



ANNUAL REPORT 2020

New Zealand Joinery Manufacturers Federation Incorporated

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EXECUTIVE COMMITTEE

National President	Paul Ingram Rotorua
Vice President	Andrew Reilly Feilding
Past President	Anthony Neustroski Wellington
Advisor	Liam Wackrow Cambridge
Auckland President	Dave Cunningham Auckland
Canterbury President	Nathan Busch Canterbury
Central President	Andrew Reilly Feilding
Hawkes Bay – Poverty Bay President	Greg Rabbitte Hawkes Bay
Nelson – Marlborough President	Myles Sellers Nelson
Otago – Southland President	Reuben Bogue Otago
Taranaki President	Bryan Frank Taranaki
Waikato – Bay of Plenty President	David Higgins Waikato
Waitaki President	Gary Firman Oamaru
Wellington President	Jeremy Patmore (Departing) Wellington Grant Smith (Incumbent) Wellington
Education Strategy Lead	Andrew Bellamy Dunedin

CONTENTS

National Presidents Report	2
Education and Training Report	4
Around the Regions	5
Conference 2019	6
Annual Excellence Awards	7
Industry Relationships	9
Financial Reports	10
Value of Membership	14
Executive Committee of June 2019	16

NATIONAL PRESIDENTS REPORT

The activities of Master Joiners over the 2019/20 year have been guided by the Strategic Plan adopted at the Invercargill Conference. There has been solid progress against objectives across the three themes with many timelines being completed ahead of time.

I acknowledge the work of the executive who represent each of our 10 regions and collectively guide and govern our association and industry. There is a high level of engagement across the executive in meeting discussion and decision making. Two members of the executive completed their tenures during the year, and we are grateful for their contributions, Rhys Powell of Taranaki, and Jeremy Patmore for Wellington.

As President I have enjoyed the support of the Advisory Group. Past President Anthony Neustroski, Vice President Andrew Reilly, and Advisor Liam Wackrow have oversight of our Federation and provide valued input. The Executive have strengthened further the leadership of Master Joiners by bringing on an Independent member. Ian Lothian from Christchurch offers a perspective from outside of industry as well as governance support.

A new role established during the year in the Education Strategy Lead has been filled by co-opting Andrew Bellamy from Dunedin. This has been a busy space and Andrew has had plenty on his plate with changes to the education system and a new MJ Education strategy to deliver. Andrew also continues to chair the National Advisory Group for Apprentice training.

We are fortunate to have Allison Delaney heading our National Office. She has powered through an immense workload and offers a new perspective for Master Joiners. Allison is very supportive of the regional presidents and advisory and provides valuable assistance. Change is not always easy and there have been several challenges to face this year. Allison has always remained professional and has shown real dedication and determination to bettering our association.

Our team at National Office grew with the recruitment of our Services Coordinator This is a part time role and we have welcomed Veronica Hennig to the position. Veronica has made the role her own and has become part of a small but strong team taking care of business at MJ HQ.

Financial performance of the Federation is in line with budgeted expectations. There have been some changes to our reporting following a review from our assurance provider and a focus on compliance.

With our increased resource in mind, the Executive decided this year to bring the organizing of conference in house. Unfortunately, the outbreak of Covid-19 has caused the postponement of the 2020 event. The Inspired to Perform Conference has an intensive and full program with a balance of trade, business, and social elements. I look forward to new dates being confirmed in the near future.

Invercargill Conference included our Annual Awards. Congratulations to all Master Joiner and Apprentice award winners, also to Liam Wackrow recipient of the Owen Wright Memorial Award and to Bruce Delaney, the inaugural recipient of the Ken Monk Memorial Award. For 2020 Master Joiners will bring the administration and organization of the awards in house also. On behalf of all Master Joiner Members I acknowledge the valued work Sue Page has done with the awards over many years.

Advocacy engagements are noted within this report and it is an extensive list. These engagements have been shared and contribution has come from several people. Members from outside of the leadership have also played a part in this important function of Master Joiners, the New Zealand Joinery Manufacturers Federation. Our voice has been loud this year. Input into the changes to vocational education, the formation of Workforce Development Councils, Worksafe consultation on health monitoring and on dust exposure limits, and an opportunity to engage with MBIE on joinery standards have kept the executive and co-opted members busy.

A highlight this year has been the pilot of our Professional Development program. The insights into Strengths Based coaching were interesting, thought provoking, and useful. We extended an invitation and were joined by members from NKBA and WGANZ. Covid-19 has required a new approach to workshops, and we are currently providing online webinars to help deliver on our education tactics.

There are several projects in progress at year end and as an industry association we have steady momentum. The effects of a national lockdown and a predicted downturn will provide challenges for the Joinery Industry. There is no better or more important time to lean on the network and leverage the strength that we have together as Master Joiners.

A handwritten signature in black ink that reads "Paul Ingram". The signature is written in a cursive, flowing style.

Paul Ingram

National President

EDUCATION & TRAINING

A year of opportunity would be a conservative way to describe the activity in the education space from a joinery perspective. Small change need not be uncomfortable to meet the growth and development needs of our members.

The Federation held its pilot professional development workshop in Wellington and Christchurch on strengths finding. The pilot was opened to our industry friends NKBA and the Window & Glass Association. Engagement of professionals who participate in delivering service to the Joinery sector further support the belief that the industry can be united in ensuring the sector remain active in refining skills and expertise irrespective of whether those skills are as practitioners in trade or as business owners. The success of the pilot was encouraging, and members can find feedback video interviews on the Master Joiners website in the members section.



Moves by the Government to introduce a new skills training institute opened opportunities for the Federation to participate by the submission of four nominations to the IST work streams.

Whilst those nominations were unsuccessful, our ability to respond to the call for nominations was a reminder of the advocacy work undertaken by the Federation for and on behalf of its members. With regular updates and a willingness to participate, the Federation will continue to project the position of the Master Joiner community in the training space.

The collegial relationship with Training providers and the BCITO further advances the relationship between Master Joiners and the ITO through the Joinery NAG Group which meets regularly. Members can be assured that as the industry evolves, so to the work which underpins Training of apprentices continues irrespective of how the apprenticeship program is delivered through the participation of the Federation.

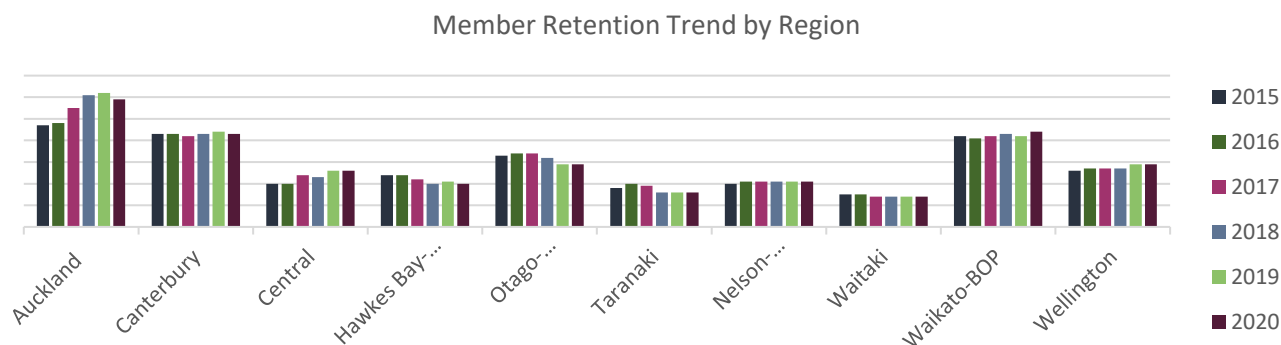
This past year has also seen the review of the New Zealand Certificate in joinery with feedback from NZQA eagerly anticipated.

Members are encouraged to review the professional development and training needs and participate in learning opportunities provided through the Federation and its respective regions. There can be no greater measure of commitment to professional excellence than the successful uptake of learning opportunities which includes the onboarding of apprentices within the Master Joiner community.

AROUND THE REGIONS

Across the ten regions of the Master Joiner community, the year was packed with activity. Events for member participation included a schedule of meetings for sharing of information and best practice support; this is an important feature of regional engagement. Many regions hosted networking events such as fishing competitions, golf tournaments and regionalised awards programs further advancing the industry connectivity. Meetings continue to act as the foundation of the membership value proposition.

The value of membership in the regions is further demonstrated by a stable membership renewal across the last five years. The table below is a snapshot of each regions membership numbers and shows a gentle growth pattern with minimal reductions typically due to retirement. The membership within each region is relative to its population size. The regions can be confident that their ever-increasing effort to provide member engagement, best practice guidance and support is meeting a need. A further priority of the regions is to raise the profile of timber joinery locally. An emphasis on profiling the quality of timber joinery by a Master Joiner and the timber joinery profession as a career forms part of the strategic work regionally and nationally.



The support provided by the National and Regional Associate network continues to go from strength to strength. National Associates bring a range of expertise which advance the quality of the service Master Joiners provide in their manufacturing. National Associates continue to support regional and national programs such as the Annual Excellence Awards, Regional Awards, Annual Conference and participating in regional meetings to share knowledge and product guidance.

Relationships with training providers in the regions further supports the work in increasing apprentices at a local level. These relationships are strong and form an important regional activity to advance the uptake of timber joinery as a career option for the next generation. Nelson – Marlborough Master Joiners have had an extremely busy year working with a local training provider and have advanced training opportunities for apprentices in that region.

The regions are supported by their local Secretaries who remain a single point of localised contact and information center. The regions members are mindful of the service provided by the Secretaries and salute their participation and ongoing commitment to the Master Joiner regions.

CONFERENCE

Master Joiners and industry friends met on June 20-22 in Invercargill for this flagship annual event. Invercargill mid-winter was a refreshing symphony of colours across its landscape and offered a range of activities which make the trek to this Southland destination an absolute must.

Conference was again well supported by its sponsors and with the inclusion of SIT providing tours of their training facilities the conference became a well-rounded industry experience. The Executive extend a warm thanks to SIT for their agile and responsive approach in providing the transport for delegates to tour their training facility.

A line up of speakers at conference included, Tim Shadbolt KNZM (pictured right), keynote speaker, Paddy O'Brien who spoke on controlling the communication, Diana Hudson highlighted employment law changes and Natalie Sisson motivated delegates to look at managing time through a different lens. Informative content resonated with everyone and the post session chatter reflected how the content was both on point and timely.



The post conference survey reflected the appropriateness of the content and provided feedback which has proven to be a useful resource for future planning of conference.

The finally of conference was the President's address. This session acknowledges the work of the outgoing President, Anthony Neustroski (pictured below right) highlighted the five-year strategy and vision of the Federation. Paul Ingram acknowledged the work of the Executive for and on behalf of its members and offered thanks to members who in the quiet of their regions furthered the interests of members with little or no spotlight.



ANNUAL EXCELLENCE AWARDS

The New Zealand Joinery Manufacturers Federation celebrate professional excellence through its annual Master Joiners Awards program. The two awards programs, Master Joiners Awards and Apprentice Awards recognises commitment to standards of performance, and craftsmanship and for apprentices; recognition of achievement through the apprentice journey. The awards program value is evidenced by the level of participation and the ongoing industry support from sponsors and training providers.



Apprentice Award Winners 2019

Sponsored by New Zealand Panels Group, Joiners Magazine, Nelson Pine Industries and BCITO.

Best Fitment Under 2 Years Tyler Burgess - Kitchen Zone - Gisborne	Best Fitment Over 2 Years Logan van der Meer - Molloy Joinery - Napier
Best Timber Project Under 2 Years Nikolay Kidik - Total Timba Joinery - Auckland	Best Timber Project Over 2 Years Mathew McLellan - Firman Joinery - Oamaru
Highest Judged for Workmanship and Skill Mathew McLellan - Firman Joinery, Oamaru	People's Choice Under 2 Years Category: Nikolay Kidik - Total Timba Joinery, Auckland
People's Choice Over 2 Years Category Mathew McLellan - Firman Joinery, Oamaru	
Gordon Caulfield Memorial Trophy Firman Joinery, Oamaru	

Master Joiner Award Winners 2019

Best Regional Awards

Sponsored by Hettich New Zealand

Auckland / Northland Region McNaughton Windows & Doors, Auckland	Canterbury Region Modern Age Kitchens & Joinery, Christchurch
Central Region Kitchens by Healey, Palmerston North	Hawke's Bay / Poverty Bay Region Christie Builders & Joiners, Napier
Nelson / Marlborough Region Bays Joinery, Nelson	Otago / Southland Region Formatt Bespoke Joinery, Queenstown
Taranaki Region Rhys Powell Joinery, New Plymouth	Waitaki Region Firman Joinery, Oamaru
Wellington Region Pete's Joinery & Building, Greytown	

BEST IN CATEGORIES

Best Specialty, Bar/Counter, Fitment <i>Sponsored by Halswell Timber</i> Bays Joinery - Stoke, Nelson	Best Compliant Timber Joinery <i>Sponsored by Brio</i> Christie Builders & Joiners - Napier
Best Stairs <i>Sponsored by ITM</i> McNaughton Windows & Doors - Auckland	Best Kitchen <i>Sponsored by Blum</i> Modern Age Kitchens & Joinery - Christchurch
Best Door or Window <i>Sponsored by Herman Pacific</i> Seaboard Joinery - Auckland	Best Kitchen Under \$20,000 <i>Sponsored by Laminex New Zealand</i> Formatt Bespoke Joinery - Queenstown
Best Use of Imported Timber <i>Sponsored by Timspec</i> McNaughton Windows & Doors - Auckland	Best Kitchen Design <i>Sponsored by New Zealand Panels Group</i> Cube Dentro - Auckland
Best Use of Colour <i>Sponsored by Resene Paints</i> Bays Joinery - Nelson	Best Use of Creative Lighting <i>Sponsored by Häfele NZ</i> Modern Age Kitchens & Joinery - Christchurch

Supreme Award

Sponsored by Carters
McNaughton Windows & Doors
Auckland

Owen Wright Memorial Trophy

The 2019 recipient of the Owen Wright Memorial Trophy was Liam Wackrow of Wackrow Joinery, Cambridge.



Ken Monk Award

Administered by the Joinery Training Trust, the Ken Monk Award is presented annually at the Annual Excellence Awards ceremony.

The Ken Monk Award was presented to Bruce Delaney Senior Joinery Tutor, Wintec, Hamilton for outstanding contribution to apprenticeship training spanning many years.

INDUSTRY RELATIONSHIPS

The Federation Executive have undertaken a range of advocacy and relationship engagements over the year to advance the interests and objectives of its members. Opportunities to strengthen existing relationships within the industry, raise the voice of the Master Joiner community and realign or further develop our industry relationships from an evolution perspective has strengthened our position as an industry leading organisation. Below is a snapshot of that relationship work, for which we give thanks for the time commitment of those who facilitated the activity.

- **Window and Glass Association** – Led by Anthony Neustroski
- **NKBA** – Led by Paul Ingram
- **BCITO** – Led by Paul Ingram and supported by Andrew Reilly.
- **AuSAE** – Led by Paul Ingram and supported by Andrew Reilly, Anthony Neustroski and Liam Wackrow.
- **Wood Processers and Manufacturers Association (WPMA)** – Led by Gary Firman.
- **Worksafe New Zealand** – Wood Dust Review Submission – Led by Gary Firman.
- **Ministry for Business, Innovation and Employment (MBIE)** – Led by Paul Ingram and supported by Liam Wackrow and Andrew Bellamy.
- **Competenz** – Led by Andrew Bellamy and supported by Paul Ingram.
- **Careers New Zealand** – Led by Frank Lawrence, Fernlea Cabinetry & Joinery Ltd, Hamilton
- **Employers Manufacturers Association** – Led by Paul Ingram
- **Resolution Institute** – Led by Anthony Neustroski

Service Performance

The New Zealand Joinery Manufacturers Federation Incorporated For the year ended 31 March 2020

Description of Entity's Outcomes

NZJMF outcomes are evidenced by its specific engagement with delivering membership services, and the provision of representation both regionally and nationally in the pursuit of the objectives of the organisation. NZJMF promote ethics and standards of practice in the profession, provide ongoing guidance and support to its members and advocate as the voice of the industry on regulatory matters as they directly relate to the members and the industry.

Description and Quantification of the Entity's Outputs

	Actual	Budget	Actual
	2020	2020	2019
One day professional development workshop in two main centres	2	2	-
Ethics and Standards review and release	1	1	-
National Office regional advocacy engagements	8	10	-
Bi-monthly meetings delivered in each region - professional support, best practice guidance, industry information.	48	60	60
Networking and social member events	6	6	-
National annual awards program	1	1	1
Hawkes Bay - Poverty Bay annual regional awards program	1	1	1
Waikato - Bay of Plenty annual regional awards program	1	1	1
Nelson-Marlborough annual regional awards program	1	1	1
Otago-Southland annual regional award program	1	1	1
Annual Conference - Invercargill	1	1	1
Advocacy with MBIE - timber doors and window standards	1	1	1
Advocacy with Worksafe - wood-dust standards review submission	1	1	1
Advocacy with NZQA - 3 nominations for WDC seats	1	1	1
Advocacy with BCITO and Competenze Industry Training Organisations	3	-	-
Promotion of Master Joiners - Media	8	6	8
Industry relationship and learning conversations - WGA, MB, CB	3	1	-
Promotional video's - raising the profile of membership	2	-	-
Membership e-survey's	3	1	-
Award program rebranding	1	1	-
Website development	3	2	-
Monthly E-News	8	4	-
AGM - National	1	1	1
Regional AGM's	10	10	10

This information is extracted from the performance report. It does not give a full picture of performance. It should be read in conjunction with the independently reviewed performance report available to members at the Master Joiners website. Independent reviewer provided an adverse conclusion.

Development of online payments capability	1	1	-
Presidents report to regions	2	1	-
Executive reports to regions	3	4	-

Additional Output Measures

Output measures above are recorded in per unit. This does not record the hours per activity of volunteer hours provided in the pursuit of the objectives and outputs described above. Below is a description of the hours accrued per volunteer.

1. Worksafe review and submission hours:

2. Executive meeting hours:

3. Regional Presidents volunteer hours to regional meetings and professional support:

4. Presidents reports to region hours:

5. Promotional video hours:

6. Education strategy lead hours:

7. Advisor group hours:

8. Advocacy and relationship management dedicated hours:

9. Awards review hours:

Additional Information

NZJMF recognise additional advocacy and membership services. Member volunteers have ensured that the interests of members were recognised in the advocacy work with regulatory bodies, membership services, open conversations with allied industry sectors along with the support of new initiatives as with the national office regional engagement advocacy visits.

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Financial Performance

The New Zealand Joinery Manufacturers Federation Incorporated For
the year ended 31 March 2020

	NOTES	2020	2019
Revenue			
Fees, subscriptions, and other revenue from members	1	257,559	202,812
Revenue from providing goods or services	1	30,900	16,657
Conference Income	1	195,858	-
Interest, dividends, and other investment revenue	1	8,130	7,116
Total Revenue		492,447	226,584
Expenses			
Volunteer and employee related costs	2	127,503	129,597
Costs related to providing goods or service	2	140,655	79,463
Grants and donations made	2	-	313
Depreciation	2	1,317	1,102
Conference Expenses	2	168,999	-
Change in fair value of managed fund	2	11,805	-
Total Expenses		450,280	210,475
Surplus/(Deficit) for the Year		42,167	16,109

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Financial Position

The New Zealand Joinery Manufacturers Federation Incorporated As at 31 March 2020

	NOTES	31 MAR 2020	31 MAR 2019
Assets			
Current Assets			
Bank accounts and cash	3	171,359	88,395
Debtors and prepayments	3	21,648	3,827
GST Refund Due	3	12,920	16,799
Total Current Assets		205,927	109,022
Non-Current Assets			
Property, Plant and Equipment	4	1,821	1,606
Investments	3	302,082	129,087
Total Non-Current Assets		303,903	130,693
Total Assets		509,830	239,715
Liabilities			
Current Liabilities			
Creditors and accrued expenses	5	9,714	4,569
Employee costs payable	5	5,638	4,804
Income In Advance	5	1,000	-
Income tax		-	-
Total Current Liabilities		16,352	9,373
Total Liabilities		16,352	9,373
Total Assets less Total Liabilities (Net Assets)		493,478	230,342
Accumulated Funds			
Accumulated surpluses or (deficits)		359,261	130,342
Reserves		100,000	100,000
Prior year correction		34,217	-
Total Accumulated Funds		493,478	230,342

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THE VALUE OF MEMBERSHIP SINCE 1958

The New Zealand Joinery Manufacturers Federation Incorporated have been delivering representation and membership services since 1958. Throughout 2019, the Federation visited some the regions. Members were asked what the value of membership meant for them. Below is a stunning list of membership benefits; a value statement which in 2019 built upon many years of representation, service, and benefits to the Master Joiner community delivered to Master Joiners by committed volunteers.

1. **Leadership** – A dedicated leadership structure taking care of good governance and fostering growth to develop regions.
2. **Website** – A dedicated branded website with built in forum access for secure professional dialogue and holding space for member resources along with member profiles being profiled through an in-site search engine.
3. **Networking** – Professional networking opportunities provided regionally throughout the year along with social events and competitions and including the annual conference. Networking also includes member participation in any working groups which are formed from time to time for specific projects.
4. **Branding** – Fully branded, members have access to branded quality clothing, banners, flags, collateral stationery, and vehicle stickers and building stickers.
5. **Associate member network** – members can forge quality supplier relationships with associate members who regularly provide discounted products and service in conjunction with sponsorship for events, and awards.
6. **Career support** – Training and professional development. Members can find training and professional development opportunities through Master Joiners network, associate member network and external training providers who deliver content specific training and development courses. Master Joiners provide its own professional development workshop targeted at growing the Joinery Business.
7. **Relationship management** – Master Joiners navigate, and nurture essential industry stakeholder relationships for and on behalf of the Master Joiners and the joinery industry generally.
8. **Regional representation** – The structure of NZJMF ensures every region is represented at the Federation Committee table – every member in every region has a voice at the table via the local President.
9. **Discount card** – A discount card provided to each member offers a range of discounted products and services. Discounts can be a fantastic offering and return on investment.
10. **Professional clothing** – A dedicated MJ branded website offering members high quality work gear and professional casual. Clothing can be co-branded with members' logos. This site is provided by a service specialising in high quality work gear at fantastic prices.
11. **Secure document portal** – Master Joiners members can use the secure document portal held within the MJ website. Members use their unique login details to access this service.
12. **Complaints and disputes support** – Master Joiners have a supportive complaints and disputes process which members and the public can access. Terms and conditions apply to this service however success outcomes form the basis of this service and disputes are often resolved quickly and efficiently, with emphasis on preserving the member – consumer relationship.
13. **Product and performance support** – Members can find assistance among the membership network for product and performance support of their manufacturing output, performance of equipment and limited HR support.
14. **Marketing exposure within the industry magazine** – Every member is listed within the Joiners Magazine. The reach of the magazine is sizable and exposure of your membership and affiliation with Master Joiners raises the profile of your business.
15. **Awards programme** – Excellence is highly prized among members and the awards programme profiles that excellence. All members are welcome and entitled to submit applications in pursuit of the awards programme.

What does that membership value look like in 2019?

1. **Reputation** – What is your reputation worth?
2. **Credibility** – Where do you stand in the marketplace?
3. **Personal and professional growth** – Managing your growth at a pace which works for you?
4. **Default marketing asset** – Co branding is an alliance and asset between you, your business, and Master Joiners.
5. **Peer support** – Support when you need it, all you need to do is sing out.
6. **Industry identity** – Identity as a credible industry is transferrable from the organisation itself to the individual member, you cannot see it or touch it, but it is there.
7. **United Voice** – Being in it together as an industry is highly prized in any industry. Master Joiner members are united, dedicated and a single voice on issues which matter such as ethics, standards, and codes of manufacturing.





The New Zealand Joinery Manufacturers Federation Executive Committee of June 2019.

Back row from left: Dave Cunningham, Auckland; Reuben Bogue, Otago Southland; Gary Firman, Waitaki; Myles Sellers, Nelson Marlborough; Liam Wackrow, Advisory; David Higgins, Waikato Bay of Plenty; Rhys Powell, Taranaki; Greg Rabbitte, Hawkes Bay Poverty Bay.

Front Row from left: Jeremy Patmore, Wellington; Andrew Bellamy, Representative; Paul Ingram, National President; Anthony Neustroski, Past President; Andrew Reilly, Vice President and Central; Nathan Busch, Canterbury

