our members as it will only serve to strengthen NZARM in the future. Of course, the Exec would like to see an increase in the number of RMC members and in parallel, a recognition among employers that RMC is a valued certification programme. This requires the development of a robust self-managed database to allow the RMC Board to focus more time on providing professional development advice to RMC members, and less on administration. Norm and Paul from the Exec have been working very hard on this over the last year, and have engaged a company to redesign the NZARM website. Not only will his new website incorporate this RMC database, it will also streamline the NZARM membership process and how we communicate with members. Once this database/website is set up, the Exec and the RMC Board will have to turn their attention to developing a strong communication plan which will 'sell' the benefits of RMC to potential employers. I would like to offer a sincere thank you to the RMC Board; Norm Ngapo, Alan Campbell and Andy Woolhouse for all their hard work in managing the RMC programme. A big thankyou also to Paul Greenshields for his work alongside Norm working on the database. If you are interested in the RMC, please talk with any of the Exec or Board members during or after the conference.

Somewhat related to RMC, the Exec have also spent some time recently thinking and discussing the role of NZARM in the future. As many of you will be aware that all around the country, regional councils are progressing plan changes and planning processes with requirements for certification for those undertaking farm planning work. Farm Environment Planning has for a long time been 'bread and butter' type work for NZARM members. NZARM therefore needs to carefully think about whether we enter into the certification space, for the benefit of our members in the future. It is not a simple yes/no question – the Exec needs to clearly assess the consequences either way for the Executive, members and resourcing. The Exec are seeking the views of the wider membership on this issue and welcome any comments either written or at the AGM.

### **Closing.**

In closing, I would like to extend a large vote of thanks to our NZARM Executive Committee. Without your assistance, all of which is done voluntarily, NZARM would not function as well as it has. Thanks also to Matt Harcombe for your efforts as the Broadsheet editor – I appreciate that it has not been an easy job for you.

As I stand down from president I do so knowing that NZARM is in safe hands with the current Exec. I wish the new president well in their endeavours, and will support

you where needed. I have thoroughly enjoyed being NZARM president and hope I have served you well.

To NZARM members, thank you for your involvement, communication and ongoing support. Your feedback in terms of how we can strengthen and improve the service we provide to members is always encouraged and appreciated. I would like to thank Brendon Powell and the local organising committee for hosting such an interesting and insightful event. Every opportunity to explore a region and have some active discussion with members is a good one. Please make the opportunity to debate and discuss themes, and enjoy the rest of the conference.

Julia Crossman  
**(Outgoing) NZARM President**  
September 2016

### **Recommendation**

Julia Crossman **moved** that the New Zealand Association of Resource Management **receives** the Presidents Annual Report 2015-16.

### **Seconded: Norm Ngapo**

All In Favour

### **3. Treasurer's Annual Report**

NZARM Treasurer Jim Risk presented highlights from his Annual Report of the NZARM Treasurer for the 2015 financial year. The full report is as follows

#### **Treasurer's Annual Report 2015**

My report addresses the NZARM financial year 1 January 2015 to 31 December 2015 as reviewed, and also addresses for members' information our current position for the 2016 financial year. The Auditor's Report for 2015 is attached to this Agenda for discussion under Agenda item 3.

For Members information attached to this Agenda are:

1. The Auditor's Report for 2015; this includes the NZARM Annual Financial Statement for 2015
2. Balance Sheet to 31 August 2016
3. Profit and Loss Statement from 1 January 2016 to 31 August 2016

## **Income Overview of 2015 financial year**

1. Total income at 31.12.15 was \$19,901 (down from \$26,713 in 2014).
2. Income from membership fees totalled \$15,060.
3. Interest from term deposits was \$1,898.
4. Conference proceeds (net) of \$1,613.

The NZARM Conference in Hamilton last year drew a net profit of \$1,613, conference profits again provided a significant contribution to the income for the 2015 year. We expect this year's Napier conference will break even and as an Executive there is the expectation that conferences will at least break even in future years.

## **Expenditure Overview of 2015 financial year**

1. Expenditure totalled \$14,621 (down from \$16,806 in 2014).
2. Secretariat costs \$6,339 (up from \$5,935).
3. The on-going cost of running the Executive committee \$2,380 (up from \$1733).
4. Auditor fees \$2,388 (up from \$1,173).
5. Regional Event sponsorship costs of \$1,000

The Broadsheet cost of \$1,291 (plus postage & stationary of \$192) also remains a significant expenditure but continues to offer much benefit – especially in the modern format with excellent editorial. Advertising options which were introduced to cover some costs of the publication continue to generate a small amount income (\$500). In addition, costs associated with the running of regional events totalled \$1000 and the provision of cloud based services \$810.

As detailed in the attached Auditors financial review, the audit fees for 2015 are up on the previous year due to the undertaking of a full audit on the 2014 accounts. The 2015 accounts have seen the undertaking of a financial review enabling a significant saving as full auditing services incur a higher cost. In order to continue to benefit from savings in this area of expenditure a financial review will again be under taken for the 2016 year, allowing continued savings on this accounting service.

## **Treasurer's Comments**

The 2015 year resulted in an operating surplus of \$5,029 as compared to the previous year's operating surplus of \$9,727 (down \$4,698). Maintaining the association in a position of surplus for 2015 has again been the executive's goal, which sees the association to continue to remain in a healthy financial state. With the 2015 surplus the association's closing balance is up on the 2014 closing balance. The 2015 year saw an opening balance of \$66,774, with a closing balance for the

2015 financial year of \$71,803. Surpluses over the past several years will allow for future investment within the organisation.

The executive continues to be mindful of costs over the 2015 and current financial year. This has seen costs continued to be closely watched in the 2015 financial year, with costs reduced where possible across some areas of expenditure with other areas similar in expenditure. Areas of note in expenditure reduction were again in, broadsheet printing, postage and stationary. The move towards electronic distribution of the board sheet continues to see reduced printing, postage and stationary costs. Secretarial expenses, and executive running costs were similar to the previous year. Accounting fees were up on the previous year due to a full, audit being under taken in 2015. The 2016 year will see a return to a financial review with reduced associated accounting costs. Overall expenditure for 2015 was \$2,185 down on the previous year.

Throughout the year apparel continues to be utilised as gifts particularly during the 2015 conference, with inventory on hand further reduced to \$420 for the 2015 year.

As with recent years the single biggest cost in the 2015 financial year was the secretarial services. Since 2008 the secretariat duties have been carried out by Groundwork Associates (Hamilton based), they continue to provide this service in 2015. This involves membership updates, financial assistance to the treasurer, general administrative and secretarial duties to assist the secretary and more recently website maintenance. With administration and financial systems well established, secretariat costs have remained steady over the past three financial years with \$7,602, \$5,935 in 2014 and 2015 respectively, and \$6,339 in 2015. The NZARM Executive believes this continues to be money well spent with up-to-date membership and financial information on hand, allowing the Executive to access real-time financial and membership information, and extract financial summaries, whilst mind-full of the work load Groundwork is asked to perform.

Current membership fees of \$100, (discounted to \$70 for early payment) along with other forms of income continues to provide appropriate finances to cover costs keeping the organisation in a healthy financial state, while providing sufficient finances to cover additional expenses that the organisation encounters. Current and projected revenue is forecast to continue to cover costs of the organisation in the current financial year. As of August 31<sup>st</sup> 2016 the term deposit continues to be maintained at \$45,000 providing an income of \$1,898 (including the business on-line call account) for 2015, with current interest rates at lower levels, a reduction in interest revenue can be expected in the 2016 year.

At present the 2016 year's income remains ahead of expenditure and remains on track for a surplus at year end. Current membership remains steady at around 230-240 members in total. We currently have around 27 (vs 36 members last year)

in fee arrears (August 31st) slightly down on last year, with these members having been notified. It should be noted that subs have been coming in relatively slowly over the past few years with a number of members fore-going the subscription discount for 2016. NZARM relies on subs to run the organisation, it is therefore important that subs are paid in a timely manner as possible as it is preferable not to break investments to fund expenditure. I would remind all members to take advantage of the subs discount for prompt payment or consider organising automatic payment with the secretariat service, in addition subs can now be paid via credit card making for ease of payment.

Systems for membership management are excellent and we can easily track membership status. It is anticipated that subscription income of around \$15-15,500 will be again reached for the 2016 financial year.

In reply to a query raised to last year's AGM regarding the use of a verifier rather than an auditor or reviewer. This was put to our accountant whom undertakes the current audit/review, he was unaware of this term (verifier) but did highlight that a review can be undertaken on a lower level. Examples of such practice are in reviewing income/expenditure only or reviewing a single line of major income/expenditure. This would likely come at a discounted cost for the reduced level of service. Some organisations such as small charitable organisations use such a process as a means of review with full review/audit at the organisations discretion. With this in mind we propose to move to an annual review of financial accounts as a continued cost saving. The detail contained within the review should provide members with the required level of scrutiny of the annual accounts.

Jim Risk  
**NZARM Treasurer**  
1<sup>st</sup> September 2016

There was agreement in providing a financial review for the upcoming financial year. John Whale suggested exploring interest option for investments and congratulated the treasurer and executive on NZARM's financial management. Annie Perkins, Groundwork, assured the meeting that significant checks were in place to protect funds.

Jim Risk **moved** that the New Zealand Association of Resource Management **receives** the Treasurers Annual Report 2015 for the 1 January 2015 to 31 December 2015 financial year.

**Seconded:** Matt Harcombe.

All In Favour



#### 4. Auditors Report/Election of Auditor

Treasurer Jim Risk spoke to the Auditors Report.

##### **Recommendation**

Jim Risk **moved** that the New Zealand Association of Resource Management:

1. **Receives** the Auditor's Report for 2015 and
2. **Elects** current Auditor, Mark Campbell, to audit NZARM's 2016 accounts.
3. Shift to a financial review every year with audit only when considered required

**Seconded:** Peter Manson

All In Favour

#### 5. National Regional Coordinator's Annual Report

NZARM National Regional Coordinator, Helen Moodie talked to the key points in her Annual Report 2015-16. The full report is as follows.

##### **National Regional Coordinators Report 2015-2016**

NZARM members have long valued the role of the regional coordinators in keeping the wider membership abreast of 'who's doing what' – both on a personal and a geographic level. This is further valued in the current draft Strategic Framework for NZARM, which prioritizes a strong regional network that enhances the value of NZARM between conferences.

This relies on the input from the team of regional coordinators. Once again this AGM report is an opportunity to pass on our whole hearted thanks to you all.

##### **The current Regional Coordinators team is:**

Northland  
Auckland  
Waikato  
Bay of Plenty  
Taranaki

Lorna Douglas  
*vacant*  
Elaine Iddon  
Ben Banks  
Kev Cash

Hawkes Bay  
Gisborne  
Manawatu  
Wellington  
Nelson, Tasman, Marlborough, West Coast  
Canterbury  
Otago  
Southland

Peter Manson  
Kerry Hudson  
Malcolm Todd  
Andrew Stewart  
Dean Evans  
Elizabeth Spicer  
Murray Harris  
Nathan Cruickshank

It is now appropriate to review the role of the regional coordinators, and the role of this structure in NZARMs delivery?

### **Regional meetings**

All members are encouraged to consider organising regional meetings which NZARM can help fund (up to \$1500). With NZARM certification now up and running the opportunity for more regional events to allow members to further develop skills and maintain certification is now more pertinent than ever.

There were no regional meetings or workshops supported by NZARM this year.

Feedback from members on the role regional workshops could have to promote the objectives of NZARM would be appreciated. Are they still relevant? Are there enough other 'regional networking opportunities' already clamoring for space in calendars that are already fully allocated?

Resource management issues continue to challenge and provoke communities – will regional events contribute to the robust discussion that must take place as we seek effective solutions?

Thanks to all the regional coordinators for their efforts this year.

Helen Moodie  
**NZARM National Regional Coordinator**  
14 September 2016

### **Recommendation**

Helen Moodie **moved** that the New Zealand Association of Resource Management **receives** the National Regional Coordinators Annual Report 2015-16.

**Seconded:** John Whale

All In Favour

Helen mentioned the need to look at both the National and Regional Coordinators roles

Helen Moodie

## **NZARM National Regional Coordinator**

20 September 2014

### **6. Election of Officers to NZARM Executive Committee**

According to Clause 13.1 of the NZARM Constitution, Officers of the Executive Committee are elected once every two years by postal ballot closing at the AGM. Election of Officers was due at the 2016 Annual General Meeting.

Nomination forms were posted or emailed to all members on 25 August 2016. Nominations closed on 9 September 2016. Single nominations were received for the positions of President, Secretary, Treasurer and for the Ordinary Committee Member.

Accordingly, no election was deemed necessary and the following were confirmed to the positions for which they were nominated:

Kerry Hudson	President
Helen Moodie	Secretary
Jim Risk	Treasurer
Paul Greenshields	Ordinary Committee Member

### **Recommendation**

THAT the New Zealand Association of Resource Management **confirms** the election of President Kerry Hudson, Secretary Helen Moodie, Treasurer Jim Risk, and Committee Member Paul Greenshields.

**Moved** Julia Crossman    **Seconded:** Chris Phillips

Note that under Clause 2.8 of the NZARM Constitution the current NZARM Executive Committee stays in office until the end of the 2016 AGM, then the new committee takes over.

Garth Eyles mentioned the need to encourage members to participate in the election

process.

## 7. Annual Subscription

That the Annual Membership Fees payable under Clause 15.2 of the NZARM Constitution remain unchanged:

1. The Annual Membership Fee payable by an ordinary member and a corporate member is \$100, payable on 1 April each year, and that the fee is discounted to \$70 if paid by 1 July each year,
2. The Annual Membership Fee payable by a retired member is \$20 payable on 1 April each year,
3. No Annual Membership Fee is payable by an honorary member.

Note that Clause 15.3 of the NZARM Constitution states: *'The Annual Membership Fee is payable from 1 April of each year and must be paid by 30 September of that year.'*

**Moved** Kerry Hudson, **Seconded** Norm Ngapo

## Recommendation

That the Annual Membership Fees payable under Clause 15.2 of the NZARM Constitution include a student membership fee:

4. The Annual Membership Fee payable by a student is \$40, payable on 1 April each year.

**Moved** Kerry Hudson, **Seconded** Norm Ngapo

Note: This recommendation was considered subsequent to Notices of Motion put to the AGM

## 8. Notices of Motion

Two Notices of Motion have been received in accordance with Clause 16.2 of the NZARM Constitution. A copy of these Notices of Motion are attached as a separate document to this Agenda for Members to review. These Notices of Motion seek to

make changes to:

(1) Provision for Online and Written Applications for Membership, Clause 7.2 (Election of Members)

John Whale spoke to this motion stating that the Electronic Transactions Act 2002 already allows for formal documents to be sent electronically and this includes applications for membership of the association.

There was agreement regarding this stance

**Recommendation:** The Notice of Motion (1) Provision of Online and Written Applications for Membership be withdrawn.

**Moved:** John Whale

**Seconded** Helen Moodie

All were in Favour

(2) Include Student Membership and further clarify Membership: 6.1, 6.2 (Membership), 7.1,

7.2, and 7.5 (Election of Members), 9.1, 9.2 (Code of Ethics), 10.2 (Professional Competence of Members) and 15.0 (Finances) of the New Zealand Association of Resource Management Constitution as recommended in that Notice of Motion.

There was discussion in support of this motion. There is a need for a definition of "Student".

Student: is any person who after joining NZARM remains enrolled for full-time study in a New Zealand school or institution defined by the Education Act 1989,

**Recommendation:** The Notice of Motion (2) Include Student Membership and further clarify Membership

**Moved:** Julia Crossman

**Seconded** Ross Abercrombie

All were in Favour

## **9. Resource Management Certificate Update**

Norm Mgapo spoke to his Report of the Resource Management Certificate.

## **Report from Chairman NZARM Certification Board for 2016 NZARM AGM**

The NZARM Certification Board is set up under Clause 10 of the NZARM Constitution. The Board administers the setting and maintaining of standards of professional competence in resource management. This includes recognising and maintaining a programme of training, and awarding of the Resource Management Certificate (RMC).

The RMC is a two-tier system comprising the initial NZARM Certificate (recognising competency in resource management) and culminating in the NZARM Professional Certificate (recognising proficiency and expertise in resource management). To maintain their certification, RMC holders must undertake an ongoing programme of professional development training. This is submitted to the Certification Board for review and confirmation, before the RMC holders receive a Practising Certificate issued on a biennial basis. The system operated by the NZARM Certification Board is also designed to provide feedback and support for RMC holders in their training programme to suit their particular aspirations within the general field of Resource Management.

Members of the Certification Board did not meet this year, as the activity was not sufficient to warrant a face to face meeting. Instead, members of the NZARM Certification Board kept in touch via emails and phone over the 2016 year, to assess the training hours for RMC holders for the 2015 calendar year. They also confirmed the awarding of the NZARM Professional Certificate to one member; Nathan Cruickshank from Environment Southland.

The members with RMC certification include 27 practising members with the NZARM Professional Certificate.

The Executive Committee is busy setting up a database to track and update certificated members, as part of the proposed new website. This will free up the Board members from the administration of the system to providing better feedback to members on their Professional Development Programmes, which the Executive Committee and the Board see as an important element of the certification programme.

Certificate holders are reminded to keep track of any training undertaken over the 2016 calendar year, and forward their Training Declarations to the NZARM Certification Board by the 31 January 2017.

I extend my thanks and appreciation to the other two members of the NZARM Certification Board; Alan Campbell and Andy Woolhouse.

I move that my report be received.

Norm Ngapo  
Chairman NZARM Certification Board

18 August 2016

### **Recommendation**

Norm Ngapo **moved** that the New Zealand Association of Resource Management receives **the** Resource Management Certificate Update Report 2015–2016, and **confirms** that an annual fee is charged for the practising certificate for holders of the Resource Management Certificate as set out below:

- \$20 per year for NZARM Certificate;
- \$30 per year for NZARM Professional Certificate.

### **Seconded John Wale**

All in Favour

#### **9. General Business**

None

#### **10. Awards**

NZARM President Julia Crossman will announce and present any awards.

The Honorary Members present at the meeting were introduced to the meeting: Chris Phillips, Garth Eyles, Dex Knowles and Alan Campbell.

Julia Crossman, Chris Phillips and Garth Eyles outlined Norm Ngapo's background for his nomination for the Honorary Award.

Julia Crossman **moved** that Norm Ngapo be elected as an Honorary member.  
**Seconded** John Whale.

All in favour.

NZARM Special awards were given to Rien van der Weteringh (Waikato Regional Council) and also to Dan Bloomer (Landwise – Hawkes Bay). Matt Highway

received the NZARM Outstanding Contribution Award 2016.

**Attendees at NZARM AGM, Mission, Napier Hawkes Bay, 11 Oct 2106**

Nicola McHaffie  
Kevin Rooke  
Bryan McCavana  
Malcom Todd  
Nicki Davies  
Peter Manson  
Matt Harcombe  
Annie Perkins  
Neil Faulknor  
Garth Eyles  
Dex Knowles  
Lee Whalee  
James Langford  
Nathan Cruickshank  
Carol Ngapo  
Mary Anne Eyles  
Simon Stokes  
Jane Mitchell  
Jenny Bond  
Don Harford  
John Whale  
Chris Phillips  
Alan Campbell  
Norm Ngapo  
Paul Greenshields  
Jim Risk  
Julia Crossman  
Kerry Hudson  
Helen Moodie  
Ross Abercrombie

**Nomination Details for Norm Ngapo**

Norm was born in Paeroa (date not disclosed to us) and was educated at Paeroa College. From High School he went to Massey and graduated with a B Ag Sci in 1974. We joined the Hauraki Catchment Board in 1975 as a fresh Assistant Soil Conservator but moved through the ranks quickly, being awarded his Soil Conservation Certificate in 1978 and becoming a Senior Soil Conservator in 1979.



In 1980 he joined the Bay of Plenty Catchment Commission as a Soil Conservator and Norm remained at the organisation as it transitioned to become a Catchment Board in 1988 and then the Bay of Plenty Regional Council in 1989 becoming a Senior Soil Conservator over that time. Norm continued his studies through this time and was awarded a Certificate in Maori Studies from Waikato University in 1990.

In 1998 Norm made the long, hard, difficult decision to retire to go fishing. However, the fishing must have been bad as he set up his own consulting company, Waiora Soil Conservation Ltd, where he continued to make the most of his expertise in Soil Conservation by offering advisory services on soil conservation and sustainable land management, land use consent processing and compliance monitoring, Land Use Capability (LUC) assessments and LUC training, Advisory services and training on erosion and sediment control and Forest Stewardship Council (FSC) auditing. Note this isn't an advertisement paid for by Norm!

I hear a rumour that in 2017 Norm plans to retire to go fishing again. Let's hope the fishing is still bad as it would be such a shame to lose a man with such knowledge and expertise from soil conservation and land management.

Norm has long been a stalwart of NZARM. He has been on the committee since 2007 and has held positions as both a co-opted member and an ordinary member. He has managed the soil conservation certificate and its successor for many years (not an easy task) and has led the evolution and modernisation of the professional development system into the RMC programme we have today. Norm has been a leader in LUC training of young Land Management staff from throughout New Zealand, and has been fully involved with the development of the NES for forestry.

Norm, you have given a lifetime of service to resource management and have been a crucial member of the Exec for 10 years. The Exec believes you have well and truly earned Honorary membership.