



WECA's Purpose: To foster a vibrant and sustainable engineering sector by attracting and developing engineers for the future.

# Annual Report

## 2021 - 2022

*WECA is grateful for the support of its sponsors:*



School of  
Engineering

# WAIKATO ENGINEERING CAREERS ASSOCIATION (WECA)

## 2022 ANNUAL GENERAL MEETING Tuesday 13<sup>th</sup> December 2022 Wintec Rotokauri Campus – Room Gg.25 4.00pm Drinks, Nibbles & AGM

### AGENDA

Ref		Attachment
1.0	AGM Welcome Apologies	
2.0	Minutes of 2021 Annual General Meeting  Matters Arising	2.1 Page 3-10
3.0	WECA Chair Report	3.1 Page 11-12
4.0	WECA Manager's Report	4.1 Page 13-15
5.0	Financial Report 2021/22	5.1 Page 16-18
6.0	2022/23 Budget	6.1 Page 19
7.0	Board Member Nominations	7.1 Page 20
8.0	General Business	
9.0	Close of Annual General Meeting	

## Attachment 2.1: Minutes of 2021 AGM

Held:	4.10pm, 7 December 2021, Wintec – Rotokauri campus
Recorded by:	Maddie Walker
Chair:	Keith Fraser, WECA Board Chair

### 1. Welcome

Keith Fraser, WECA chair opened the meeting by introducing himself and thanked those present for attending.

#### AGM Attendees:

Adrian Marshall, Allen Bryce, Andrew Fredrickson, Bryce Arnold, Dave Stuart, Dave Sanft, Johann Roozenburg, Kaleb James, Kaleo Benavides, Keith Fraser, Mary Jensen, Maddie Walker, Matt Foulkes, Michelle Roberts, Mike Welten, Pam Roa, Peter Drube, Scott Pritchard, Shelley Wilson, Tarsha Adamstein and Trisha King.

#### Member companies present:

Competenz, Convex, ETCO, JP Marshall, Longveld, Mainline Sheetmetals, NDA, PACT Group, Precision Machining, Stafford Engineering, Stainless Design, Sealed Air, Wintec

#### Apologies:

Geoff Robertson, Owen Embling, Deb MacCauley, Mark Dyer, Steve McNae, Peter Pooran and Trudy Harris.

### 2. Minutes of 2020 AGM

#### *Motion that minutes from 2020 to be accepted*

Moved: Adrian Marshall

Seconded: Dave Stuart

### 3. Guest Speaker – Pam Roa, RSLG MEL Lead

#### **4. WECA Chair Report – Keith Fraser**

2021 has proved to be another strange, disrupted year as the impact of the COVID-19 pandemic continues to be felt in the community and in the economy. There has been a corresponding impact on WECA activities but overall the organisation finishes the year in a solid position to continue to support the Waikato Engineering sector into 2022.

As a board, much of our interaction has been conducted remotely, and while we have all become adept with the technology, it's not quite the same as meeting in person. One of our themes for 2022 will be to re-engage with our membership with more events, while having regard for the relevant health & safety guidelines of course.

We will also be taking a look at our Strategic Plan and confirming alignment of activities with our purpose and objectives. We will also be checking in with members about the aspects of membership that add value, and looking to engage with new and prospective members through the redevelopment of the WECA website.

One of the significant highlights of 2021 has been the work undertaken on the Skills Transfer Pilot proposal. This piece of work arose out of our post-lockdown member surveys which highlighted a significant challenge faced by many employers in our industry. The typical age profile of employees in our industry is increasing, and as our skilled employees get older and start to consider retirement, the potential for many years of skills and expertise to be lost presents a serious risk to success.

The Skills Transfer Pilot proposal is a joint effort between WECA and the Waikato Regional Skills Leadership Group (Manufacturing, Engineering & Logistics sector), which is chaired by Pam Roa. The basis for the proposal is that employers need support to release skilled employees from their 'day-job' to be able to pass on their knowledge to the next generation of new, younger employees. Once the experienced staff member has gained a training qualification and commenced the training with the new starters, it is expected that the acceleration in upskilling the workforce and the resulting gain in productivity will be measurable. This initiative is very well aligned with our purpose and objectives and we will be working very hard with the relevant government bodies to get this off the ground in 2022.

Finances are again looking in reasonable shape despite the constraints on traditional WECA activity and the difficulties facing many members and potential members. Revenue is down across most income streams however costs have been managed in line with that reduced capacity, to the extent that a small surplus has been achieved. The balance sheet shows a positive net position, most of which is cash.

I would again like to acknowledge Michelle Roberts from Stafford Engineering for all her hard work keeping the finances under control, and to Steve McNae from Stainless Design for his ongoing support.

We are conservatively budgeting for a slightly lower income again for 2022, although there remain good prospects for accessing government funding for initiatives aligned with WECA objectives. Mary and her team will be pursuing several sponsorship opportunities, both repeat and new, and we will be embarking on a membership drive as capacity permits.

Thank you to our existing sponsors Wintec, The University of Waikato, the Electrical Training Company, and Hamilton Electric Vehicles, your support is vitally important to the ability of WECA to continue to make a difference in the sector.

I would like to acknowledge all the very hard work put in by Mary and the rest of the WECA team this year to keep us on track in challenging circumstances. Mary's energy and enthusiasm for the mission is remarkable, and her passion for the region and for supporting young people to succeed is an inspiration to all of us.

My personal thanks also to the board members for their time, effort and expertise, and their employers who support WECA in kind. I wish all WECA members, families and friends a happy and safe festive season, and a successful 2022.

**Keith Fraser**  
**WECA Chair**

***Motion that the WECA's Chair report be accepted.***

Moved: Keith Fraser

Seconded: Pam Roa

## **5 WECA Manger's Report**

The WECA Manager's report was presented by Mary Jensen.

### **WECA Manager's Report 2020-2021**

Thanks to WECA sponsors for the year:

- Wintec
- The University of Waikato
- The Electrical Training Company
- Hamilton Electric Vehicles

#### **1. Activities:**

##### **1.1 Manager and Co-ordinator general duties undertaken as listed:**

- Part time roles
- 8 newsletters per annum
- 6 weekly board meetings

- Lobbying on behalf of members
- Attended Wintec Employer Partnership Group meetings, Connect Waikato
- Careers Expos and School Careers evenings
- Website management and promo development
- Media releases
- Handling enquiries from potential employees and employers
- Social media management
- Engineering in Action

## **1.2 Ministry of Education funding**

In 2019, we were successful in receiving a \$20k Ministry of Education grant to run a series of four careers expos and events throughout the region. WECA was one of 32 industry groups throughout NZ to receive funding.

Our plan was to build on our normal work plan with four strengthened events throughout 2020. Due to cancellations caused by Covid Alert Levels, the Careers Expo payment had been put forward to 2021 and remaining Ministry of Education funding supported the following two events:

- South Waikato Careers Expo on May 31, 2021
- Waikato Careers Expo June 13 and 14, 2021

## **1.3 Careers Expo**

Thank you to the WECA Members who supported us at Careers Expos this year.

WECA attended five Careers Expos in 2021 including:

- Cambridge Community Careers Expo
- South Waikato Future Pathways Expo in Tokoroa
- Waikato Careers Expo in Hamilton
- Hamilton Boys' High School Careers Expo
- Morrinsville College Careers Expo

We had also planned to attend the East Waikato Careers Expo in Thames but unfortunately this event was cancelled several times due to Covid-19.

## **1.4 Engineering in Action**

WECA joined Wintec for the annual Engineering in Action event on May 18, 2021. WECA members Stafford Engineering, Convex, Gallagher's, Stainless Design, Hunter Fillers, Alto Plastics, NDA and Mainline Sheetmetals hosted secondary school students in their workplaces. The WECA team also presented to students and discussed engineering career pathways with students, parents and teachers.

## **2 WECA FutureForce® Careers Hub Partnership 2021**

FutureForce® Careers Hub was redeveloped to a digital platform in 2021 with the launch of a new website, social media and printed MiniMag alongside various promotions. WECA again has a strong Engineering section and was promoted in the Manufacturing, Engineering and Logistics sector page online. Thanks to all WECA members who supported this redevelopment. 10,800 copies of the printed MiniMag have been distributed to schools, alongside a classroom set of posters for each school.

### **3 Research – Key Business Challenges**

In September 2020, WECA conducted a post-lockdown survey to better understand challenges facing businesses in the Waikato Manufacturing, Engineering and Logistics sector. WECA collaborated with EMA, who shared this survey with their Waikato database. A follow up survey was conducted in May 2021 to compare responses six months later. The questions remained the same (or very similar) to allow for comparison between the two.

A key finding of this research is that skills shortages remain a top challenge for businesses. Other findings included that it is getting harder to find entry-level and mid-skilled staff and is extremely hard to find highly skilled staff. Only 19% of the workforce is female. And on average, 29% of the companies' workforce is 55 years old and over.

These findings were shared with the Waikato Regional Skills Leadership Group (RSLG) for Manufacturing, Engineering and Logistics sector (MEL) through Pam Roa, lead for Waikato RSLG MEL and CEO of Longveld. Meetings were held with MBIE staff, Pam, Ministry of Social Development (MSD) to recommend of a Skills Transfer Pilot programme (set out below).

During the August 2021 Alert Level 4 lockdown, WECA conducted a brief survey to find out what immediate challenges manufacturing/engineering businesses were facing as a result of the lockdown.

These findings were sent direct to Government 2 days later (as per below).

The most immediate challenges facing businesses under L4 Covid restrictions:

- Supply chain
- Revenue
- Staffing and migrant workers
- Staff well-being
- Uncertainty around assistance

### **4 Skills Transfer Pilot in the Waikato MEL Sector**

In response to the above research, WECA (in partnership with the Waikato MEL RSLG) drafted a proposal for a "Skills Transfer" pilot in which mature staff are given the skills and opportunity to train younger staff members.

This pilot proposal was formed on the basis of subsidising the release of aging staff to come off tools and impart their knowledge to younger staff members, after a "train the

trainer” course, and measure difference in productivity and the acceleration of upskilling of the young person. This is supported in principle by Government and hope to set this in place, funding permitting.

## **5 Redevelopment of WECA Website**

Work is underway redesigning and redeveloping the WECA website in house as the old site has become obsolete. The new website will not only showcase engineering as the “career of choice” to young people but will also outline career pathways and opportunities and highlight why the Waikato is an attractive region to live, study and work in.

The redeveloped website will also feature an updated Members Directory, as well as space to share news, events and other information. This will also tie into the FutureForce job board where employers can list jobs and opportunities at no charge.

## **6 Plans for 2022**

- Re-visit Strategic Plan
- Support the Sector Skills strategy and RSLG Manufacturing, Engineering and Logistics lead
- Management of Skills Transfer pilot programme – funding permitting
- Re-development of WECA website
- Reinstate Member Events as well as Engineering for Educators
- Engineering in Action
- Career Expos and events
- School visits to Technology classes
- Regular Newsletters
- Membership and sponsorship drive

***Motion that the WECA Manager’s report be accepted.***

Moved: Michelle Roberts

Seconded: Mike Welten

## **6 Financial Report**

The financial report was presented by Michelle Roberts.

***Motion that the 2021/22 Budget be accepted.***

Moved: Michelle Roberts

Seconded: Adrian Marshall

## 7 Change to Constitution

***Motion that the Change to Constitution be accepted.***

Moved: Bryce Arnold

Seconded: Mike Welten

Passed unanimously

## 8 2021/22 Budget

The 2021/22 Budget was presented by Mary Jensen.

***Motion that the 2021/22 Budget be accepted.***

Moved: Dave Stuart

Seconded: Mike Welten

## 9 Board Nominations

By constitution, after two years, Board members are required to stand down. They may offer themselves for re-election.

Current Board members available to serve a second year:

Mike Welten	General Manager - Engineering	NDA Engineering
Richard Kingsford	Asset Planning & Engineering Manager	WEL Networks

Current Board members standing down who offer themselves for re-election:

Keith Fraser	General Manager – Human Resources NZ	Pact Group
Mark Dyer	Head of Engineering	Waikato University
Adrian Marshall	Fabrication Manager	JP Marshall

Current Board Members standing down:

Shelley Wilson	Executive Dean	Wintec
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Board member nominations:

Trudy Harris	CEID Team Manager	Wintec
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**Motion to accept all the above people be accepted as the WECA Board for 2021/2022.**

Moved: Shelley Wilson

Seconded: Johann Roozenburg

Passed unanimously

**Meeting closed: 5pm**

### **Attachment 3.1: WECA Chair Report 2022**

It is my pleasure to present my third and final report from the chair as we head towards the conclusion of another year of challenge and change for Waikato employers in the engineering sector, as the global and local economy climbs out of the crater left by Covid-19.

There is no instruction manual setting out how to navigate a global pandemic, and whether we agree with all of the decisions taken or not, the impact on the community, including the business community, continues to be significant. With unemployment at a near all-time low and immigration still in limbo following border restrictions and immigration rule changes, the shortage of skills available for employers remains one of the biggest challenges.

Inflation driving costs and wages up means that employers are paying more for the inputs required to produce their products and services, and so the upward cycle continues. Someone smarter than me has coined the phrase 'profitless boom' to describe the current situation, and it certainly feels like an apt description from my perspective.

The vocational education sector is also going through the most significant change in recent memory, with the amalgamation of the polytechnic structure under a new entity, Te Pūkenga, and the role of Industry Training Organisations being migrated into several new bodies, all of which is intended to deliver better outcomes for both learners and employers. The scale of the change is massive and it feels like there is still plenty to be done before the change is embedded and the benefits become visible and tangible at the coalface.

Understanding the implications of this change is critical for local industry employers, and WECA has been actively involved in this change process, ensuring we have a seat at the table, and constantly doing our bit to make the voice of employers heard. Our Manager Mary Jensen has been appointed to the inaugural Hanga-Aro-Rau Workforce Development Council Industry Stakeholder Group, a body established to ensure that the Hanga-Aro-Rau Workforce Development Council is engaged with the industry sector it represents, and to provide feedback to the council on its strategic direction and performance against its objectives.

We also have member representation on the Waikato Regional Skills Leadership Group, previously through Pam Roa (Longveld Ltd) who supported the establishment of this forum, and presently through Melinda Deller (Tira, formerly NDA Engineering Ltd). On behalf of the industry, we are extremely fortunate that there are such knowledgeable, capable people willing to offer their time to advocate for local employers for the benefit of all industry participants. On behalf of the WECA organisation and those we represent, thank you both very much for your significant contribution.

WECA finances are in good shape, thanks to Mary's ability to achieve a disproportionate amount of value from a very modest spend. There are quite a few opportunities to access

funding streams to reduce the reliance on member subscriptions and continue to achieve more without increasing our subs, which Mary and the team will continue to pursue vigorously. Thanks again to Michelle Roberts from Stafford Engineering for all her work monitoring the accounts and providing timely advice and input to keep the board informed and on track.

We have achieved a slightly higher level of activity this year than last as the Covid restrictions have reduced, with one of the highlights being the visit to APL Limited's new premises in Hautapu. Thanks to APL for hosting and being willing to provide an insight into their recent growth and development, showcasing what can be achieved in our industry and region. Please contact Mary if your organisation is keen to reciprocate and host a WECA event in 2023, there is substantial value in collaboration and the sharing of ideas and experiences, so I strongly encourage you to consider this opportunity if you can.

Thank you to our sponsors Wintec – Te Pūkenga, The University of Waikato, and the Electrical Training Company, your support contributes significantly to the ability of WECA to continue to make a difference in the sector.

Again I would like to acknowledge all the very hard work put in by Mary, Sally, Maddie, Jasmine and the rest of the WECA team this year as things like careers expos started to come back on stream. Mary's ability to network and connect with like-minded individuals, and dare I say challenge those who could perhaps be more like-minded, is something to behold. What Mary has achieved on behalf of WECA and the broader Waikato community is quite incredible, her enthusiasm is undeniable and we are very lucky to have her support.

It has been a privilege and a pleasure to be able to serve on the WECA board for over a decade, and to step into the role of chair of the board for the last three years during a rather interesting period in our history... It is now time for me to pass the baton on, and in doing so I am very confident that WECA will continue to progress and stay true to the vision of the founding members. The organisation is in very good hands.

Thank you to my fellow board members, your time and contribution is invaluable to keep the organisation on mission, and the support of the member organisations you represent is very much appreciated.

Finally I wish all WECA members, families and friends a happy and safe festive season, and a prosperous 2023. Haere ra 😊

*Hapaitia te ara tika pumau ai te rangatiratanga mo nga uri whakatipu.*

(Foster the pathway of knowledge to strength, independence and growth for future generations.)

Keith Fraser  
WECA Chair

## Attachment 4.1: WECA Manager's Report

Thanks to WECA sponsors for the year:

- Wintec – Te Pūkenga
- The University of Waikato
- The Electrical Training Company

### 1. Activities:

#### 1.1 Manager and Co-ordinator general duties undertaken as listed:

- Part time roles
- Regular newsletters & member communications
- 6 weekly board meetings
- Lobbying on behalf of members
- WECA Manager Mary Jensen representing WECA on Hanga-Aro-Rau Workforce Development Council, for the manufacturing, engineering and logistics sector
- Careers Expos and School Careers evenings
- Website management and promo development
- Media releases
- Handling enquiries from potential employees and employers

#### 1.2 Careers Expos and Information Evening

Thank you to the WECA Members who supported us at Careers Expos this year – it was great to be back in action after years of Covid disruption.

WECA attended two Careers Expos in 2022, the Waikato Careers Expo in Hamilton and the East Waikato Careers Expo in Thames. WECA also attended the Subject Choice and Careers Information Evening at St Paul's Collegiate in Hamilton.

This representation is paying off...

Engineering is the most popular planned career for New Zealand school leavers, according to Tertiary Education Commission's Transitions from Secondary School report published earlier in the year.

#### 1.3 Other Events

WECA Members were invited to attend the inaugural Hanga-Aro-Rau Summit: Mānuka takoto, kaweā ake – Rising to the challenge. This one-day event in November gave members the opportunity to explore how we can collectively address the skills and workforce

development challenges our sectors face.

WECA intended to join Wintec – Te Pūkenga for the annual Engineering in Action event in May 2022. Unfortunately, this event had to be cancelled due to Covid restrictions.

Plans were also made for an informal catch up with members earlier in the year but fell through due to Covid restrictions.

## **2. WECA Representation:**

### **2.1 Hanga-Aro-Rau Workforce Development Council Industry Stakeholder Group**

WECA Manager Mary Jensen was appointed a founding member of the Industry Stakeholder Group for Hanga-Aro-Rau Workforce Development Council, for the manufacturing, engineering, and logistics sector. This gives Waikato industries and employers greater leadership and influence across vocational education. Member feedback and perspective is shared at a national level.

In July 2022, Mary and Hanga-Aro-Rau CEO Phil Alexander-Crawford, Poumatua Darrell Lambert and Industry Manager Kieran Ormandy visited Stafford Engineering, Stainless Design, Alto, Longveld and JP Marshall Engineering.

### **2.2 Regional Skills Leadership Group**

Thank you very much Pam Roa of Longveld for representing our sector on the Waikato Regional Skills Leadership Group (RSLG) for the past two years, culminating in the launch of the 2022 Waikato Workforce Plan.

WECA research informed the development of the Waikato Workforce Plan and the association features throughout the Manufacturing, Engineering section. WECA will play a pivotal role in the development of the Manufacturing and Engineering Sector Skills Strategy.

Melinda Deller of Tira (formerly NDA Engineering) has been appointed to take over from Pam in representing the Manufacturing, Engineering and Logistics sector on the Waikato RSLG.

## **3. FutureForce® Careers Hub Partnership 2022**

WECA has a strong Engineering section on FutureForce® Careers Hub and was promoted in the Manufacturing, Engineering and Logistics sector page online. Thanks to all WECA members who support this promotion of Careers in Engineering. These digital and printed

products are used as a classroom resource by thousands of secondary school students throughout Waikato, with annual social media reach of 100,000+ people.

#### **4. Redevelopment of WECA Website**

WECA has a flash and functional new website and is online now at [www.weca.org.nz](http://www.weca.org.nz)

The redeveloped site features an updated Members' Directory, as well as updated careers information and career pathways poster. New additions to the website include a 'Why Waikato' page that highlights benefits to living, studying and working in the Waikato, with a focus on the manufacturing and engineering sector. The new website is a useful tool in attracting and developing engineers for the future.

#### **5. Plans for 2023**

- Member Events as well as Engineering for Educators
- Engineering in Action 2023
- Career Expos and events
  - Waikato Careers Expo, 11-12 June 2023
  - South Waikato Careers Expo, 19 June 2023
  - Cambridge Careers Expo
  - Hamilton Boys' High School
- Regular Newsletters
- Membership and sponsorship drive
- Support the Waikato Wisdom Project
- Represent the Waikato on Industry Stakeholder Group for Hanga-Aro-Rau
- Host 20-year celebration and fundraiser

Mary Jensen  
Manager  
WECA  
13 December 2022

## Attachment 5.1: Financial Report

### Waikato Engineering Careers Association

#### Statement of Financial Performance

For the year ended 30 September 2022

	<b>2022</b>	<b>2021</b>
Subscriptions and Sponsorships	35,407	35,750
Evolocity Contract Income	0	3,000
Government Grant Income	1,000	15,000
MSD Contract Income	0	5,500
<b>Total Operating Income</b>	<b>\$36,407</b>	<b>\$59,250</b>
<b>Operating Costs</b>		
Contractors	30,354	40,500
Accounting Fees	707	684
Bank Fees	20	0
Marketing and Advertising	2,542	1,830
Evolocity Contract	0	0
Management Fee – MOE Workshop	0	12,000
Mana in Mahi Contract	0	1,584
Photocopying and Stationery	198	140
Computer Charges	360	360
Insurance	0	0
<b>Total Operating Costs</b>	<b>\$34,181</b>	<b>\$57,098</b>
<b>Net Surplus/(Deficit) before tax</b>	<b>\$2,226</b>	<b>\$2,152</b>
Tax expense	603	0
<b>Net Surplus/(Deficit)</b>	<b>\$1,623</b>	<b>\$2,152</b>

The accompanying notes form part of these financial statements.

**Waikato Engineering Careers Association**

**Statement of Financial Position**

**As at 30 September 2022**

	<b>2022</b>	<b>2021</b>
<b>Current Assets</b>		
Cash and Bank	6,306	4,618
Accounts Receivable	3,450	4,600
Prepayments	0	0
GST Refund Due/(Payable)	2,440	4,529
	<hr/>	<hr/>
<b>Total Assets</b>	<b>\$12,196</b>	<b>\$13,747</b>
	<hr/>	<hr/>
<b>Current Liabilities</b>		
Accounts Payable	3,766	6,940
Income in Advance	0	0
	<hr/>	<hr/>
<b>Total Liabilities</b>	<b>\$3,766</b>	<b>\$6,940</b>
	<hr/>	<hr/>
<b>Net Assets</b>	<b>\$8,430</b>	<b>\$6,807</b>
	<hr/>	<hr/>

**Statement of Movements in Equity**

**For the Period Ended 30 September 2022**

	<b>2022</b>	<b>2021</b>
Opening Equity	6,807	4,655
Net Surplus/(Deficit) for year	1,623	2,152
	<hr/>	<hr/>
<b>Total Funds Employed</b>	<b>\$8,430</b>	<b>\$6,807</b>
	<hr/>	<hr/>

The accompanying notes form part of these financial statements.

# **Waikato Engineering Careers Association**

## **Notes to the Financial Statements**

**As at 30 September 2022**

### **1. Statement of Accounting Policies**

#### **Reporting Entity**

Waikato Engineering Careers Association is an Incorporated Association.

The financial statements of Waikato Engineering Careers Association have been prepared in accordance with the Financial Reporting Act 1993.

#### **General Accounting Policies**

The general accounting principles recognised as appropriate for the measurement and reporting of earnings and financial position on an historical cost basis have been followed by the Association. The accounts have been prepared on an accrual basis.

#### **Particular Accounting Policies**

The financial statements have been prepared on a GST exclusive basis.

The Association is not publicly accountable and is not large. Accordingly, it has taken advantage of all differential reporting exemptions allowed under the Framework for Differential Reporting.

#### **Changes in Accounting Policies**

There have been no changes in accounting policies.

### **2. Capital Commitments and Contingent Liabilities**

There were no capital commitments and contingent liabilities as at 30 September 2022. (2021: Nil).

### **3. Post Balance Date Events**

There were no post balance date events.

## Attachment 6.1: 2022/23 Budget

### Waikato Engineering Careers Association

#### Budgeted Statement of Financial Performance

For the year ended 30 September 2023

	<b>Budget</b>	<b>Actual</b>
<b>Income</b>	<b>2023</b>	<b>2022</b>
Subscriptions and Sponsorships	37,000	35,407
Government Grant Income	0	1,000
	_____	_____
<b>Total Operating Income</b>	<b>\$37,000</b>	<b>\$36,407</b>
	_____	_____
<b>Operating Costs</b>		
Contractors	32,000	30,354
Accounting Fees	707	707
Bank Fees	20	20
Marketing and Advertising	2,542	2,542
Photocopying and Stationery	200	198
Computer Charges	400	360
Insurance	0	0
	_____	_____
<b>Total Operating Costs</b>	<b>\$35,869</b>	<b>\$34,181</b>
	_____	_____
<b>Net Surplus/(Deficit)</b>	<b>\$1,131</b>	<b>\$2,226</b>
	_____	_____

## Attachment 8.1: Board Member Nominations

By constitution, after two years, Board members are required to stand down. They may offer themselves for re-election.

Current Board members available to serve a second year:

Adrian Marshall	Fabrication Manager	JP Marshall
Trudy Harris	CEID Team Manager	Wintec-Te Pūkenga
Mike Duke	Acting Dean of Engineering, The Dr John Gallagher Chair in Engineering	University of Waikato

Current Board members standing down who offer themselves for re-election:

Mike Welten (Interim Chair)	General Manager	Tira NDA
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Current Board Members standing down:

Keith Fraser		Oji Fibre Solutions, Kinleith
Richard Kingsford	Asset Planning & Engineering Manager	WEL Networks

Board member nominations:

Bob Gutsell	Business Unit Manager	Pact Group
Nick Gisborne	Fabrication Manager	Stainless Design

The Board recommends all the above people be accepted as the WECA Board for 2022/2023.