

	<p><b>Candidate:</b></p>
	<p>Antoinette Campbell</p>
	<p><b>Occupation:</b></p>
	<p>Local Government Manager</p>
	<p><b>Experience as a director, trustee or in other governance role:</b></p>
	<p>I have over 15 years’ experience as a local government executive working for both the Hastings and Napier councils in delivering community services including planning for and delivering sport and recreation opportunities. I have just started a new management role for Ōpōtiki District Council where I will oversee planning and strategic development for the township and surrounding area including the Places and Spaces Strategy. In my executive roles I’ve had significant governance exposure which include the following experiences:</p> <p>As the officer responsible for the Napier City Council Community Services Committee (2009 – 2022) I sought all governance decisions on the delivery of sport and recreation, community, arts and culture, and business and tourism services and community infrastructure development. As an executive member of the project governance group (PGG) I had oversight and influence on significant capital projects and strategic plans relating to recreation infrastructure development.</p> <p>As officer responsible for the Napier City Council Māori Committee (2009 – 2020), I was responsible for the Māori Committee reporting and recommendations. I was able to advise the Committee on being able to genuinely contribute to Council’s decision-making processes.</p> <p>I was an executive member of the Hawke’s Bay Sports Council (2009 – 2022) which was represented by elected members and executive managers from each of the four Hawke’s Bay councils, RSO leaders and Sport Hawke’s Bay. The Sports Council met six-weekly to ensure a regional approach was taken to meeting the collective needs of our communities.</p>
	<p><b>Knowledge and lived experience of the recreation industry:</b></p>
	<p>As Director Community Services I was responsible for the delivery of community infrastructure and services. This involved leading the strategic planning of significant projects including:</p>

- The development of an all-abilities destination playground at Anderson Park, Napier which was named winner of Recreation Aotearoa's Outstanding Park 2018. This accessible, inclusive playground was developed in consultation with stakeholders in the disability, health, education, and active recreation industries
- Recreation and skate park developments on Napier's iconic Marine Parade - received an Excellence award at the New Zealand Institute of Landscape Architecture 2019 awards
- Park Island Masterplan – engagement with stakeholders led to the establishment of a 30-year programme of capital improvements to meet the needs of RSOs and other sport and recreation stakeholders. Improvements included additional sports fields, artificial turfs, spectator seating, provision for relocation of the rugby union and associated training grounds and high-performance training facilities.
- McLean Park Stadium Strategy – the development of a vision that would see the stadium's hireage grow and diversify to maximise usage and participation in local sporting and non-sporting events.
- Napier Aquatic Strategy - ageing pool infrastructure identified the need for an aquatic strategy to determine how best to meet Napier community's demands for passive and active aquatic recreation. This involved considerable engagement with sport and recreation stakeholder, pool users and the community.

In an executive leadership role with Hastings District Council, I oversaw the delivery of services to the community including parks and recreation, aquatics provision and the Active Communities collaborative initiative with Sport Hawke's Bay, the district health board and neighbouring councils.

**Personal strengths and abilities / key skills:**

Listed below are the key skills, strengths and abilities I believe I can bring to the Board. At a deeply personal level I can bring passion and genuine motivation to see Recreation Aotearoa's vision and mission succeed.

Local Government Experience

- Executive leadership
- Planning and decision making
- Operations and service delivery.

Functional Skills

- Financial management
- Programme/project management
- Communications and engagement

	<p>Governance Attributes</p> <ul style="list-style-type: none"><li>• Strategic development</li><li>• Relationship management</li><li>• Financial acumen</li></ul>
	<p><b>Key attributes the nominee would bring to the Board:</b></p>
	<p>I believe my extensive experience as a local government executive, leading in the community recreation space, will contribute to the kaupapa of the organisation. I am passionate about the recreation sector, having been a long-standing member of Recreation Aotearoa in both an organisational capacity and more recently as an individual member. I have been involved in the organising committees for the national conferences as well as Thinking Recreation conferences while at both the Napier and Hastings councils.</p>



**Candidate:**

Deborah Early, PhD

**Occupation:**

Environment, Society & Design Consultant

**Experience as a director, trustee or in other governance role:**

I am a seasoned professional with a proven track record in governance, recreation, and life sciences. My extensive experience, both locally and internationally, combined with my diverse skill set and passion for outdoor recreation, makes me a valuable asset to the Recreation Aotearoa board.

My governance experience includes serving on executive/branch committees for international and local non-profits. For instance, I have served on a local board of trustees, specifically the Endeavour Inlet Conservation Trust in Marlborough Te Taihu-o-te-waka. Additionally, I have been the Marlborough representative for the Top of the South Branch of New Zealand Society of Authors Te Puni Kaituhi O Aotearoa. .

Recently, my financial-related responsibilities at the Marlborough Multicultural Centre in Blenheim Waiharakeke, required collaboration with the board, and highlighted my understanding of the strategic role of governance and recreation in ensuring a safe and welcoming community for all. These experiences have allowed me to develop strong interpersonal skills and a deep understanding of the complexities of governance and planning for the future.

**Knowledge and lived experience of the recreation industry:**

My commitment to community engagement is evident in my extensive volunteer work. For instance, I have collaborated with Te Ātiawa Trust and served as a 2023 workshop presenter at the Adventure Therapy Aotearoa Conference. Additionally, I was a 2024 Hike Like a Woman Virtual Summit presenter in the USA. Currently, I reside in an area accessible only by boat on the Queen Charlotte Track and have been involved in various local, recreational activities on the track. I have also been a volunteer model client for NZOIA. In 2009, I had the opportunity to intern with the Chester County Parks and Recreation Department in the USA. During this internship, I contributed to the development of the local Rails-to-Trails network and worked on communication planning and strategy. I am intending to study for the PGCert. (Parks, Recreation & Tourism) at Lincoln University in 2025.

	<p><b>Personal strengths and abilities / key skills:</b></p>
	<p>Key qualifications and experiences:</p> <ul style="list-style-type: none"> <li>• Governance experience: Extensive experience serving on boards and committees in various sectors.</li> <li>• Diverse skills: Strong analytical skills, excellent communication abilities, and a deep understanding of environmental and human health with wellbeing.</li> <li>• Local and international networks: Established connections with professionals in the fields of recreation, healthcare, and the built environment.</li> <li>• Critical and forward-thinking: A passion for innovation and a commitment to creating a sustainable and inclusive future.</li> <li>• Expertise in recreation: Deep knowledge of and outdoor recreation, with a focus on the benefits for physical and mental health.</li> <li>• Community engagement: A proven track record of building relationships with diverse stakeholders and advocating for community-driven initiatives.</li> </ul>
	<p><b>Key attributes the nominee would bring to the Board:</b></p>
	<p>With over 20 years in the field of life sciences, I have a particular interest in aquatics, sports psychology, outdoor recreation, and conservation. My previous roles in corporate, small business, and non-profit sectors have equipped me with a wealth of knowledge, a practical approach to problem-solving, and a unique, refreshing perspective in my governance roles. These transferable skills could be brought to the review of aspects of the strategic plan, Te Whai Oranga, and to External Stakeholder Group meetings to support the development of the Future Visitors Network Program and DOC visitor network. My experience, passion, and commitment to excellence make me an ideal candidate for a board role that requires strategic thinking, strong leadership, and a deep understanding of member needs, especially as we look to the changing, future demographics, recreation and environment needs of Aotearoa New Zealand.</p>

**Candidate:**

Ed Hadfield

**Occupation:**

Head of Open Space Maintenance

**Experience as a director, trustee or in other governance role:**

I have been a member of the Waimairi Primary School Board of Trustees since 2022.

**Knowledge and lived experience of the recreation industry:**

I have over 20 years' experience in the recreation industry. I started my career with an apprenticeship in Sports Turf Maintenance at Jade Stadium. After spending the first half of my career in stadium maintenance and renovating some local/community grounds, I moved into local government contracts following the Christchurch earthquakes.

I have worked at many levels within the industry, from apprentice to my current role as Head of Open Space Maintenance for City Care Property where I have both an operational and strategic focus as part of their Operational Leadership Team. Prior to this, I was a member of the Recreational Services (Green by Nature) Leadership Team as a Regional Manager. In my early career I was involved with construction and maintenance at many NZ and Australian stadiums, NZ golf courses, NZ racetracks, schools and other community facilities. In my roles at Recreational Services, I managed local government Open Space and Community Facilities contracts in Christchurch, Horowhenua, Masterton, Manawatu, Tauranga and Ruapehu. At City Care Property I manage local government Open Space and Community Facilities in Far North, Whangarei, Waikato, South Waikato, Wellington and South Wairarapa.

In my personal life I am a keen skier and enjoy being in the outdoors with my young family. When I get the chance, I enjoy many water sports such as white-water kayaking, water skiing, sailing, surfing and windsurfing.

**Personal strengths and abilities / key skills:**

- I am an experienced leader with strategic growth and business development skills.
- I have great communication skills and build relationships easily.

	<ul style="list-style-type: none"><li>• I am experienced in financial management, health and safety, and people management.</li></ul>
	<b>Key attributes the nominee would bring to the Board:</b>
	<p>I am passionate about the recreation industry and am motivated to leave New Zealand's recreational spaces and industry in a better place. I believe my experiences within the industry that cross many levels and geographical areas of New Zealand will make me an asset to your team and an advocate for a diverse range of voices.</p>



**Candidate:**

Kirsty Knowles

**Occupation:**

Director & General Manager Operations

**Experience as a director, trustee or in other governance role:**

- Current Board Member and Co-Chair of Recreation Aotearoa.
- Chair of Recreation Aotearoa AFR Committee until appointed Co-Chair.
- Current Director, Board Member and Shareholder of Community Leisure Management Limited.
- Current Director Skills Active Aotearoa.
- Current Trustee of Community Leisure Charitable Trust.

**Knowledge and lived experience of the recreation industry:**

I have been in the aquatics and recreation industry for over 20 years. In my role at CLM I have been involved in all aspects of the business and in my main role deal with health and safety and human resources across the organisation (over 30 facilities). I am a Skills Active Assessor and develop our internal training programmes. I work closely with Local Authorities in the services we deliver to local communities. I am Lifeguard and First Aid qualified with a number of other qualifications and a Bachelor of Sport and Exercise Science. I am an avid sportsperson and still play netball and coach my daughter's netball team.

**Personal strengths and abilities / key skills:**

- Finance
- Sector Knowledge
- Aquatics specific knowledge
- Health and Safety Knowledge
- Human Resources Knowledge
- Relationship Management
- Staff Management
- Relate well to others
- Honest and transparent
- Committed with a high work ethic

**Key attributes the nominee would bring to the Board:**

I have enjoyed my first term on the board and would love to continue and be part of the Recreation Aotearoa Strategy



	<p>review moving forward. I am an honest, transparent person and understand that we are here for our members, and they are at the forefront of my mind in all decisions. Recreation Aotearoa also has an awesome team, and I am keen to continue to be involved and assist further in their growth and development.</p>
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<b>Candidate:</b>
Kevin O'Connor
<b>Occupation:</b>
Retired
<b>Experience as a director, trustee or in other governance role:</b>
<p>I would bring a wealth of experience to the role of Board member. With nearly 50 years of professional work in New Zealand, I have held technical, managerial, and leadership positions in recreation management. My solid understanding of the sector, coupled with my current governance roles, would make me a valuable addition to the Board. I currently chair the Aotearoa/NZ Backcountry Trust, the Ōtari-Wilton's Bush Trust, and the Lake Horowhenua Domain Board. My proven leadership and experience align well with Recreation Aotearoa.</p>
<b>Knowledge and lived experience of the recreation industry:</b>
<p>My career began as a Ranger Trainee, and I then went on to study Parks and Recreation at Lincoln University. I joined the Department of Conservation (DOC) at its inception and held various roles at different locations, including Ranger, Recreation Planner, District Conservator, Operations Manager, Regional Conservator, Deputy Director General (DDG) of Science and Technical, and DDG of Operations.</p> <p>Beyond my time at DOC, I led the National Rural Fire Authority and contributed to the establishment of Fire and Emergency NZ.</p> <p>My broad experience spans both management and governance roles including working closely with iwi, communities, local government, NGOs, and businesses on a wide range of issues and initiatives.</p>
<b>Personal strengths and abilities / key skills:</b>
<p>My proven track record in governance, leadership, and management, coupled with my optimistic outlook on the future of New Zealand's recreation industry would make me an asset to the Recreation Aotearoa Board. I am passionate about fostering stronger collaboration and innovative initiatives to help promote and encourage New Zealand's global leadership in this sector.</p>

	<b>Key attributes the nominee would bring to the Board:</b>
	My extensive experience, combined with my vision and enthusiasm, would help contribute to Recreation Aotearoa's continued success in leading the industry.

**Candidate:**

Kiri Pope

**Occupation:**

Senior Consultant, RSL Consultancy

**Experience as a director, trustee or in other governance role:**

I have had diverse experience in governance roles. This has included involvement as a young person in sports club committees, local sports associations and University Sport New Zealand. My more recent governance experience includes:

Generate Network - Governance Mentor: Nov 2019 – Sept. 2023

I supported the Generate Network on their governance journey. This focussed on providing a strategic lens to assist the Steering Committee, including supporting them with their mahi to improve their meeting procedures and organisational processes, through to the development of a refreshed organisational strategy.

Life Education Trust Mid and South Canterbury: April 2021 – Dec 2023

Key activities included development of a Board Charter; review and re-writing of board policies; assisting the Board Chair with staff recruitment; supporting a range of organisational fundraising activities.

NZRA (Recreation Aotearoa): Nov 2012 – March 2017

I was first elected as a Board member at the 2012 National Conference and took on the role of Chair in 2015 (until going overseas in 2017). Highlights during my time on the board included:

- Being part of the organisation's new governance approach (combination of elected and appointed Board members)
- Navigating the process of bringing Outdoors NZ under NZRA
- Initial input and work towards getting the organisation ready for its first Governance Mark application.

**Knowledge and lived experience of the recreation industry:**

I have worked in the recreation sector since 2005, with roles in local government and as a consultant. My senior positions in local government focussed on relationship and contract management, recreation facilities, parks and community

development. As a consultant, I have been involved in strategy development for play, active recreation and sport, along with needs assessments, feasibility studies and business cases. Both local government and consultant roles included significant interactions with Regional Sports Trusts, developing my understanding of this important part of the recreation industry.

As a participant I have spent many years involved in team sports (football and indoor netball) and a range of active recreation pursuits including tramping and skiing.

**Personal strengths and abilities / key skills:**

Stakeholder Management: I have proven relationship management skills. I can build trust and credibility to achieve desired outcomes.

Communication Skills: I communicate regularly and effectively in writing, verbally and through presentations. I listen well in order to clearly understand other points of view and contribution.

Facilitation: I am competent and have significant experience running meetings and forums. I can brainstorm and get agreement across a diverse range of opinions. I make sound recommendations and get buy-in.

Vision and Strategic Planning: I think strategically and implement practically. I effectively align operational plans with strategic objectives.

Strong Analytical Skills: I work effectively with contracts, agreements and policies. I pick up issues and use facts and data to validate decisions. I have strong critical thinking abilities.

Contract Negotiation and Management: I have varied experience negotiating and managing contracts in a collaborative way while ensuring contractual requirements are met.

**Key attributes the nominee would bring to the Board:**

*Information provided by person nominating candidate.*

I am nominating Kiri Pope for the position of board member of Recreation Aotearoa for several reasons.

Firstly, Kiri has a great understanding of the recreation sector from multiple perspectives, as a previous Recreation Aotearoa board member, mentor to Generate and her various roles within the sector from local government through to consultancy. This allows Kiri an understanding of the day to day of the sector, alongside being able to take a long view on the opportunities and challenges of the wider sector.

	<p>Secondly, Kiri has a great eye for detail alongside her strategic lens. This is hugely important at a board level, given the length and nature of board papers. Kiri's eye for detail will help ensure questions are asked when they need to be.</p> <p>Thirdly, Kiri is not afraid to ask challenging questions or work through difficult situations. She approaches this in a way that ensure it is respectful and maintains the mana of all parties involved.</p> <p>Lastly, Kiri's commitment to the sector is immense. From her time as the chair of Recreation Aotearoa through to the many years that she mentored the Generate network, Kiri has consistently demonstrated the willingness to give back to our sector. In particular with Generate, she has been a significant influence on its current trajectory, supporting new chairs through to facilitating the recent Generate strategic plan.</p> <p>Kiri has already added value to Recreation Aotearoa and Generate and would continue to do so if elected again as a Recreation Aotearoa board member. I am proud to be able to nominate her for the position.</p>
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<b>Candidate:</b>
Rob Small
<b>Occupation:</b>
Gardens Curator
<b>Iwi/cultural affiliations:</b>
Ngāpuhi Mahurehure
<b>Experience as a director, trustee or in other governance role:</b>
<ul style="list-style-type: none"> <li>• 3 years independent Director Ngati Whatua Orakei Whai Maia. Chair of Audit and Risk Committee</li> <li>• 6 years Laura Fergusson Trust.</li> <li>• 12 Years International Federation of Parks and Recreation. 3 years World President</li> <li>• 14 Years Livcom (world's most liveable community competition)</li> <li>• 5 years G21 Reginal Alliance Director (Victoria, Australia)</li> <li>• 5 years Parks Forum Director</li> <li>• Inaugural Vice President of Recreation New Zealand</li> </ul>
<b>Knowledge and lived experience of the recreation industry:</b>
<p>40 years or more as a Parks and Recreation Director in New Zealand and Australia</p> <p>Innovator of significant Parks Initiatives</p> <p>Honours degree in Horticulture. Master of Landscape Architecture.</p> <p>Regional Parks Marketing Plan.</p> <p>Auckland Region Open Space Plan</p> <p>Director of Auckland Regional Parks 8 years</p> <p>Member of the Umbrella Committee that developed Recreation New Zealand from 3 antecedent organisations</p>
<b>Personal strengths and abilities / key skills:</b>
<ul style="list-style-type: none"> <li>• Strategic Planning and innovation</li> <li>• Raising supportive constituencies.</li> <li>• Conversant with Te Reo and Tikanga</li> <li>• Strong team member and relationship builder</li> <li>• Strong communication skills</li> <li>• Audit and Risk experience.</li> <li>• Financially literate</li> </ul>

	<b>Key attributes the nominee would bring to the Board:</b>
	<p>I believe in building liveable communities</p> <p>My career has been in building communities through open space planning and recreation opportunities.</p> <p>I have spent a lifetime in this profession and want to continue contributing to its effective place in New Zealand Society.</p>