



## Timothy Bennett

### Nominators:

Rodrigo Olin (NZAF Employee) and Seb Stewart (NZAF Employee)

*Please provide details on how you believe you have the experience/skills to meet the position description, the duties in the Trust Deed 2007 and the Strategic Plan goals.*

*Please describe how you believe you meet one or more of the following:*

### Criteria for balanced skills/experience on the Board

<p><b>Knowledge and experience of the communities most affected by HIV and AIDS in New Zealand</b></p>	<p>I have worked closely with NZAF on advertising campaigns and community engagement events in Hamilton, Auckland, and Wellington, working towards the education of peers on treatment and prevention of HIV.</p> <p>I have also been working with local groups in Hamilton towards creating a more supportive network for PLHIV.</p> <p>I have also applied to be part of the October 2018 Positive Leadership Development Institute (PLDI) leadership course and I am hopeful this will give me more skills and knowledge to help support PLHIV and other communities.</p>
<p><b>Skills in, and experience of, governance processes</b></p>	<p>I work as a Head Teacher in an education and care setting in Hamilton. In my role I am responsible for the day to day running of my centre, creating strategic plans, and leading the pedagogical development.</p> <p>I am also a member of the Management team in this role, so am part of the team that is responsible for the overall running of the organisation.</p>
<p><b>Knowledge and skill in Tikanga Māori</b></p>	<p>Through my professional training and further learning and development, I have grown my knowledge of Te Ao Māori and incorporated this into every day practices, both professional and personal.</p>
<p><b>Understanding of the application of the principles and articles of the Treaty of Waitangi</b></p>	<p>Because of the way the education system is run in Aotearoa New Zealand, Te Tiriti o Waitangi is an integral part of what we do. Partnership, participation, and protection applies to many facets of my professional and personal life. In this role I see these being applied by encouraging community participation through active engagement and partnership in order to protect and empower our communities.</p>
<p><b>Skills in, and experience of, government processes</b></p>	<p>Through 2012 and 2013 I was actively engaged in the campaign for marriage equality as part of the executive committee of Legalise Love Waikato. During this campaign I worked with community groups advocating for the rights of the LGBT. I also spoke to the select committee and members of parliament, supporting the change in legislation.</p>
<p><b>Accounting skills and experience</b></p>	<p>N/A</p>
<p><b>Legal skills and experience</b></p>	<p>N/A</p>

<b>Existing financial relationship(s) or other conflicts of interest with the NZAF</b>	N/A
<b>Additional comments</b>	Since being diagnosed with HIV in 2017, I have committed myself to working with, and building support for PLHIV. I believe that involving myself in the governance of NZAF, I can better help to implement positive change for people living with HIV and increasing knowledge, understanding, and support from the rest of the LGBTQI and mainstream society.



**Nathan Brown**

**Nominators:**

Bill Logan and Matt Creamer

*Please provide details on how you believe you have the experience/skills to meet the position description, the duties in the Trust Deed 2007 and the Strategic Plan goals.*

*Please describe how you believe you meet one or more of the following:*

**Criteria for balanced skills/experience on the Board**

<b><i>Knowledge and experience of the communities most affected by HIV and AIDS in New Zealand</i></b>	I worked for the NZAF and Rainbow Youth in 2006-2008 as the National Queer Youth Development Coordinator. From 2009-2010 I joined the HIV Prevention team in a technology focused role. Following a period of study and several years in Thailand, today I am Programmes Manager at the New Zealand Drug Foundation. This role sees me working once more with the NZAF, not least as we work to address the harm caused by substance use by gay and bisexual men.
<b><i>Skills in, and experience of, governance processes</i></b>	I was a board member of the National Youth Workers Network. I have helped govern, volunteered for, or been employed by several NGOs and non-profit organisations including NZAF, Youthline Otago, OUSA and PFLAG South.
<b><i>Knowledge and skill in Tikanga Māori</i></b>	I identify as Pākehā and in 2017 I undertook a refresher in level 1 Te Reo Māori.
<b><i>Understanding of the application of the principles and articles of the Treaty of Waitangi</i></b>	I understand the principles and articles of the Treaty of Waitangi and apply these in my previous work and current role with the New Zealand Drug Foundation.
<b><i>Skills in, and experience of, government processes</i></b>	In my present role, I oversee work contracted by agencies such as the Ministry of Health and Health Promotion Agency. In this role I liaise directly with the officials who provision these contracts.
<b><i>Accounting skills and experience</i></b>	In 2013 I graduated with an MBA in General Management from the University of Otago.
<b><i>Legal skills and experience</i></b>	
<b><i>Existing financial relationship(s) or other conflicts of interest with the NZAF</i></b>	Former employee Brokered a current piece of work by which the NZAF will supply condoms to the New Zealand Defence Force.
<b><i>Additional comments</i></b>	



## Justin Connolly

### Nominators:

Simon Randall and Seb Stewart (*NZAF Employee*)

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*Please describe how you believe you meet one or more of the following:*

### Criteria for balanced skills/experience on the Board

<p><b>Knowledge and experience of the communities most affected by HIV and AIDS in New Zealand</b></p>	<p>I have many friends who are living with HIV and/or are actively involved in public and sexual health. Over the years I have developed an awareness of the historical and contemporary challenges to the communities affected by HIV, as well as an appreciation of expected future challenges.</p> <p>As someone who came out later in life, I can relate to the experiences of those on the 'fringe' of identifying as rainbow. I believe that ensuring appropriate sexual health practices within this community will be critical to achieving the NZAF Strategic Plan goals.</p>
<p><b>Skills in, and experience of, governance processes</b></p>	<p>I have extensive experience with governance. In my professional work I regularly provide consulting advice to local councils and government ministries. Understanding governance processes in these environments is critical for robust and timely decision-making.</p> <p>I also have experience working on or with governance in the sporting and volunteer world, both in the rainbow community and outside it (e.g. Auckland Pride Parade, OutGames, Pink Hockey, Hockey). This experience means that I will readily be of value to the board.</p>
<p><b>Knowledge and skill in Tikanga Māori</b></p>	<p>I bring a knowledge of Tikanga Maori from my professional work with consulting on natural resource management projects.</p>
<p><b>Understanding of the application of the principles and articles of the Treaty of Waitangi</b></p>	<p>I have an advanced understanding of the principles and articles of the Treaty of Waitangi. Professionally, I have consulted to a range of co-management entities of natural resources and am regularly working in a co-management environment. I believe working in such environments is an important skill and will become an increasing feature of work in New Zealand in the future.</p>
<p><b>Skills in, and experience of, government processes</b></p>	<p>As noted above, most of my professional work involves providing consulting advice to local councils and central government agencies. I am very familiar with government processes, mostly in the natural resource, urban strategy and infrastructure environments.</p>
<p><b>Accounting skills and experience</b></p>	<p>I currently own my own consulting business and when I worked for other companies I also had significant budget responsibilities. I also have experience budgeting and accounting for sports clubs and volunteer events.</p>
<p><b>Legal skills and experience</b></p>	<p>As a business owner I am regularly negotiating contracts and also previously did this for companies that I worked for. I have a developed understanding of legal concepts and processes. I have developed immense respect for lawyers as masters of the English language.</p>
<p><b>Existing financial relationship(s) or other conflicts of interest with the NZAF</b></p>	<p>I am not aware of any conflicts of interest with the NZAF.</p>

<b><i>Additional comments</i></b>	<p>I grew up in provincial Waikato and have lived in Auckland and overseas (Europe and South America) for many years. I currently live in Hamilton and feel that I can bring an important provincial perspective to the board, supplemented by valuable international experience.</p> <p>I am a holistic thinker and bring a highly developed systemic approach to understanding complex issues. This is a major feature of my professional work and feel it will be valuable to helping NZAF achieve its strategic goals.</p> <p>I whakapapa to the UK, Ireland, Norway and Ngati Mahuta (Waikato).</p>
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**Edward Coughlan**

**Nominators:**

Dr Peter Saxton and Dr Massimo Giola

*Please provide details on how you believe you have the experience/skills to meet the position description, the duties in the Trust Deed 2007 and the Strategic Plan goals.*

*Please describe how you believe you meet one or more of the following:*

**Criteria for balanced skills/experience on the Board**

<b><i>Knowledge and experience of the communities most affected by HIV and AIDS in New Zealand</i></b>	I am a gay Sexual Health Physician and the Clinical Director of Christchurch Sexual Health Service. I provide clinical care to HIV positive persons and I am also passionately committed to HIV prevention with a special interest in pre-exposure prophylaxis (PrEP). I helped set up a PrEP service in Christchurch before government funding was available along with other enthusiastic early-adopting collaborators. I currently lead educational training on PrEP and want to make sure PrEP is available to those who need it most. I have also led public health responses to the syphilis outbreak among gay and bisexual men.
<b><i>Skills in, and experience of, governance processes</i></b>	President, New Zealand Sexual Health Society (NZSHS) (until Nov 1 2018) Director, Sexually Transmitted Infections Education Foundation (STIEF) Clinical Director, Christchurch Sexual Health Service
<b><i>Knowledge and skill in Tikanga Māori</i></b>	Enthusiastic beginner. I have delivered mihi in my leadership roles e.g. Sexual Health Conferences, and I have attended Te Reo and tikanga workshops.
<b><i>Understanding of the application of the principles and articles of the Treaty of Waitangi</i></b>	I have attended workshops on Te Tiriti O Waitangi. An important practical application of Te Tiriti to NZAF's work will be achieving equity for Maori in the new medicalized era of "HIV Treatment as Prevention". This includes participation in PrEP, access to appropriate HIV testing, prompt HIV diagnosis, ongoing linkage to HIV care and medication adherence.
<b><i>Skills in, and experience of, government processes</i></b>	I have negotiated contracts with the Ministry of Health and DHBs. I also have experience working collegially with government policymakers in my role as NZSHS President and on the National HIV Forum.
<b><i>Accounting skills and experience</i></b>	Limited but I have attended courses as part of management education.
<b><i>Legal skills and experience</i></b>	Limited but as Clinical Director I have experience of public health law and regulations.
<b><i>Existing financial relationship(s) or other conflicts of interest with the NZAF</i></b>	None except our Christchurch service collaborates with NZAF.
<b><i>Additional comments</i></b>	I believe I can make a valuable contribution to NZAF's governance since I have medical expertise in HIV management and PrEP and extensive insider knowledge of the HIV sector. I am also a gay man who is passionate about "Ending HIV" and allowing people to have more choices in how they can stop contracting HIV. I have a collaborative leadership style and try to maintain a healthy work/life balance including regular mindfulness retreats.



**Sam Humphrey**

**Nominators:**

Michael Moore and Guy Alexander

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**Criteria for balanced skills/experience on the Board**

<b><i>Knowledge and experience of the communities most affected by HIV and AIDS in New Zealand</i></b>	My knowledge of the communities affected by HIV and AIDS stems from my own experience as a Pakeha gay man and the (ongoing) steps I have taken to educate myself about the epidemic. I've also had the privilege of serving as an appointed Board member since April 2018, during which time I've developed a much deeper understanding of the unique experiences of Takataapui and African communities.
<b><i>Skills in, and experience of, governance processes</i></b>	My appointment to the NZAF Board has been my first governance role. During my short stint on the Board so far, I have worked hard to familiarise myself with how NZAF operates and the particular challenges it faces in achieving its goals.
<b><i>Knowledge and skill in Tikanga Māori</i></b>	I pronounce Maori words and place names correctly and started learning Te Reo through my workplace this year. However, I am definitely still a beginner.
<b><i>Understanding of the application of the principles and articles of the Treaty of Waitangi</i></b>	In my past life as a government lawyer, I worked in the Treaty of Waitangi litigation team at Crown Law and advised on cases raising complex Treaty issues in all courts, from the Waitangi Tribunal to the Supreme Court.
<b><i>Skills in, and experience of, government processes</i></b>	As a lawyer, I specialise in public and administrative law – that is, bringing and defending lawsuits against government bodies. Through this work I have gained a good understanding of how Ministerial offices and government departments work and make decisions.
<b><i>Accounting skills and experience</i></b>	I can navigate my way around a balance sheet and regularly liaise with accounting and finance experts in my legal practice.
<b><i>Legal skills and experience</i></b>	I have an Honours degree in law from Victoria University (2011) and a Master's from Cambridge University (2016). I was admitted to the bar in 2012 and have five years' experience as a solicitor split between Crown Law and Lee Salmon Long, a litigation practice in Auckland where I currently work. I also volunteer at the Auckland Community Law Centre staffing their Thursday evening drop-in clinics.
<b><i>Existing financial relationship(s) or other conflicts of interest with the NZAF</i></b>	None
<b><i>Additional comments</i></b>	I have really enjoyed the experience of being a Board Member of NZAF, and ask for your vote so that I can put my accumulated knowledge to good use for the benefit of the Foundation.



**Ian Kaihe-Wetting**

**Nominators:**

Michael Moore and Daniel Keys

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**Criteria for balanced skills/experience on the Board**

<b><i>Knowledge and experience of the communities most affected by HIV and AIDS in New Zealand</i></b>	I've a long history with NZAF, initially employed as a National Maori Youth Projects Coordinator in 1992 and remained with NZAF until 1999. During that time I worked within the national prevention team based in Auckland. Alongside the National Youth Projects Coordinator at that time my primary responsibility focused on engaging young Maori gay/bisexual men or young Maori men who had sex with men towards designing and implementing relevant HIV Prevention Projects. Initially these ranged from a support phone line, a range of poster campaigns, a kapa haka roopu and a national Hui Takataapui. Currently I am a co-opted board member of the NZAF Board.
<b><i>Skills in, and experience of, governance processes</i></b>	Over the past twenty years of raising children with my husband of nine years and partner of almost 25 years. I've spent the last 16 years chairing a local primary school board of trustees in Clendon Manurewa. During that time we grow the school roll from approximately 300 to over 700 students. Also we established bi-lingual Maori and Samoan units which now hold 51% of the school roll. Equally to support the growing roll we established an early childhood centre on site and recapitated to year 8. We are a high performing school currently on our third cycle of a five year Education Review.
<b><i>Knowledge and skill in Tikanga Māori</i></b>	I am of Ngapuhi and Ngati Kuri decent and have spent most of my professional career either in the Maori education or Maori health space. The past 12 years I worked with the Maori Health Development services at Counties Manukau Health, initially as a treaty of waitangi/ cultural safety trainer of CMDHB staff before assuming the role of service manager for the past five years.
<b><i>Understanding of the application of the principles and articles of the Treaty of Waitangi</i></b>	Much of my professional or governance roles have had some level of responsibility around establishing and sustaining relationships in line with the Te Tiriti/Treaty of Waitangi principles.
<b><i>Skills in, and experience of, government processes</i></b>	
<b><i>Accounting skills and experience</i></b>	
<b><i>Legal skills and experience</i></b>	
<b><i>Existing financial relationship(s) or other conflicts of interest with the NZAF</i></b>	
<b><i>Additional comments</i></b>	





**Carol Lucas**

**Nominators:**

David Ting and Daniel Keys

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**Criteria for balanced skills/experience on the Board**

<b><i>Knowledge and experience of the communities most affected by HIV and AIDS in New Zealand</i></b>	I am currently a co-opted board NZAF board member, having been appointed in May 2018. The New Zealand African community is the second largest group affected by HIV and AIDS. Whilst New Zealand gay and bisexual men of European ethnicity remain the most affected group, globally people from the African continent, especially women, account for most people living with HIV. As a female public health doctoral student, and as an established member of the New Zealand African community, I recognize the challenges that need to be tackled to realise NZAF's campaign of Ending HIV by 2025.
<b><i>Skills in, and experience of, governance processes</i></b>	The past 6 months serving on the NZAF board have provided invaluable skills, and experience on change management, governance, and strategic planning of national policies and programmes.
<b><i>Knowledge and skill in Tikanga Māori</i></b>	I have called New Zealand my home for almost 10 years, and this has given me some understanding of Tikanga Māori, including its connections with other indigenous societies.
<b><i>Understanding of the application of the principles and articles of the Treaty of Waitangi</i></b>	As an African woman, I have insight into the indigenous worldview, and the important role that culture, spirituality, whānau and friends have in holistic approaches to sexual health. As I continue to grow in my new home, learning about Tiriti o Waitangi will be foremost.
<b><i>Skills in, and experience of, government processes</i></b>	I am Zimbabwean by birth, and the resilience and resourcefulness I needed when interacting with Immigration New Zealand has helped me understand the challenges faced by other migrants. I also have experience of navigating the residency and citizenship process through the Department of Internal Affairs.
<b><i>Accounting skills and experience</i></b>	Although I have limited accounting skills, I have experience managing project budgets.
<b><i>Legal skills and experience</i></b>	I have no legal skills and experience.
<b><i>Existing financial relationship(s) or other conflicts of interest with the NZAF</i></b>	None.

<b><i>Additional comments</i></b>	<p>I am originally from Bulawayo, Zimbabwe and now call Aotearoa New Zealand my adopted home. My personal experience of growing up in Zimbabwe, combined with the grief of losing family and friends to HIV-related disease, makes prevention important to me. I am towards the end of a PhD (Health) that examines ways of improving young people’s shaping of school-based sexuality education.</p> <p>In New Zealand, I have worked as part of the research team at Te Pou, informing evidence-based practice for the mental health, addiction and disability sectors. I have also worked with UMMA Trust (an Auckland-based refugee and migrant charity) on projects to increase youth perspectives in public health policy. I recently, convened the inter-university 4th Student HIV Research Symposium (2017).</p> <p>Previously in Zimbabwe, I worked for several years as a community development professional with different charitable organisations safeguarding young people’s well-being. When not working, I enjoy exploring New Zealand’s natural beauty with my partner, Chris.</p>
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## Andrew Mackenzie

### Nominators:

Seb Stewart (*NZAF Employee*) and Sarah Cotching

*Please provide details on how you believe you have the experience/skills to meet the position description, the duties in the Trust Deed 2007 and the Strategic Plan goals.*

*Please describe how you believe you meet one or more of the following:*

### Criteria for balanced skills/experience on the Board

<b><i>Knowledge and experience of the communities most affected by HIV and AIDS in New Zealand</i></b>	I have worked as a volunteer with the NZAF over the past year as a co-facilitator of the PrEPingNZ Facebook community providing advise and support to people who need it. I have also worked with the community engagement team on events and forums.
<b><i>Skills in, and experience of, governance processes</i></b>	I have been on the committee for our ski club at Mt Ruapehu for 8 of the past 12 years. For 6 years I was the president working with Iwi, DOC, other clubs and other stakeholders to work on projects to achieve the best outcomes for all parties.
<b><i>Knowledge and skill in Tikanga Māori</i></b>	As a Kiwi I have been involved in Tikanga Maori my whole life from learning the mythology as a child to working with local Iwi in my day to day life as an adult.
<b><i>Understanding of the application of the principles and articles of the Treaty of Waitangi</i></b>	As part of my work as a structural engineer designing local park upgraded, I engage with local Iwi to obtain feedback on projects I am involved with. This ranges from full consultation with numerous Iwi to working with specific Iwi or Iwi representatives to incorporate their input into design. Usually this involves artwork or storytelling elements.
<b><i>Skills in, and experience of, government processes</i></b>	Nil
<b><i>Accounting skills and experience</i></b>	Nil
<b><i>Legal skills and experience</i></b>	Nil
<b><i>Existing financial relationship(s) or other conflicts of interest with the NZAF</i></b>	Nil
<b><i>Additional comments</i></b>	



**Ben Mander**

**Nominators:**

Marcelo Giroto and Marie Perese

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*Please describe how you believe you meet one or more of the following:*

**Criteria for balanced skills/experience on the Board**

<p><b><i>Knowledge and experience of the communities most affected by HIV and AIDS in New Zealand</i></b></p>	<p>My interest in HIV came from learning of the experiences of other MSM growing up as a gay male near Sydney and Perth. I am particularly interested in the effects of social and economic inequality and the prevalence of HIV and HIV related stigma in different communities.</p> <p>I have been involved in a number of community events both in New Zealand and Australia focusing on some of the key issues facing those most affected including the stigma of living with HIV.</p> <p>There have been a number of significant developments in the fight to end HIV and although there are now a number of testing, prevention and treatment options available that have significantly changed the way we think of HIV, it is as important now as ever to maintain our sense of purpose and direction.</p>
<p><b><i>Skills in, and experience of, governance processes</i></b></p>	<p>A large component of my current role is focused on governance processes which includes identifying potential improvements from a risk perspective. Although I have no experience working in a governance role, I would look forward to building on my existing knowledge of the governance function.</p>
<p><b><i>Knowledge and skill in Tikanga Māori</i></b></p>	<p>Earlier this year I spent 3 days on a Marae in Northland. Sleeping in the Wharenui, I was immersed in Maori culture both as manuhiri and before the end, tangata whenua. It was over these three days that I began to understand the importance of Tikanga Maori and the need to both preservation and promotion. I still have a lot to learn and am constantly looking for opportunities to do so.</p>
<p><b><i>Understanding of the application of the principles and articles of the Treaty of Waitangi</i></b></p>	<p>The Treaty of Waitangi was an important step in shaping the relationship between Maori and government. Although we continue to see less favorable outcomes for Maori peoples, I believe in the value of its core principles and think that we all share the responsibility of bringing the spirit of the Treaty to life.</p>
<p><b><i>Skills in, and experience of, government processes</i></b></p>	<p>My current role exposes me to a number of New Zealand's government agencies where I may be part of process assessment and improvement among other things. Through this work, I have built an intimate knowledge of some of the key processes that improve the lives of New Zealanders in areas such as health and social development including contracting and funding.</p>

<b><i>Accounting skills and experience</i></b>	I graduated with a Bachelor of Commerce having completed papers in both accounting and accounting ethics. I am currently working towards a Chartered Account designation.
<b><i>Legal skills and experience</i></b>	I have participated in numerous projects focused on both legal and regulatory compliance. Other than this, my knowledge comes from various institution based learning experiences in contract and business law.
<b><i>Existing financial relationship(s) or other conflicts of interest with the NZAF</i></b>	None
<b><i>Additional comments</i></b>	I believe in the mission of the NZAF and am confident in my ability to bring a unique skill set, perspective and world view to the Board and some the challenges and opportunities it and its members face now and will inevitably face in the future.