

Internet NZ Council

February 2023

AGENDA

Council Meeting: Friday 10 February 2023, 9:00am - 3:00pm
Venue: InternetNZ, Level 13, 18 Willis Street, Wellington.

NOTE: all timings are estimates, the meeting will run according to the needs of the meeting as it progresses.

Section 1 – Meeting Preliminaries

8:45am	0.0	Arrival and coffee
9:00am	1.1	Council only (in committee)
9:20am	1.2	Council and Tumu Whakarae (CE) alone time (in committee)
9:45 am	-	Short Break
10:00am	1.3	Karakia, apologies, interests register
	1.4	Agenda Review

Section 2 – Strategic Priorities Discussion

10:05am	2.1	Systemic Racism Review Update (Verbal) <ul style="list-style-type: none"> • Verbal report back next steps • Council discussion on recommendations and priorities that they see • Discussion on the constitutional review implications
10:50am	2.2	Charting Constitutional Change - Members and the NZ Internet Community

Section 3 – Matters for Decision

Strategic Priorities and Work Programme 2023/24 (Deep Dive)

11:20am	3.1	Strategic priorities for 2023/24 (levels of investment and rationalisation) - Approach to change <ul style="list-style-type: none"> • Agreement to work programme • Indicating areas for investment in the budget
12:20pm	-	Lunch Break

Section 4 – Matters for Discussion

1:15pm	4.1	President's Report
1:20pm	4.2	InternetNZ Quarterly Reporting
1:35pm	4.3	Report Back from Committees: 4.3.1 Audit, Finance and Investment (Chair, Cr Bow) 4.3.2 Governance Committee (Chair, Cr Hulse) 4.3.3 Komiti Whakauru Māori (Chair, Cr Biasiny-Tule) 4.3.4 .nz Policy Committee (Chair, Cr Pearce) 4.3.5 Risk and Compliance Committee (Chair, Cr Wallace)

Section 5 – Consent Agenda

1:55pm	5.1	Health, Safety and Wellbeing Update 5.1.2 Health, Safety & Wellbeing Policy v4.0 - seeking approval.
	5.2	Minutes of the meeting of 2 December 2022
	5.3	Actions Register
	5.4	E-vote Ratification
	5.5	Quarterly and Operational Reports 5.5.1 Group Financial Report 5.5.2 Membership Update 5.5.3 DNCL Quarterly Report

Section 6 – Other Matters

2:15pm	6.1	CONTINGENCY (for any overflow)
	6.2	Matters for communication – key messages
	6.3	General business

	6.4	Meeting review
	6.5	Meeting close (karakia or waiata ' He Honore ')

Council Register of Interest

Officers and Councillors are required to register any interests, commercial, political or organisational, which they believe may be relevant to the perception of their conduct as a Councillor or Officer. Officers and Councillors are, however, still required to declare a Conflict of Interest, or an Interest, and have that recorded in the Minutes.

Officers and Councillors receive the following annual honoraria:

President - \$35,470

Vice President - \$22,169

Councillor - \$17,735*

**Sub-Committee Chairs also receives additional 10% of their honoraria*

Name: Joy Liddicoat

Position: President, InternetNZ

Term: AGM 2021 - AGM 2024

Declaration Date: 29 July 2021

Interests:

- Secretary of the Peter Rule Foundation
- Holder of .nz domain name registrations
- Member of the New Zealand Law Society
- Member Otago Women Lawyers Society
- Member of the Non Commercial Users Constituency of ICANN
- Founding Director and Shareholder of Oceania Women's Satellite Network (OWNSAT) PTE Limited. OWNSAT is a shareholder in Kacific Broadband Satellite
- Affiliate of the Centre for Law and Policy in Emerging Technologies, Faculty of Law, University of Otago.
- Senior Corporate Counsel, Silver Ferns Farms (part-time position)
- Member of the Association for Progressive Communications

Name: Brenda Wallace

Position: Vice President

Term: AGM 2022 - AGM 2024

Declaration Date: 2 December 2022

Interests:

- Employee of Artella/AnimationMentor/YellowBrick.co
- Trustee Strathmore Park Community Trust
- Board Member Tohatoha NZ
- .nz Domain name registrant
- Various small shareholdings via Sharesies
- Receives additional honoraria for being Chair of InternetNZ Risk and Compliance Committee .

Name: Richard Hulse

Position: Councillor, InternetNZ

Term: AGM 2021 – AGM 2024

Declaration Date: 2 December 2022

Interests:

- Holder of .nz domain name registrations
- Receives additional honoraria for being Chair of the InternetNZ Governance Committee.

Name: Don Stokes

Position: Councillor, InternetNZ

Term: AGM 2017 – AGM 2023

Declaration Date: 11 February 2022

Interests:

- Shareholder/Director, Rumsey Stokes Limited, an authorised .nz registrar
- Shareholder / director of several inactive companies
- Registrant of .nz and .net domains
- Consultant of Liverton Security

Name: Kate Pearce

Position: Councillor, InternetNZ

Term: AGM 2017 – AGM 2023

Declaration Date: 15 February 2019

Interests:

- Employee of TradeMe
- Member of the New Zealand Labour Party
- Holder of .nz, .com, .org, .net domain registrations
- Member of NZ Internet Task Force
- Board Member of New Zealand Internet Task Force (NZITF)
- Member and Co-leader of Aotearoa Tech Union

- Receives additional honoraria for being Chair of the InternetNZ .nz Policy Committee

Name: Potaua Biasiny-Tule

Position: Councillor, InternetNZ

Term: Appointed 2021 – 2023

Declaration Date: 2 December 2022

- Founder / Director of Digital Basecamp
- Trustee of Digital Natives Academy
- Co-Founder 4CompanyB (4CB) Digital Animation Studios Limited
- Board Member for Te Tatau o Te Arawa (partnership with Rotorua Lakes Council).
- Trustee of Te Takinga Marae Komiti
- Kaitiaki for numerous .co.nz and .iwi.nz whanau domains
- Receives additional honoraria for being Chair of the InternetNZ Te Komiti Whakauru Māori (Māori Engagement Committee).

Name: Jeff Montgomery

Position: Councillor, InternetNZ

Term: AGM 2022 – AGM 2025

Declaration Date: 2 December 2022

Interests:

- Holder 14 .nz domain names
- Employee of Service Delivery and Operations, Department of Internal Affairs
- Statutory Officer - Registrar General of Births, Deaths and Marriages.
- Chair, Pacific Civil Registrars Network
- Owner and Director City Bed and Breakfast Ltd.
- Member of Netsafe
- Member of TohaToha

Name: Anthony Bow

Position: Councillor, InternetNZ

Term: Appointed 2022 – 2024

Declaration Date: 2 December 2022

- Holder of .nz and .com domain names
- Director of Whai Rawa Fund Ltd
- Director of Maungaharuru-Tangitū Ltd
- Deputy Chair and Board Member of the Medical Radiation Technologists Board.
- Chair and Director of Medical Sciences Secretariat Ltd
- Director and Shareholder of Waimana Capital Ltd
- Shareholder in private companies; Big Splash Ltd and Talent Propeller Ltd
- Member of the New Zealand Blood and Organ Service Board

- Receives additional honoraria for being Chair of InternetNZ Audit, Finance and Investment Committee.

Name: Whetu Fala

Position: Appointed Councillor, InternetNZ

Term: Appointed 2022 – 2024

Declaration Date: 12 August 2022

- Board Member, Māori TV
- Board Member, Creative NZ
- Board Member, Te Paepae Ataata Aōtearoa NZ Film Heritage Trust
- Chair, Whanganui District Creative Communities Assessment Panel
- Co-Chair, Ngā Taonga Sound and Vision Film Archives NZ
- Founding Member, Ngā Aho Whakaari Māori Screen Aōtearoa
- Founding Member, Wellington Women in Film & TV
- Founding Member, Taki Rua Theatre Wellington
- Pou Arahi Tikanga, Playmarket Inc Wellington
- Company Director, Fala Media Taki Rua Film'
- Shareholder Parininihi ki Waitotara Inc
- Morikau Nui Inc
- Atihau, Whanganui
- Wharanga Hakopa Kiwa Whanau Trust

Name: Alpana Roy

Position: Councillor, InternetNZ

Term: Appointed 2022 – 2025

Declaration Date: 2 December 2022

- Employee of the University of Waikato.
- Member of the NSW Law Society.
- Member of InternetNZ.
- Admitted to practice law in NSW, and is on the Roll of Legal Practitioners for the High Court of Australia.
- Member of the Intellectual Property Society of Australia and New Zealand (IPSANZ).
- Member of the International Trademark Association (INTA).
- Member of the Copyright Society of Australia (CSA).
- Member of the Internet Society of Australia.
- Member of .au Domain Administration Ltd (auDA).
- Executive Member of the Asian Pacific Copyright Association.
- Committee Member of the Indigenous Knowledge Forum.

Name: Anjum Rahman

Position: Councillor, InternetNZ

Term: Appointed 2022 – 2025

Declaration Date: 2 December 2022

- Co-Lead, Inclusive Aotearoa Collective Tāhono
- Contractor to Shama, Ethnic Women's Trust
- Co-Chair, Christchurch Call Advisory Network
- Trustee, Trust Waikato (Waikato Community Trust)
- Vice Chair, Independent Advisory Committee of the Global Internet Forum to Counter Terrorism.
- Holds a .nz domain name.

The register was last updated on 2 December 2022.

Council Actions Register 2023

As at February 2023			
Action No#	Action	Owner	Status
AP12/22	Build in an annual .nz strategy day to the Council Work Plan	Tim Johnson	Reviewing
AP14/22	International Strategy Paper	Vanisa Dhiru	Deferred until later in the year.
AP21/22	Develop a message house to share with Council and staff	Raniera Albert	In progress, input from TKWM needed.
AP22/22	That the basis of the Honoraria level be reviewed and agreed before Council elections in 2024	Catherine Fenwick	For Feb 2024 Council Meeting
AP23/22	Governance Committee to work on the Appointment Process for the Domain Name Commissioner and the DNCL Directors	Chair, Richard Hulse	To add to Governance Committee Agenda
AP24/22	Community Strategy Paper	Vanisa Dhiru	Council Feb 2023 meeting
AP25/22	Council and committee meeting schedules to be updated from the discussion in Council Dec minutes	Diane Robinson	Completed
AP26/22	A brief on the process of public submissions for Feb 2023 Council meeting	Vanisa Dhiru	In progress, defer for May meeting

COUNCIL MEETING - 10 February 2023

Charting Constitutional Change

Members and the NZ Internet Community



DATE WRITTEN: 31 January 2023

PURPOSE: To commence Council awareness of the constitutional change process beginning March 2023 - March 2025 with a (recommended) Special General Meeting (SGM); and focussing on the journey with members and the wider NZ internet community. This paper focuses on:

1. the shift we will take to engage the wider NZ Internet Community so we can grow and diversify membership
2. alignment between our Niho Taniwha strategy and constitutional change
3. Establish understanding between Te Kāhui Tumu and Council on the role.

Introduction

Our constitution states: "It is intended that [InternetNZ] be the principal organisation representing the interests of the Local Internet Community in New Zealand".

During 2023/24 and 2024/25 we are charting a course of constitutional change. There are many components of this change - Te Tiriti centricity, reviewing charitable objectives, and redesigning election models to ensure fairness and equity, as well as modernising the constitution overall.

Two key elements will ensure our constitutional change journey ends in a successful vote for change by members:

- Working with our members across the period from now to 2025 is critical;
- Working with the wider NZ Internet Community also is critical to diversifying members

Our immediate focus for membership:

Securing a membership base that will successfully engage, develop and vote for constitutional change

Our goal is to work effectively with members, and for there to be multiple opportunities for members to input. Our goal is that membership is diverse enough to achieve a new and modern constitution.

InternetNZ | Ipurangi Aotearoa membership will:

- Be a diverse group, reflective of the wider NZ Internet Community
- Have active and dynamic communications, so members feel they have a safe opportunity to contribute into the work of InternetNZ
- Have a strong and engaging experience, with journeys that start well from their first touch point with the organisation
- Offer a modern digital experience, which sets a benchmark for other membership organisations.

Our immediate focus for the NZ Internet Community:

The interconnections between our supporters and partners are how we will refresh and rejuvenate InternetNZ's engagement with the wider NZ Internet Community as key stakeholders.

We will shift our communications, engagement and partnerships more broadly across the NZ Internet Community to engage with diverse groups.

This work will increase our **mandate, influence and relevance**.

Mandate means

- Build diverse networks and connections
- Convene and work with different groups of the community
- Value these relationships by listening and understanding issues from the community first hand.

Influence means

- Share key issues for the community with changemakers
- Share and test our thought leadership on those issues with the community
- Advocate alongside others who share the same perspectives.

Relevance

- Be accessible to our community - for information, discussion and debate
- Move to real-time discussions of emerging internet issues
- Focus on their experience with us, and adjust based on feedback.

Understanding our roles

Role definition will provide kaimahi the mandate to progress relevant work streams, with council's support.

Te Herenga Waka will take ownership of communications and events; develop the diversification and engagement plan; and work with members on our regular communication channels, and throughout the constitutional change journey.

Council will support and amplify those messages to their own networks and communities engaging and participating based on Council members capacity

Members will be invited by Te Herenga Waka (through member-only discussions, events and local kōrero) to have inputs into the areas of the constitution that will be up for change - including charitable objectives, election processes and voting mechanisms.

Recommendation

THAT Council **endorse** this approach, in the context of constitutional change.

InternetNZ | Ipurangi Aotearoa Work Programme 2023/24

AUTHOR: Vivien Maidaborn - Tumu Whakarae
FOR: Council
PURPOSE: To provide Council with the context for the 2023/24 budget
DATE WRITTEN: 23 January 2023

1. Purpose of this paper

As Tumu Whakarae (CE) I have been in the role for nearly 4 months. A key observation for me has been the lack of clarity for staff or leadership on the key pieces of work, how to manage and prioritise work or link work to the strategy. This leaves people feeling overwhelmed about the amount of work and no clear way to say 'no'. During January and February 2023 Te Kāhui Tumu (Leadership team) has been focussed on identifying the strategic priorities for 2023/24 that link directly to [Niho Taniwha](#) and ensure current goals that have been achieved are replaced and we are set up to communicate strategic priorities for the next 2 year period.

This work is the precursor to being able to deliver a budget to Council by March 2023.

This paper sets out the strategic priorities and strategic goals based on [Niho Taniwha](#) 2022-2025. A critical part to achieving the strategic priorities and address the current barriers is the organisational change required including to, work culture, decision making, work prioritisation, work planning, being Te Tiriti centric and outcomes measurement. This paper also sets out the approach Te Tumu Whakarae's approach to the change required. The paper will then flag high level assumptions in the budget building process.

The paper seeks discussion on and approval of the:

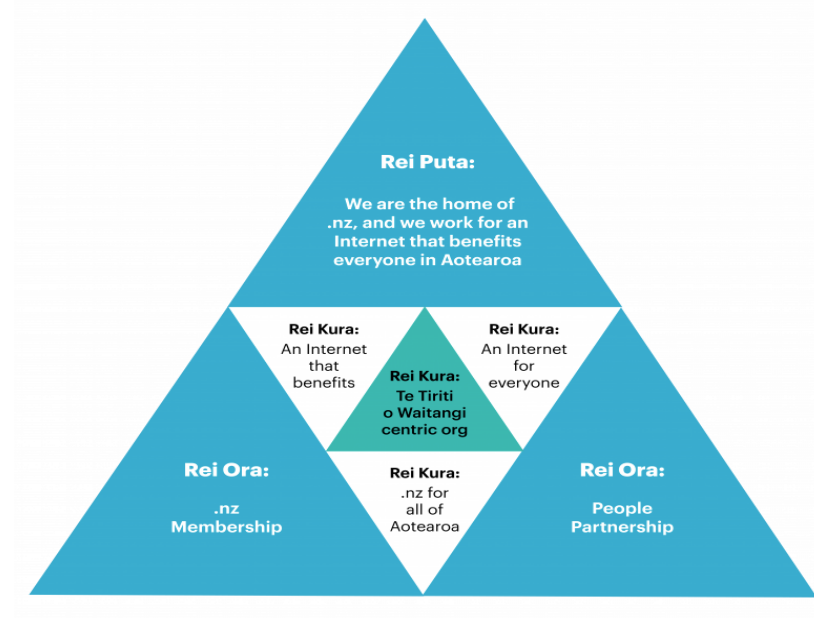
1. Strategic priorities, and goals
2. High level assumptions for the Budget 23/24

2. Recapping on Niho Taniwha foundations

2.1 We are the home of .nz, and we work for an Internet that benefits all of Aotearoa.

2.2 Niho Taniwha - InternetNZ | Ipurangi Aotearoa Strategy

The strategic priorities have been identified as pathways between current state and achieving the values, objectives and foundations set out in [Niho Taniwha](#) - InternetNZ |Ipurangi Aotearoa strategy 2022 - 2025



Our Strategy utilises [Niho Taniwha](#) as a visual

Niho Taniwha is a saw edged pattern of tukutuku panels and in the tāniko weaving on the hems of cloaks. The principal motif that represents the realm of mythology and a chief's lineage from the gods. It also symbolises family houses with the tribe.

3. Strategic Priorities Process - we identified the 5 Priorities then developed work priorities under each

The table below shows how we are building the priorities into a work plan.



4. Strategic Goals and Measures

Strategic Priorities have been developed into draft quarterly goals and together they will form the dashboard reporting to Council on quarterly progress. Compared to previous quarterly goals from the strategy they are more linked to priorities and form a comprehensive work programme interconnected across priority areas.

Goals

(ordering of Goals in no specific numbering sequence)

Te Puni Māori	Goals	Value	Success Measurement
Centering Titiriti o Waitangi <i>Lead Tumuaki Māori</i> <i>Raniera Albert</i>	Goal 1 - Devolving power to Māori (Whānau, Hapū, Iwi, and Māori Tech Communities)	<ul style="list-style-type: none"> The way that we develop and grow our investments to provide Māori with greater opportunities for decision making and prioritisation of funds spent. Greater decision making powers to our strategic partners so that they can decide how they want to achieve benefits for Māori or any marginalised community on the internet. In conjunction with DNCL the identification of a more robust delegation of authorities given to Māori to 	<ul style="list-style-type: none"> The amount of investment given to our partners within a 'by Māori, for Māori' approach Overall percentage of funding distributed to Maori partners The constitution is reflective of a more inclusive representation of Māori

Te Puni Māori	Goals	Value	Success Measurement
		<p>moderate .iwi.nz and run .māori.nz</p> <ul style="list-style-type: none"> • Providing Māori expertise to the Constitutional Review process • Te Puni Māori and Te Komiti Whakauru Māori provide thought leadership to Council that works towards Te Tiriti o Waitangi centric decision making 	
	Goal 2 - Iwi, Hapū, and Whānau partnerships	<ul style="list-style-type: none"> • We are being held accountable by our strategic partners, and te ao Māori in the way we deliver on “becoming a Te Tiriti o Waitangi centric organisation”. • We work with internal and external partners towards an internet that benefits Māori. • The Māori who are part of the NZ internet community see value in being an INZ member 	<ul style="list-style-type: none"> • We hold regular hui with our strategic partners • We increase the number of Māori members in our organisation • We include Māori in the design process of an internet that benefits

Te Puni Māori	Goals	Value	Success Measurement
	Goal 3 - Innovate Te Tiriti centric org policies , perf appraisal and recruitment	<ul style="list-style-type: none"> • The more we change internal processes, that reflect Te Tiriti o Waitangi centric, and the more we call out personal and cultural racism, the more we aren't systemically racist. • All these actions will enable us to efficiently work towards becoming a Te Tiriti o Waitangi centric organisation. • To create a culturally safe working environment in the organisation for Maori staff. • To create a funding pathway to develop Māori in the digital/IT community internships programmes 	<ul style="list-style-type: none"> • A safe codesigned discrimination process for staff is in place. • Innovative performance appraisal incorporating individual performance indicators is designed and adopted. • Recruitment and retention policies are increasing number of Māori on staff • We work with domestic and international networks of indigenous rights experts creating systemic change in their respective organisations or counties

All Puni	Goals	Value	Success Measurement
Systemic Racism Review - <i>Lead Sponsor</i> <i>Tumuwhakarae (CE) Vivien</i> <i>Maidaborn / Project lead</i> <i>fixed term contractor (2</i> <i>years)</i>	Goal 4 - Claims of Systemic Racism	Apology to the parties who raised the claims for the harm caused and an acknowledgement of the situation in which it arose [Recommendation 2.1].	Apology given in person to parties on 16th January 2023 in a private hui with Council Members and Senior staff. An accountability framework to be agreed with the Race Relations Commissioner to show what steps have been taken towards change. In 1 year's time, share progress made with the recipients of the Apology and gather for event 'Tatau Pounamu' that forms the ongoing and future commitment of Ipurangi Aotearoa in Te Ao Māori and being an organisation that is Te Tiriti o Waitangi centric.
	Goal 5 - Codesign for recommendations 5&6 with Te Komiti Whakauru Māori (TKWM) and external parties	Design for Māori representation in Council and alignment with constitution with being Te Tiriti centric will be achieved	Co design process through TKWM recommends to Council changes to the Constitution that support Māori members equal right to stand for Council
	Goal 6 - Internal systems and culture are increasingly Te Tiriti centric	Culture that acknowledges and celebrates diversity grounded in Te Tiriti o Waitangi principles	Policy and procedure reviews Staff survey

Te Puni Herenga Waka	Goals	Value	Success Measurement
NZ Internet Community <i>Lead Tumuhherenga Waka</i> <i>Vanisa Dhiru</i>	Goal 7 - To diversify the membership base	Aligning members with Te Tiriti centric organisational strategy	Growth in the diversity of our members Having data points on the diversity of our members
	Goal 8 - To activate our connection points, engagement and listening throughout the wider NZ Internet Community, with a priority on iwi Māori and marginalised communities	We grow and support out mandate, influence and relevance.	Feedback from the community Attendance and participation at community events, kōrero, consultation New strategic partnership opportunities
	Goal 9 - Design and implement a partnership framework that aligns across our strategic priorities	We amplifying our outcomes by working with other people and organisations	Partnership framework exists and is used Partner work programmes include shared outcomes with INZ

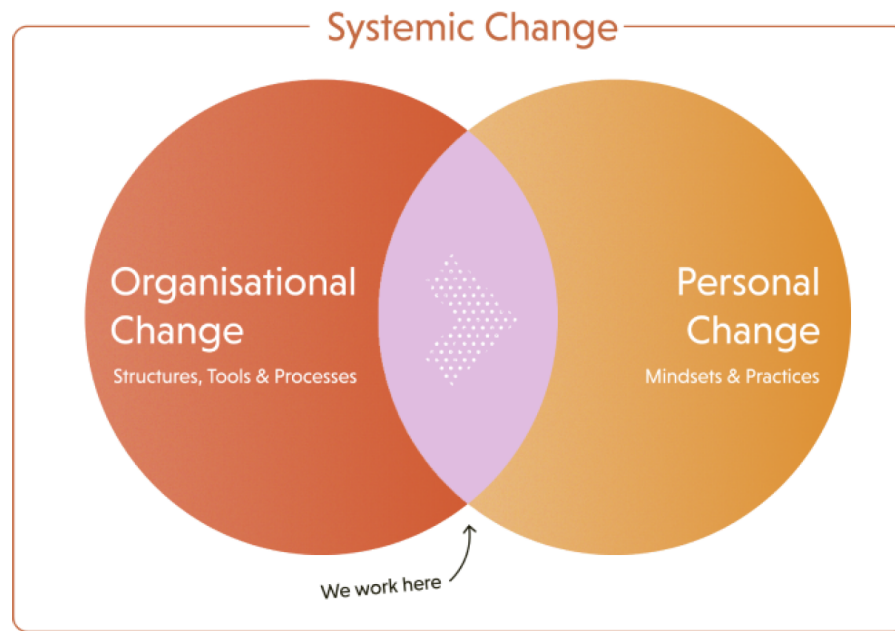
Te Puni Whakawhanake Rawa DNCL	Goals	Value	Success Measurement
Home of Domain Name Services (.nz and DNS) <i>Leads Tumuwhanake Tim Johnson and Interim Domain Name Commissioner Isobel Egerton</i>	Goal 10 - Complete the formation and planned resourcing of Te Puni Whakawhanake Rawa	Ensures the right resourcing and structure is in place to execute the approved .nz Strategy and reduce our risk.	Vacancies are identified and filled. Any necessary puni structure changes identified and implemented.
	Goal 11 - Develop a long term marketing plan based on key market insights and data.	Be customer centric and data driven	We will understand the .nz registrant personas. We will have greater understanding on what can influence registrant preference and registration choices.
	Goal 12 - Shift toward a constant state of .nz policy review and improvement	.nz policy that is modern and addresses current and future circumstances, not historical.	.nz policy owned and with dedicated resource within Te Puni Whakawhanake Rawa. Clear understanding of what is being done to address online harms by other ccTLDs and gTLDs internationally
	Goal 13 - Consistent engagement with local and international registrars and other registries.	A channel that knows who we are and trusts us enough to promote .nz. To gain cost and operational efficiencies as a registry	Face to face attendance with both local and international registrars, 80% minimum attendance at key international industry events.

Te Puni Whakawhanake Rawa DNCL	Goals	Value	Success Measurement
			Increased engagement with registrar satisfaction surveys and communications.

Te Puni Raupā	Goals	Value	Success Measurement
Constitutional Change <i>Lead Tumutaumatua - Catherine Fenwick</i>	Goal 14 To modernize the InternetNZ constitution	To approach the update with a view to what InternetNZ needs in 2023 and beyond in a modern Constitution	The document will be clear for all stakeholders in plain english its purpose and will allow for a lean approach to implementation and ongoing support by xyz date
	Goal 15 Incorporated Society Act changes are identified and consulted with members by Feb/March 2025 date Special General Meeting	We ensure we have a constitution that is legally compliant and future focused that members understand and support	We have review stages for consultation in place over the next 2 years with stakeholders -

All Puni	Goals	Value	Success Measurement
Lean Business - <i>lead</i> <i>Tumutaumatua</i> - <i>Vivien/Catherine Fenwick</i>	Goal 16 Delivering value - InternetNZ group deliver value through new lean culture/process/tools	Value will be in the delivery of what the “customer” needs - value add, better experience, speed to output/outcome. Value will also be seen in staff engagement in organisational rituals and self management processes.	Number of processes and tools in place to support lean practice. Number of experiments - run with outcomes identified. Co-created roadmap with milestones exists for InternetNZ cadence and culture.
	Goal 17 Eliminate waste	Waste is any product, tool, or process that is unproductive or doesn't add value.	The first step to eliminating waste is identifying the causes of the waste in your business. The measure can be based on these items.
	Goal 18 Continuous improvement	Changing behavior is more important than changing processes. We build a culture of continuous improvement through staff development and training.	All staff have a new approach to work - learning, reviewing , design and decision making. Linking to Risks

5. Approach to change



The proposal is to work with the [Greaterthan](#) team to build a work culture that integrates change into the work process through a series of experiments that combine work processes and personal change for staff toward self management practices.

Greater than describes its approach below:

OUR APPROACH

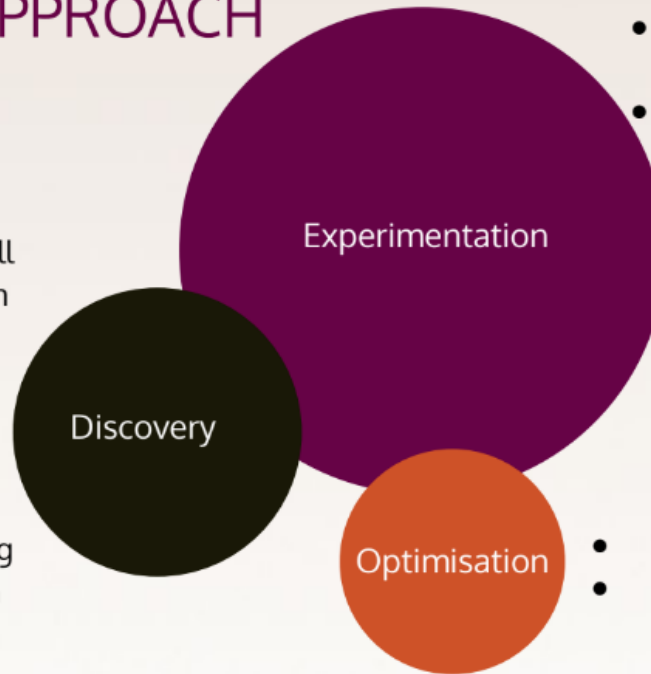
Key elements of our approach:

- **Allow for emergence.** We are highly flexible and work in a way that allows the Organisation to emerge and evolve, rather than being constrained by top-down design.
- **Create change through the work.** We always try to embed the Organisation development work in teams' work itself, to enable learning by doing and experiencing what self management feels like.
- **Capacity building** above all. We believe that the human skills of communication, decision making, and facilitation are not boundaried by tenure or title. By working with scaffolding rather than frameworks, through practice, emergent leadership is enabled.
- **No rigid rule book.** We work with the particular context and stage that your Organisation is at in relation to its goals. We work with teams to identify where structure is needed and how to make it explicit (for example, see our own [Organisational handbook](#)).



OUR CHANGE APPROACH

- Working with the “Organisation Stewards” team (TBC)
- The exploratory phase will include you in design with us to help us determine what specific team practices could be the start of a shift to a different way of organising and structuring
- Main discovery ends with a statement of work finalised for the first 6-9 months of experimentation



- Co-created roadmap with milestones
- Identified interventions begin, with specific focus on priorities highlighted in the discovery phase

- Scaling experiments
- Building out and refining “macrostructures” - procedures, rules, minimum specifications, etc. codified in a Handbook

6. High level budget assumptions

1. Growth in revenue at 2% - Generate Strategy and current trends
2. Remuneration Policy and Review - 5% assumed increase combining cost of living and job sizing
3. Increase in IRS operational costs (depreciation and software fees) from (22/23) \$500,000 - (23/24 and ongoing) \$1,200,000
4. Achieving the right people resources in the right roles to implement the overall strategy . This work includes new roles, changing roles and solutions through contractors, fixed term and permanent appointments.
5. Capex 23/24 includes:
 - investment in DNS upgrade , approx. \$500,000
 - Investment in membership technology and tools, approx \$150,000

7. Recommendations

That Council:

- **Agree** the Strategic Priorities and Goals - input on this work
- **Receive** the high level budget assumptions

President Report

AUTHOR: Joy Liddicoat, President

PURPOSE: To provide a report back to Council on the President's activities from October 2022 to January 2023

Introduction

2023 is well underway and I am looking forward to a busy year for InternetNZ. The last year has been one of transition and upgrade: modernising the .nz registry, reviewing the organisational structure, recruiting and settling in a new Tumu Whakarae (Chief Executive). Some changes are still needed (most importantly modernising our constitution for the new Incorporated Societies Act), but even with the changes already made, I believe 2023 is a year we can lift to new levels of performance.

.nz

Our .nz registry team took some well deserved leave over the holidays. Registrations continue to exceed forecasts and with the new systems in place it is time to turn to the new innovations enabled by our infrastructure upgrade. The introduction of the new .nz rules has also gone smoothly, with the Domain Name Commissioner reporting no significant issues. Looking ahead, 2023 will be the year to turn in earnest to the next phase of .nz policy review recommendations. Many members have expertise in this area or may be curious about it - I encourage all members to get involved.

Membership and Engagement

Members have been in touch with me over the last two months, mainly over two matters: Dr O'Regan's report on systemic racism and the decision to temporarily suspend the members-discuss list.

In relation to Dr O'Regan's report, I have received no negative feedback at all. I have been encouraged by the support from members for acknowledging some aspects of our past and positively setting about doing things differently. I want to acknowledge those members who questioned me about the decision of Council unanimously endorsing the report in October 2022 without seeking further comment or additional input from members. In my view, while there may have been additional information to round out aspects of the report, in the end it was Dr O'Regan's report and its broad thesis was valid. A better approach than focusing on the past, in my view, is to focus on moving forward.

The decision to suspend members-discuss list was not made lightly and came in response not only to the recommendations in Dr O'Regan's report, but also specific complaints about harm from the discussions about it. I dealt with several complaints about the discussion and ruled to suspend one person from the list. I thank the members who contacted me to say they did not agree with this step and that the process could have been better. Many of those who expressed concern about this to me were members who have never posted on the list, or who haven't done so for quite a long time. At the same time, I had about the same number of members express their support for this decision, saying it was long overdue and offering their willingness to re-engage in other forums.

I am a strong advocate of human rights, including freedom of speech and freedom from discrimination - both must coexist, as one does not trump the other. I therefore take seriously the duty to provide safe spaces for our members to discuss sometimes difficult topics. In 2023, safety means different things to different people and not all spaces work for everyone. These are things to reflect on when deciding whether and, if so, how best to reinstate the list. In the meantime, we are encouraging members to participate in our online NetHub channels and I am pleased to see some increased discussion there. Council has also asked the Tumu Whakarae (CE) to review our membership and engagement strategy as soon as practicable.

Governance

The Tumu Whakarae (CE) has completed her first 100 days and is busy developing a new proposal and budget to implement our Strategic Plan. Councillors have settled into their various committee roles. I'm grateful for their hard work, and that of our Council Committee Chairs.

I am on leave and unable to attend the February Council meeting, which the Vice President, Brenda Wallace, will chair in my absence.

REPORT ON Q3 2022/23

Introduction from Tumu Whakarae

Kia ora,

The purpose of this report is to summarise our delivery to our strategies and plans, and highlight the key metrics that matter to the ongoing health of our organisation.

Our objectives for Q3 of 2022/23 were:

- Completing the publication of the Systemic Racism Review, planning strong clear key messages for the media and working with staff on their actions and reactions. Beginning planning for the apology at the beginning of Q4.
- Developing a project plan for the codesign and implementation work for the Systemic Racism Review.
- Turning our attention to implementing the Te Puni Whakawhanake strategy signed off by Council in August 2022, including designing the team and considering processes for recruitment.
- Completing the first version of 'An internet that Benefits' work plan for InternetNZ. This is a living document that will keep evolving and changing but represents our first attempt to define our work for 'an Internet that benefits.'
- Resolving thinking about where .nz policy and international policy fits in InternetNZ.
- Orientating the Tumu Whakarae, establishing a 100 day plan and KPI's leading to the Strategic Priorities document on the agenda for the Feb 2023 Council meeting.

We have made substantial progress across all of the significant commitments of our 2022/23 Annual Plan. Q3 represents a particularly significant moment in the change and evolution of InternetNZ, as we focus to serve our registrars, users of .nz and the people of Aotearoa in using the Internet.

***Rei kura: treasured teeth* - The focus of our action and mahi**

Our plan for the year includes six key strategic commitments. The status of our work is summarised as one of three states:

On track	This work is tracking according to our plans and expectations.
Within tolerance	This work has deviated from our plans and remedial action is underway.
Out of tolerance	This work has deviated from our plans and remediation is not known or unsuccessful.

Our strategic goal: .nz is a good product

Complete the replacement of the .nz registry	As planned, the new registry system went live successfully on 1 November 2022. Focus has now shifted to project items that were not considered critical for go-live.	On track
.nz policy that continues to manage harm through .nz domain names	We continue to progress with the panel recommendations and retain priority for those that focus on online harm. We have entered a research stage for this work and have engaged an external researcher. The research will be focussed on what work is being done by other registries to mitigate online harm.	On track

Our strategic goal: we are a Te Tiriti o Waitangi centric organisation

Deepen relationships with Māori through engagements and partnerships	We refreshed the partnership agreement with Waka Ama NZ, identifying three work streams to be achieved with the funding they have received and our support:-	On track
--	--	----------

	<ul style="list-style-type: none"> • Developing a digital strategy to increase their digital infrastructure • Māori membership to Ipurangi Aotearoa • Discussion and exploration with Rangatahi Māori in Waka Ama on online harms and bullying. <p>The revised agreement will take effect 30 January 2023.</p>	
Build an environment where Te Ao Māori is treasured and embraced	Council has completed two successful Te Tiriti o Waitangi training sessions with Dr Kathie Irwin in 2022. We are commencing training with Hone Hurihanganui from Engaging Well in Feb 2023. These sessions are primarily focused on how Tikanga and a Māori worldview is applied in governance. In February, staff will participate in sessions exploring how Tikanga relates in a mainstream environment. These sessions will be held monthly and are run through Kāpuhipuhi, a subsidiary of Victoria University.	On track

Our strategic goal: responses to harms

Convene and advocate for systemic responses to the challenge of mis- and dis-information in Aotearoa.	We have developed our strategy for Internet that Benefits with a cross organisation leadership group and a working group and this framework will set the priorities each quarter for action.	On track
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Our strategic goal: digital equity and inclusion

Working within the Digital Equity Coalition Aotearoa (DECA) framework towards digital equity	We continue to work with and through DECA to support and strengthen their operating ability, now to become a separate entity during 2023.	On track
--	---	----------

InternetNZ in the media

We appeared in 40 different articles/bulletins for the quarter. This number includes the syndications (e.g. when something is published in Stuff and syndicated into the Waikato Times). The articles were made up of 28 stories.

The topics with the most coverage were the successful migration of the .nz registry and the systemic racism review we conducted.

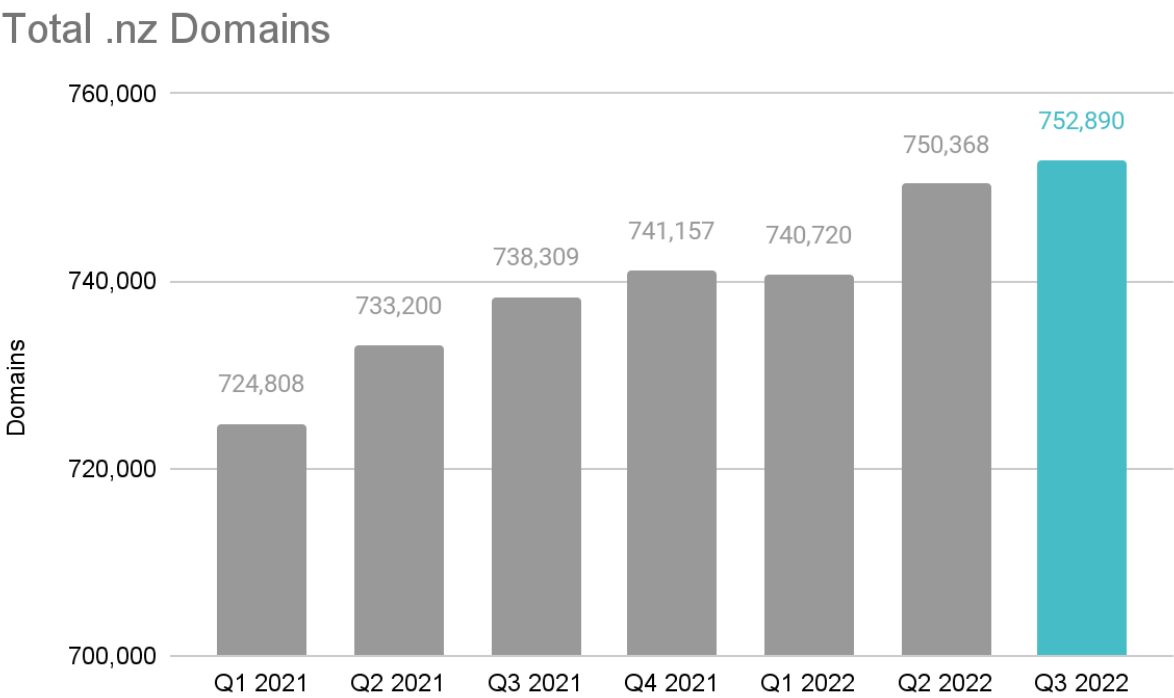
The Herald and Waatea news were the most common outlets followed by Whakaata Māori (Māori TV) TodayFM, and Te Ao Māori News.

Q3 media highlights:

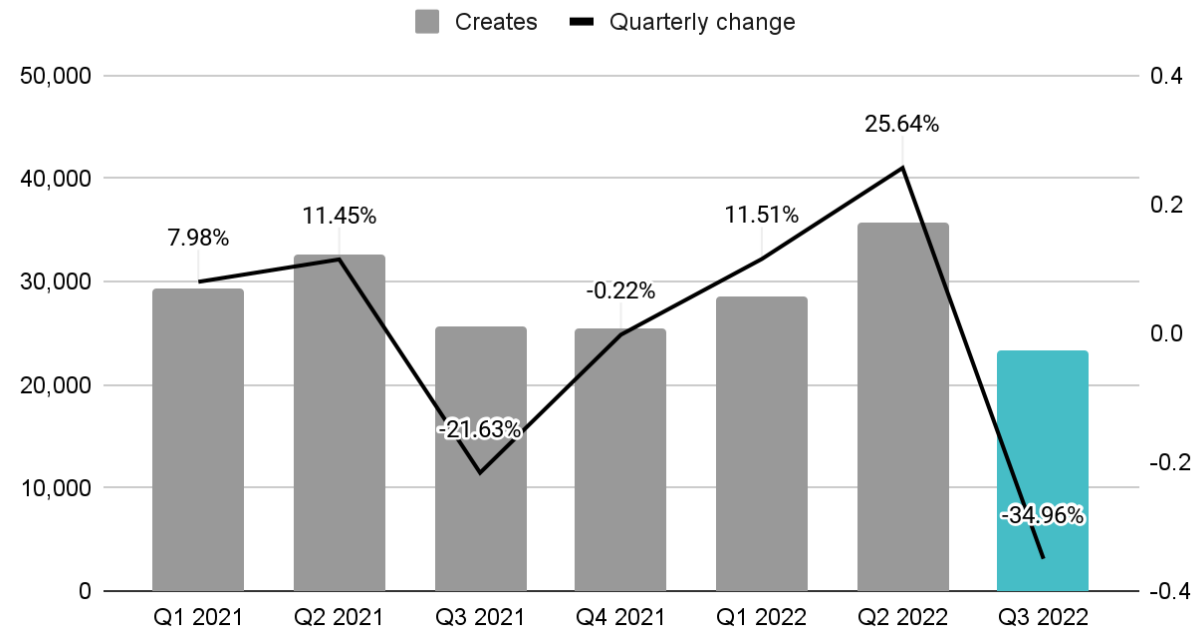
- [InternetNZ CEO Vivien Maidaborn talks about the systemic racism review and changes that have been made in InternetNZ](#) (Waatea Radio)
- [Internet NZ apologises to Māori after fallout over racist video](#) (Stuff article)
- [New domain registry system has been rolled out: InternetNZ's CEO Vivien Maidaborn is interviewed by Lloyd Burr](#) (TodayFM)
- [View from the Top: InternetNZ's CEO Andrew Cushen is interviewed by Rachel Smalley](#) (TodayFM)

***Rei ora: teeth of vitality* - The foundations on which we stand**

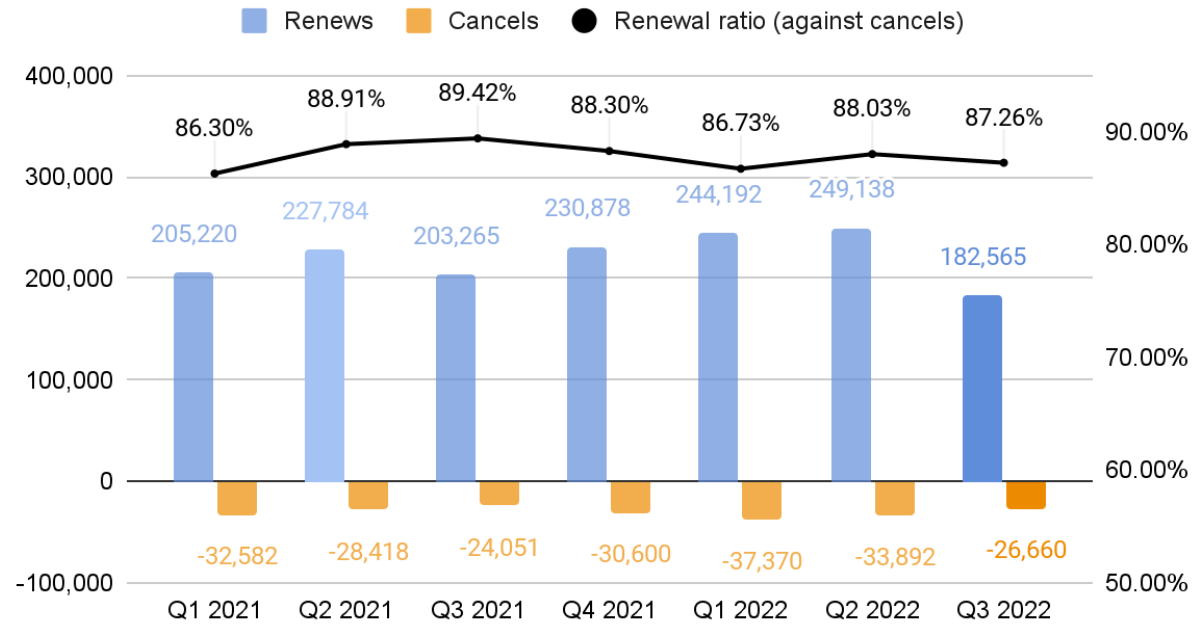
.nz metrics and commentary for Q3 2022/23



Creates

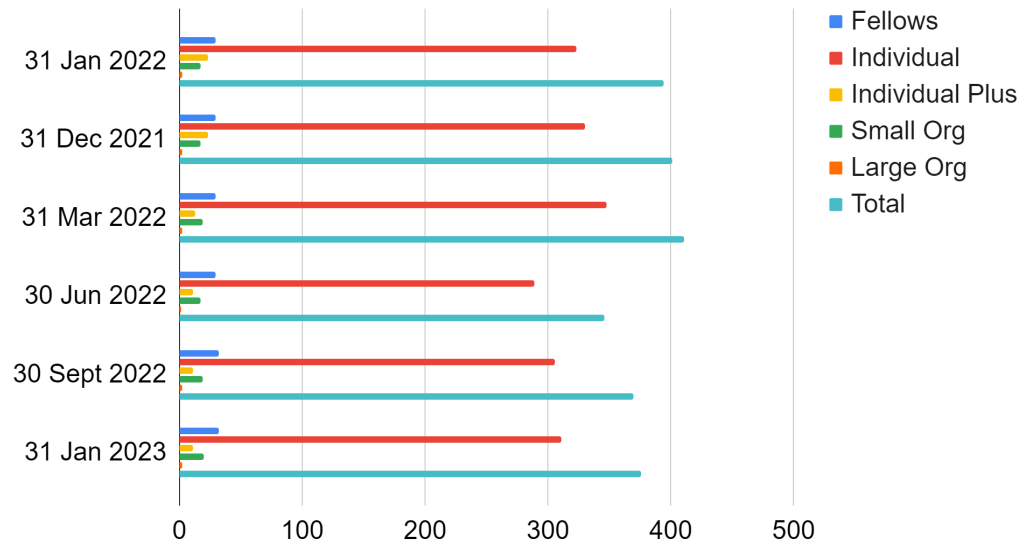


Renews and Cancels



1.

Membership metrics and commentary for Q3 2022/23



People metrics and commentary for Q3 2022/23

- **FTE permanent employees:** 33.7 ↓2.8
- **Arrivals and departures**
 - Departures: Operations Advisor, Chief Security Officer, Engagement Director / Interim Chief Executive, Internal Communications Advisor
 - Arrivals: Tumu Whakarāe | Chief Executive
- **HSW:** The focus for the HSW committee has been updating the Group COVID stance, policy reviews and reinforcing training on emergency evacuation procedures, safe workplace set up and the emergency plan.

There have been three major focuses for the team in this quarter:

- reviewing of and response to the Systemic Racism Review
- team building for Te Kahui Tumu and the new puni - embedding the new structure
- commencing a role sizing project for all roles within the InternetNZ Group

Partnership/funding metrics and commentary for Q3 2022/23

For the \$1mil of community funding, \$640k has been invested into strategic partnerships or projects with the following organisations:

- 20/20 Trust
- AUT, World Internet Project
- Digital Future Aotearoa
- FigureNZ
- Tohatoha
- Digital Equity Coalition Aotearoa, DECA (co-funded with Spark Foundation and Todd Foundation)
- Brainbox Ltd (co-funded with Borrin Foundation)
- NZ Red Cross, Awhi Matihiko Red Cross Settlement (co-funded with Spark Foundation)

There were two on-demand rounds open during Q3 -

<https://internetnz.nz/news-and-articles/new-on-demand-funding-available-up-to-10k-per-project/>:

- \$85k pool for grants up to \$10k - to support those who want a chance to contribute and have an influence on key Internet issues but face barriers to participation. At 31 Dec 2022, \$68,081 was allocated, leaving two further grants able to be provided in Q4.
- \$230k pool for grants up to \$10k - to support community initiatives that will work towards digital equity and a safer, more positive Internet to benefit all of Aotearoa. Applications are being assessed on a rolling basis, and with kaimahi working to support applicants throughout the process with advice, ghost-writing support and draft review as needed.

For both rounds, we continue to encourage those seeking to apply to call/email first to kōrero about their possible application; we listen and support people who need application support. We have offered to ghost-write, and/or review draft applications.

\$30k of the \$32,500 tagged for 'follow up' funding has been allocated for initiatives we have funded in the past who need a small amount of additional funds to complete a project where there may be a change.

Q3 has seen the final engagement phase of our research into an Internet that benefits people. We have entered the data analysis and consolidation phase as we move towards publication of the final report. <https://internetnz.nz/an-internet-that-benefits-people/>

We've maintained our membership work and engaged an external supplier to conduct a full analysis on our requirement needs to future proof the technology we are using for members. This work focused on the user requirement needs for an updated CRM and a more personalised experience. This quarter also saw the pause on the members-discuss email group, with a review scheduled for Q4.

COUNCIL MEETING - February 2023

Te Komiti Whakauru Māori

AUTHOR: Potaua Biasiny-Tule, Chair
FOR: Te Komiti Whakauru Māori Report back to Council
REPORT: December to February 2023

Report back to Council

Te Komiti Whakauru Māori | Hui

Te Komiti Whakauru Māori (TKWM) held their first hui for 2023 on Thursday 26 January 2023. We discussed the following:

- Our Reflections on the Apology, Systemic Racism Review that was held on the 16th January 2023 and how it was received.
- The next steps for the Systemic Racism Review (SRR) and TKWM will provide some thoughts and input to the draft SRR project plan.
- Discussed He Pouwhenua, He Poutangata the Māori strategy and for it to be refreshed and co-designed with TKWM and staff.
- Reviewed the draft Agenda for TKWM Wananga which will take place on Thursday 9th February 2023 (half day). The Agenda will cover:
 - SRR co-design of action plan approach,
 - He Pouwhenua, He Poutangata and refreshing this strategy'
 - The TKWM work programme for 2023/24.

A verbal update will be provided at Council regarding the wananga.

Recommendation

THAT Council received report back from Te Komiti Whakauru Māori.

COUNCIL MEETING - DATE

Risk&Compliance

AUTHOR: Brenda Wallace, chair of Risk & Compliance council subcommittee
FOR: InternetNZ Council
REPORT: December to February 2023

Report to Council

Our ropu met by video call on 15th December. We have set an agenda for the year looking at different areas of Risk and Compliance.

We asked staff to incorporate a matauranga Maaori committee lens into future risk assessments.

The software tools we use to assess risk for decisions will display the items clustered together in the matrix due to our settings. This means the tool is less helpful in separating risks. At the next meeting, we expect to make a recommendation to widen our risk bands, allowing the risk levels to be differentiated better.

We have identified a skill-set gap, with no lawyers in our sub-committee. Council may want to fix this.

Recommendation

THAT Council receive the report from the Risk and compliance committee

Health, Safety and Wellbeing Report

AUTHOR: Health, Safety and Wellbeing Committee

PURPOSE: To provide the Committee with an update on Health Safety and Wellbeing (HSW) for the InternetNZ Group.

This report is prepared for InternetNZ Group and all information is based on group Staff (INZ and DNCL) and activities of a Group HSW Committee.

Period	Number of Near Misses reported/or identified	Number of Incidents reported/or identified	First Aid Incidents reported/or identified
10 Nov 2021 - 27 Jan 2022	1	0	0
28 Jan 2022 - 9 Mar 2022	0	0	0
10 Mar 2022 - 4 May 2022	0	0	0
5 May 2022 - 15 June 2022	1	0	0
16 June 2022 - 31 Aug 2022	1	0	0
1 Sept 2022 - 17 Nov 2022	1	0	0

Summary

Incidents and Hazards

- Since the last report, there was **one near miss** that was identified where a staff member bumped their leg into the metal bar under the table in one of the meeting rooms. Although there was no injury, we've **identified this as a hazard** and therefore we checked all other meeting rooms which may have the similar table set-up. Signage has been placed at these meeting room tables for staff to be aware of this and will also place a protective cushion/gel onto the edge of the metal bar for safety. This work is still to be completed.

HSW Committee update

The INZ and DNCL Health, Safety & Wellbeing Committee met on 20 October 2022. Key topics discussed include:

- Delay in the installation of the intercom at the Wellington office. The hours of access using the lifts was reviewed and a decision made to keep at 7am to 5pm.
- Review of the Terms of Reference for the HSW Committee as it was due for its annual review
- Using the COVID Risk Assessment Framework to assess and guide decisions around the proposed mitigation measures raised by staff regarding managing COVID.
- Ongoing work on reviewing the HS&W Policy, Stress Management Policy and Alcohol and Drugs in the Workplace Policy

Activity with potential HS&W impact

The release of the systemic racism report could have an impact on the wellbeing of the team. Vivien is very aware of this and is ensuring that support is provided to the team and is planned for as part of the roll out.

Recommendation

THAT the Health, Safety and Wellbeing Report be received.

HEALTH, SAFETY & WELLBEING POLICY

POLICY: HR-Health, Safety & Wellbeing Policy
VERSION: 4.0
DATE IN FORCE: February 2023
PLANNED REVIEW: February 2024

Purpose

To provide the health, safety and wellbeing policy within InternetNZ and DNCL (the InternetNZ Group) in accordance with the Health and Safety at Work Act 2015.

Policy Statement

The InternetNZ Group is committed to maintaining a safe and healthy te tiriti o waitangi centric work environment for their workers (including contractors) and other persons (e.g. visitors) and this will be at the forefront of all its activities.

This policy applies to all workers, contractors and other persons of the InternetNZ Group.

This policy is supported by the Health, Safety and Wellbeing Procedures document.

Key Concepts

[The Health and Safety at Work Act 2015](#) (HSWA) and regulations made under the HSWA is New Zealand's key work and health and safety legislation.

[WorkSafe](#) is the government agency that is the work health and safety regulator.

Te Tiriti o Waitangi - we will be guided by Te Tiriti in the work we undertake and the way we work utilising the framework of Te Whare Tapa Whā.

A **PCBU** (Person Conducting a Business or Undertaking) must ensure, so far as is reasonably practicable, the health and safety of Workers (including contractors and their subcontractors or staff), and that Other Persons are not put at risk by its work. **The PCBU in relation to the InternetNZ Group is InternetNZ and DNCL.**

An **Officer** is a person who occupies a position that allows them to exercise significant influence over the management of the business or undertaking. **The Officers in relation**

to the InternetNZ Group are Council members, InternetNZ's CEO, DNC Board members, the Domain Name Commissioner and members of the Executive Leadership Team.

A **Worker** is an individual who carries out work in any capacity for a PCBU. **A Worker in relation to the InternetNZ Group includes any of its employees and contractors or subcontractors (including their employees).**

Other Persons means other persons at a Workplace and this includes Workplace visitors. **Other Persons for the purposes of the InternetNZ Group includes visitors to the InternetNZ Group Offices (e.g. for a meeting with a worker).**

A **Workplace** means a place where work is being carried out, or is customarily carried out, for a business or undertaking (it also includes any place where a Worker goes, or is likely to be, while at work. **The Workplace for the purposes of the InternetNZ Group is the office located at Level 13, 18 Willis St, Wellington, the workspace located at Level 7, 62 Victoria Street West, Auckland and The Grid, Auckland (the InternetNZ Group Offices). Where and when Workers are working from home, their home is also considered a Workplace.**

Who is responsible for workplace health and safety?

We are all responsible for ensuring the health, safety & wellbeing of ourselves and others. Every staff member is expected to take reasonable care of their own health and safety and reasonable care that others are not harmed by any act or omission to act.

PCBU Responsibilities

The InternetNZ Group has the primary duty of care to ensure, so far as reasonably practicable, **the health and safety of its Workers and that Other Persons are not put at risk by its work.**

This means, the InternetNZ Group primary duty of care, includes (so far as reasonably practicable):

- providing and maintaining a safe working environment (physical, e.g. lighting, ventilation, heat, etc. and psychological, e.g. deadlines, stress and fatigue, work arrangements etc.)
- providing facilities for the welfare at work of Workers in carrying out work and including ensuring access to those facilities
- providing any information, training, instruction, or supervision that is necessary to protect all person from risk to their health and safety from work carried out as part of the InternetNZ Group

- ensuring all equipment and tools are safe to use
- working with staff to ensure all hazards in workplaces are controlled (eliminated or minimised)
- developing and implementing emergency and evacuation procedures
- Develop processes which enable the alignment of our work to Te Tiriti o Waitangi
- setting objectives and targets that will continually drive everyone to improve health and safety performance, processes and work practices at the InternetNZ Group
- monitoring the health of Workers and the conditions at the Workplace for the purposes of preventing injury or illness of Workers arising from the conduct of the InternetNZ Group
- notifying WorkSafe of all notifiable events

Officer Responsibilities

Officers of the InternetNZ Group (as identified above) have the responsibility to **exercise due diligence to ensure the InternetNZ Group meets its health, safety and well being obligations** by taking reasonable steps to:

- acquire, and keep up to date, knowledge of work health and safety matters including Te Tiriti o Waitangi principles
- gain an understanding of the nature of the operations of the business or undertakings of the InternetNZ Group and generally of hazards and risks associated with those operations
- ensure that the InternetNZ Group has, and implements processes for complying with any duty or obligation it has under the HSWA
- ensure that the InternetNZ Group has appropriate processes for receiving and considering information regarding incidents, hazards and risks and for responding in a timely way to that information
- review healthy,safety and wellbeing systems, processes and resources periodically and if necessary, after any health and safety incidents

Worker Responsibilities

Workers have their own health and safety obligations, which includes:

- taking reasonable care for their own health and safety in line with Te Tiriti o Waitangi principles

- taking reasonable care that what they do or do not do does not adversely affect the health and safety of other persons
- co-operating with any reasonable workplace health and safety policy or procedure that has been notified to workers
- complying, so far as reasonably able, with any reasonable instructions given by the the InternetNZ Group (in accordance with the InternetNZ Group's obligations under the HSWA and regulations)
- attending health, safety and wellbeing meetings/briefings when required
- properly using and taking care of all safety equipment and clothing provided
- promptly reporting all incidents, injuries and illnesses to HR, a manager and/or the HSW Committee.

Health and Safety Committee Responsibilities

The Health and Safety Committee represent the Workers on health and safety matters, they also:

- enable cooperation between the InternetNZ Group and the Workers about health and safety at work
- assist in developing and reviewing health and safety policies and procedures which align with and deliver our commitments
- make recommendations to improve health and safety practices at the InternetNZ Group

Other Persons' Responsibilities

Other Persons at the Workplace need to:

- take reasonable care for their own health and safety
- take reasonable care that others are not harmed by something they do, or do not do
- comply, as far as they are reasonably able, with any reasonable instructions given by the the InternetNZ Group (in accordance with the InternetNZ Group's obligations under the HSWA and regulations)

Signed by _____ Council President,
InternetNZ

Date: _____ (To be reviewed annually)

Signed by _____ Board Chair
Domain Name Commission

Date: _____ (To be reviewed annually)

MINUTES

COUNCIL MEETING

Status:

Draft to be Ratified

Date

Friday 2 December 2022

Present:

Council: Joy Liddicoat (President), Brenda Wallace (Vice President), Whetu Fala, Don Stokes, Kate Pearce, Richard Hulse, Jeff Montgomery, Potaua Biasiny-Tule, Anjum Rahman, Anthony Bow and Alpana Roy

In attendance:

Staff: Vivien Maidaborn (Tumu Whakarae); Raniera Albert, Catherine Fenwick, Vanisa Dhiru, Tim Johnson and Diane Robinson

The meeting opened at 10:16am

Section 1 - Meeting Preliminaries

1.1 Council only (in committee)

1.2 Council and CE alone time (in committee)

1.3 Karakia, apologies, interests register, and agenda review

The President opened the meeting with Karakia.

The following updates were made to the Interests Register:

Alpana Roy

- Employee of the University of Waikato.
- Member of the NSW Law Society.
- Member of InternetNZ.
- Admitted to practice law in NSW, and is on the Roll of Legal Practitioners for the High Court of Australia.
- Member of the Intellectual Property Society of Australia and New Zealand (IPSANZ).
- Member of the International Trademark Association (INTA).
- Member of the Copyright Society of Australia (CSA).
- Member of the Internet Society of Australia.
- Member of .au Domain Administration Ltd (auDA).
- Executive Member of the Asian Pacific Copyright Association.

- Committee Member of the Indigenous Knowledge Forum.

Jeff Montgomery

- Member of Netsafe
- Member of TohaToha

Antony Bow

- Receives additional honoraria for being Chair of InternetNZ Audit, Finance and Investment Committee.

Anjum Rahman

- Holds a .nz domain name.

Brenda Wallace

- Receives additional honoraria for being Chair of InternetNZ Risk and Compliance Committee.

Potaua Biasiny-Tule

- Receives additional honoraria for being Chair of InternetNZ Te Komiti Whakauru Māori (Māori Engagement Committee).

1.4 Agenda Review

Section 2 - Strategic Priorities

2.1 & 2.2. Rei Kura: Te Tiriti o Waitangi centric organisation | Te Tiriti paper

Whetu joined the hui at 10:53am

Council shared their understanding of honouring Te Tiriti and being a Te Tiriti centric organisation. In the paper, it specifically outlined that being Te Tiriti centric does not exclude equitable outcomes for all people in Aotearoa. Māori equitable outcomes would be applied and shared for the betterment of the entire community of Aotearoa. The commitment to being Te Tiriti centric has the potential to be more reciprocal and authentic than previous approaches. This would be achieved, for example, through Maori self determination in public impact funding, governance models and rules and .nz policy development. A beautiful metaphor was shared that Te Tiriti o Waitangi is a korowai (a Māori cloak) and how does our organisation wear that korowai. It can be at times uncomfortable but we wear it with great pride.

Council gave Te Komiti Whakauru Māori the mandate to guide and provide leadership to Council on this journey.

RN55/22 Council acknowledged and thanked Raniera Albert, Chief Advisor Māori and Te Puni Māori team for their thought leadership in the Becoming a Te Tiriti o Waitangi centric organisation paper presented.

RN56/22 Council received the Te Tiriti organisation paper and encouraged ongoing refinement in light of the discussion and any feedback from stakeholders.

(All Council)

CARRIED U

AP21/22 Develop a message house to share with the Council and staff.

Potaua left the meeting.

Section 3 – Matters for Decision

3.1 Revised Terms of Reference for the Māori Design Group

The Council thanked and acknowledged the Māori Design Group (MDG) for their work with InternetNZ. The MDG have decided that they were not the right group to progress the co-design work required of InternetNZ and the group has voluntarily disbanded. On this basis the resolution to approve the updated Terms of Reference was not put to Council.

The Council has given Te Komiti Whakauru Māori the mandate to work on identifying a co-design approach to progress the recommendations of the Systemic Racism Review.

3.2 Mid year financial update to Q2 2022/23

Council agreed that including investment income in the reported Profit was not best practice because income is out of InternetNZ's control, and that in future investment income needs to be separated from the reported Profit line in determining the operational budget and performance against that budget. Accordingly, from now on Council will set and review operational budget at the Net Operating Profit line. This decision resulted in an amendment to the recommendation on the revised year end forecast and deficit budget. Review of investment income performance will be dealt with by Council based on recommendations of the Audit Finance and Investment Committee.

RN57/22 That Council approve the revised Forecast year end deficit of -\$438,000 (Net Operating Profit) which is a \$308k improvement to what was budgeted.

(Cr Bow / Cr Hulse)

CARRIED U

3.3 Review of Council honoraria

RN58/22 That Council agrees to adopt the Crown Entity fee framework (as at 1st September 2022) as the basis for Honoraria levels.

RN59/22 That the Council adjusts the Honoraria levels in accordance with the recommendation above with effect from 1 April 2023.

RN60/22 That the Honoraria level be reviewed again in 2 years.

(Cr Fala / Cr Hulse)

CARRIED U

AP22/22 That the basis of the Honoraria level be reviewed and agreed before the Council elections in 2024.

3.4 Reappointment of the DNCL Independent Directors

The Council discussed the resolution for the reappointment of the Independent Directors Anita Killeen and Mel Hewitson and an increase to the director fees.

It was agreed that the President would discuss further with the DNCL Independent Directors at their next DNCL Board Meeting on the 20th December 2022.

The final resolutions will be considered by Evote.

AP23/22 Governance Committee to work on the Appointment Process for the Domain Name Commission and the DNCL Directors.

Section 4 – Matters for Discussion

4.1 President's Report

RN61/22 That the President's report be received.

4.2 Registry Replacement Project Post Go Live Update

RN62/22 That Council receive the paper on the Registry Replacement Project.

Section 5 - Consent Agenda

5.1 Health, Safety and Wellbeing Update (Verbal)

There was one identified hazard relating to furniture (tables) that has been mitigated.

The Health, Safety and Wellbeing Committee is reviewing their terms of reference.

One focus is to support staff and their wellbeing in relation to the Systemic Racism Review.

RN63/22 That Council receive the Health, Safety and Wellbeing Update

5.2 Minutes of the Meeting of October 2022

RN64/22 That Council approve the minutes of the 28th October 2022.

5.3 Actions Register

International Strategy Paper February 2023

The approach to international will be changed and staff will bring it back to Council when it is ready.

A Community Membership Strategy paper

A paper is being prepared for the February Council meeting.

Review of Honoraria

This work has been completed.

Policy on staff bank signatories

This work will be completed with the review of the investment policies and procedures. Can be removed from the register.

AP24/22 Add to the Actions Register Community Strategy paper for February 2022.

5.4 Evote Ratification - None

5.5 Operational Reports

5.5.1 Committee Updates (Verbal)

Each Committee Chair provided a verbal update to the Council. These will be provided as written updates.

.nz Policy Committee (Chair, Kate Pearce)

The first tranche of work is completed and the second tranche of work is underway. An update paper on the .nz Policy review was provided to the Committee in November in lieu of a meeting. As part of the question of how the .nz Policies can manage/respond to online harm there will be some foundational research undertaken on what other ccTLDs are doing in this space. Recruitment is underway for a Researcher.

Te Komiti Whakauru Māori (Chair, Potaua Biasiny-Tule)

Te Komiti meets on Monday 5 December, no report back was provided.

Audit, Risk and Investment Committee (Chair, Anthony Bow)

The committee met on 30 November and there were two main areas of focus:

(1) Review of the three main policies around Investment and create one policy with an appendix for process/procedures.

(2) Seeking an independent legal opinion on our deferred revenue. This advice will tell us whether we need to keep this revenue in cash.

Risk and Compliance Committee (Vice President Brenda Wallace)

The Risk and Compliance Committee is holding their first meeting on 15 December 2022. No report back.

Governance Committee (Richard Hulse)

The meeting schedule and work plan is being worked on.

5.6 Meeting Schedule

The Council reviewed the meeting schedule dates.

The following was suggested:

- A Council Meeting (welcoming hui) to get to know new Councillors to be organised in August 2023.
- Add the Cultural Capability training to be included.
- Review of Te Komiti Whakauru schedule - Te Komiti to reflect on the number of meetings (7) and what support or resources that they need from Council.
- Strategy Day for InternetNZ - discussion on what the focus will be on.
Council discussed the opportunities to do more regular strategy sessions and/or deep dives on current topics.
- Regular Council pop up meetings.

RN69/22 That Council received the Committee Updates.

Section 5 Block consent - (Cr Fala / Cr Bow)

CARRIED

Abstained 5.2 - Cr Hulse, Cr Roy and Cr Rahman

AP25/22 The meeting schedule to be updated from discussion.

Section 6 - Other Matters

6.1 CONTINGENCY

6.2 Matters for communication – key messages.

6.2.1 Communications in general

6.2.2 Upcoming events

6.3 General business

6.3.1 Public Submissions

Cr Fala asked what is the process for developing public submissions (where we state our position) and how these are communicated to the Council, before they are publicly submitted.

A description of this process is to be brought back to Council for discussion at the next meeting.

AP26/22 A brief on the process public submissions for the February Council meeting.

6.4 Meeting review

Next meeting:

The next scheduled Council meeting is Friday 10 February 2023.

The meeting closed with a karakia.

E-Votes Ratification

There was one e-vote conducted since the last Council Meeting:

Evote:	Motion:	For:	Against:	Abstain:
17012023	THAT Council approve Anita Killeen and Mel Hewitson be re-appointed as Independent directors to the DNCL for a further 1 year from 1 February 2023 to 1 February 2024.	President Vice President Cr Montgomery Cr Hulse Cr Bow Cr Fala Cr Biasiny-Tule Cr Stokes Cr Roy Cr Pearce Cr Rahman	None	None

Recommendation

THAT the e-votes be ratified.



Group financial statements

to the period ended 31 December 2022

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Consolidated Income Statement

Internet New Zealand Group Consolidated Income Statement to the period ended 31 Dec 2022

	Notes	Group	Group	+/-	+/-	Parent	Parent	+/-	+/-
		YTD	Budget	\$	%	YTD	Budget	\$	%
Income - Operating									
Registry Fees		10,079,407	9,976,964	102,443	1%	10,079,407	9,976,964	102,443	1%
Broadband Map		39,300	37,800	1,500	4%	39,300	37,800	1,500	4%
DNS Firewall		12,185	8,400	3,785	45%	12,185	8,400	3,785	45%
Sundry Income	2 (a)	105,208	108,336	(3,128)	-3%	219,039	219,001	38	0%
Total Operating Income		10,236,100	10,131,500	104,600	1%	10,349,931	10,242,165	107,766	1%
Less Direct Expenses									
Domain Name Commission Fee	1 (a)	-	-	-	-	1,237,500	1,237,500	0	0%
.nz Costs		906,429	919,259	12,830	1%	906,429	919,259	12,830	1%
Other		173,934	178,440	4,506	3%	173,934	178,440	4,506	3%
Total Direct Expenses		1,080,363	1,097,699	17,336	2%	2,317,863	2,335,199	17,336	1%
Less Other Expenses									
Audit		3,025	3,050	25	0%	3,025	3,050	25	1%
Amortisation & Depreciation		248,894	260,025	11,131	4%	208,774	215,574	6,800	3%
Registrar Engagement		10,898	12,900	2,002	16%	10,898	12,900	2,002	16%
Communications		87,413	84,438	(2,975)	-4%	9,740	10,000	-	-
Community Investment		873,195	921,670	48,475	5%	873,195	921,670	48,475	5%
Domain Name Commission		65,271	87,738	22,467	26%	-	-	-	-
Employment		5,357,966	5,624,738	266,772	5%	4,599,549	4,825,532	225,983	5%
Governance		251,936	262,211	10,275	4%	217,269	233,114	15,845	7%
International		34,031	25,307	(8,724)	-34%	10,549	11,500	951	8%
Legal		61,194	73,380	12,186	17%	32,365	45,761	13,396	29%
Operational		1,062,196	1,211,233	149,037	12%	979,759	1,120,928	141,169	13%
Projects		25,722	52,100	26,378	51%	24,422	45,100	20,678	46%
Security		45,884	59,247	13,363	23%	45,884	59,247	13,363	23%
Total Expenses		8,127,623	8,678,037	550,414	6%	7,015,429	7,504,376	488,687	7%
Net Operating Profit (Loss) Before Tax		1,028,114	355,764	672,350	189%	1,016,639	402,590	613,789	152%
Net Operating Profit (Loss) Before Tax		\$1,028,114	\$355,764	\$672,350	189%	\$1,016,639	\$402,590	\$614,049	153%

Notes:

The results are prepared using the budget presented in the mid-year financial paper at the December 2022 Council meeting; they exclude investment activities reported below.

The income and expenditure lines for the individual entities

Do not add to the Group totals due to the following intra-group entries being eliminated.

1 (a) The DNCL fee paid by INZ (\$1,237,500) to DNCL.

2 (a) GSE paid by DNCL (\$187,357) to INZ

Reference:

DNCL detail available in the Quarterly DNCL report to Council dated 30th January 2023

FOR INFORMATION PURPOSES ONLY

Investing Income									
Interest Received	123,538	72,605	50,933	70%	116,764	71,167	45,597	64%	
Fair Value Gains/(Losses) on Managed Funds	(236,045)	(243,648)	7,603	-3%	(236,045)	(243,648)	7,603	-3%	
Total Investment Income	(112,507)	(171,043)	58,536	-34%	(119,281)	(172,481)	53,201	-31%	
Managed Funds Fees	11,425	11,988	563	5%	11,425	11,988	563	5%	
Total Expenses	11,425	11,988	563	5%	11,425	11,988	563	5%	
Net proceeds from Investing Activities	(\$123,932)	(\$183,031)	\$57,973	-32%	(\$130,706)	(\$184,469)	\$52,638	-29%	

Due to rounding of cents, numbers presented throughout this report may not add up precisely to the totals provided in dollars.

Consolidated Income Statement – By Function

Internet New Zealand Group Consolidated Income - Function Based to the period ended 31 December 2022

	Notes	Group	Group	+/-	+/-	Parent	Parent	+/-	+/-
		YTD	Budget	\$	%	YTD	Budget	\$	%
Income - Operating									
DNCL Sundry		73,526	76,526	(3,000)	-4%	-	-	-	-
Te Puni Whakawhanake Rawa (Customer and Product)		10,130,892	10,023,164	107,728	1%	10,130,892	10,023,164	107,728	1%
Te Puni Herenga Waka (Public Impact)		31,378	31,510	(132)	0%	63,743	64,108	(365)	-1%
Te Puni Raupa (Organisational Performance)		303	300	3	0%	155,295	154,893	402	0%
Total Operating Income		10,236,099	10,131,500	104,599	1%	10,349,930	10,242,165	107,765	1%
Less Activity Expenditure									
.nz Operations (DNCL)	2 (a)	1,112,364	1,173,661	61,297	5%	-	-	-	-
Te Puni Whakawhanake Rawa (Customer and Product)	1 (a)	2,591,422	2,733,884	142,462	5%	3,828,922	3,971,384	142,462	4%
Te Puni Herenga Waka (Public Impact)		1,907,431	2,083,200	175,769	8%	1,907,431	2,083,200	175,769	8%
Te Puni Māori		570,221	607,126	36,905	6%	570,221	607,126	36,905	6%
Te Puni Raupa (Organisational Performance)		3,026,547	3,177,865	151,318	5%	3,026,717	3,177,865	151,148	5%
Total Expenses		9,207,985	9,775,736	567,751	6%	9,333,291	9,839,575	506,284	5%
Net Operating Profit (Loss) Before Tax		1,028,114	355,764	672,350	189%	1,016,639	402,590	614,049	153%
Net Operating Profit (Loss) Before Tax		\$1,028,114	\$355,764	\$672,350	189%	\$1,016,639	\$402,590	\$614,049	153%

Notes:

The results are prepared using the budget presented in the mid-year financial paper at the December 2022 Council meeting; they exclude investment activities reported below.

The income and expenditure lines for the individual entities

Do not add to the Group totals due to the following intra-group entries being eliminated.

1 (a) The DNCL fee paid by INZ (\$1,237,500) to DNCL.

2 (a) GSE paid by DNCL (\$187,357) to INZ

FOR INFORMATION PURPOSES ONLY

Investing Income									
Interest Received	123,538	72,605	50,933	70%	116,764	71,167	45,597	64%	
Fair Value Gains/(Losses) on Managed Funds	(236,045)	(243,648)	7,603	-3%	(236,045)	(243,648)	7,603	-3%	
Total Investment Income	(112,507)	(171,043)	58,536	-34%	(119,281)	(172,481)	53,201	-31%	
Managed Funds Fees	11,425	11,988	563	5%	11,425	11,988	563	5%	
Total Expenses	11,425	11,988	563	5%	11,425	11,988	563	5%	
Net proceeds from Investing Activities	(\$123,932)	(\$183,031)	\$57,973	-32%	(\$130,706)	(\$184,469)	\$52,638	-29%	

Due to rounding of cents, numbers presented throughout this report may not add up precisely to the totals provided in dollars.

Consolidated Movements in Equity

Internet New Zealand Group Statement of Movements in Equity to the period ended 31 December 2022

	GROUP	INZ	DNCL
Equity at start of period			
Opening Retained Earnings	10,020,603	9,673,998	346,604
Shares Subscribed	-	-	580,000
	10,020,603	9,673,998	926,604
Net Profit (Loss) After Tax	904,183	885,934	18,249
Equity at end of period	\$10,924,786	\$10,559,932	\$944,852

Consolidated Balance Sheet

Internet New Zealand Group Balance Sheet As at 31 December 2022

	GROUP	INZ	DNCL
Current Assets			
Cash and Cash Equivalents	12,761,977	11,883,545	878,432
Managed Funds	4,796,242	4,796,242	-
Other Current Assets	1,347,262	1,299,394	47,869
Total Current Assets	18,905,482	17,979,181	926,301
Non-current Assets			
Property, Equipment & Software	3,941,110	3,555,417	385,693
less: Accumulated Depreciation	(2,175,967)	(1,992,391)	(183,576)
Intangible Assets	4,325,457	4,325,457	-
less: Amortisation	(634,818)	(634,818)	-
Investments	-	-	-
Shares and Loans	-	580,000	-
Total Assets	24,361,264	23,812,845	1,128,419
Less Liabilities:			
Deferred Income	11,769,020	11,769,020	-
Trade and Other Payables	1,667,458	1,483,892	183,565
Total Liabilities	13,436,478	13,252,913	183,565
Net Assets	\$10,924,786	\$10,559,932	\$944,853

Represented By:

Total Equity	\$10,924,786	\$10,559,932	\$944,852
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Notes:

The following items have been removed upon consolidation.

1 Share in DNCL wholly owned by InternetNZ

2 Share subscription with respect to shares issued to InternetNZ by DNCL

Due to rounding of cents, numbers presented throughout this report may not add up precisely to the totals provided in dollars.

Group Revenue Analysis to the Period ending 31 December 2022

Consolidated Revenue	Actual	Budget	Variance	% of Total Sales
Registry Fees	10,079,407	9,976,964	102,443	98.5%
BBM	39,300	37,800	1,500	0.4%
DEFENZ	12,185	8,400	3,785	0.1%
Sundry - Membership	4,161	4,284	(123)	0.0%
Sundry - Recharge & Misc	101,047	104,052	(3,005)	1.0%
Total Operating Revenue	10,236,100	10,131,500	104,600	100%

FOR INFORMATION PURPOSES ONLY

Net proceeds from Investing Activities	(112,507)	(171,043)	58,536	-1.1%
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- Revenue above is reported excluding investment activities, as outlined earlier, to reduce the distortion created by market volatility on investing activities.
- Fair value losses YTD of **(\$236k)** on managed funds again see a reduction in the losses reported at the end of Q2 **(\$318k)**, a gain of \$82k in Q3. Investments for the quarter, when offset against term deposit returns of \$117k, reduced the negative return to **(\$119k)**; recognition of the fair value losses on managed funds are covered in depth under the investment analysis section.
- The accounts report a Total Operating revenue of \$10.2M, up by **\$0.6M** compared to the same period last year.

Group Expenditure Analysis by Function to the Period ending 31 December 2022

Consolidated Expenditure by Function	Actual	Budget	Variance	% of Total Expenditure
Domain Name Commission	1,112,364	1,173,661	61,297	12.1%
Te Puni Whakawhanake Rawa/Cust & Prod	2,591,422	2,733,884	142,462	28.1%
Te Puni Herenga Waka/Public Impact	1,907,431	2,083,200	175,769	20.7%
Te Puni Maori	570,221	607,126	36,905	6.2%
Te Puni Rauapa/Organisational Performance	3,026,547	3,177,865	151,318	32.9%
Total Operating Expenditure	9,207,985	9,775,736	567,751	100.0%

Notes:

DNCL expenditure excludes

2 (a) GSE paid by DNCL (\$187,357) to INZ

Most variances are attributable to reduced spending during the quarter and the delay with the go-live date on the SRS replacement (IRS).

Due to rounding of cents, numbers presented throughout this report may not add up precisely to the totals provided in dollars.

Summary reporting by functional areas of expenditure: -

Te Puni Whakawhanake Rawa/ Customer and Product

Te Puni Whakawhanake Rawa's underspend of \$142k is due to a combination of things, the delay in the go-live date for the IRS, a delay in recruitment, and budget phasing.

- Running of the .nz registry, Broadband Map and DEFENZ services.
- Customer relationship management
- Data insights and analytics
- IT infrastructure and product technology
- Associated employment and operational costs to manage the preceding work

Te Puni Herenga Waka/Public Impact

Te Puni Herenga Waka's underspend of \$176k is attributable to the recruitment delay and associated costs.

- Public policy and internet governance, including international
- Funding
- Community Engagement, including membership
- Communications – External and brand
- Events Management
- Associated employment and operational costs to manage the preceding work

Te Puni Māori

Most of the underspending with Te Puni Māori is because of the disestablishment of the Māori Design Group.

- Māori sector partnership and relationships
- Rautaki Māori
- Māori cultural intelligence and cultural capability
- Associated employment and operational costs to manage the preceding work

Te Puni Raupa/Organisation Performance

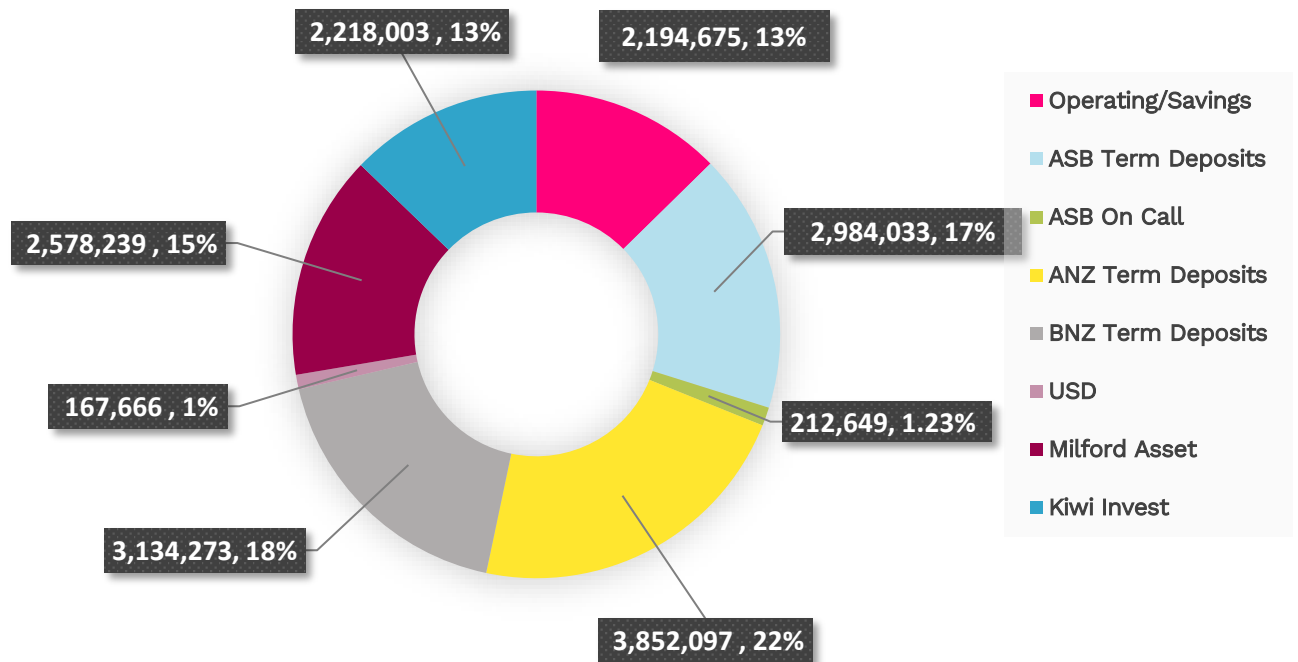
Te Puni Raupa's underspending is due to project budget phasing, a reduction in staffing levels that also impacted specific work areas, and a reduction in governance costs.

- Governance, risk and assurance
- Strategy, planning and performance.
- Security, compliance (including legal) and Privacy.
- HR and Finance, Technology Strategy, Internal IT and Internal Comms
- Business support, Shares services provision, Procurement.
- Overhead costs, rent, power, insurance etc
- Associated employment and operational costs to manage the preceding work

Group Investments as of 31 December 2022

The chart below shows the percentage spread of funds invested (**\$17,341,636**) across all institutions as of 31 December 2022.

Group Investment Portfolio



Due to rounding of cents, numbers presented throughout this report may not add up precisely to the totals provided in dollars.

Group Cash in Excess of Reserves as of 31 December 2022

We report the Cash in Excess of Reserves position as of 31 Dec 2022 at **\$2.8M** as provided below:

Total Cash & Current Assets	\$18,905,482
less: Deferred Income	(\$11,769,020)
less: Reserves as per the policy	(\$2,991,822)
less: other Current Liabilities	(\$1,344,872)
Cash in Excess of Reserves	\$2,799,768



The close of the third quarter for the 2022-23 financial year sees **Net Equity at \$11.8M** (reported as \$10.6M in the second quarter) and the **Net Equity minus Reserves** position at **\$9.M** (\$7.6M in the previous years quarter).

This exceeds the measure currently required by the *Financial and Investment Strategy Policy*, which sets the Net Equity minus Reserves target at \$5.5M.

Membership Report

PURPOSE: Progress and work for membership of InternetNZ

DATE WRITTEN: 2 February 2023

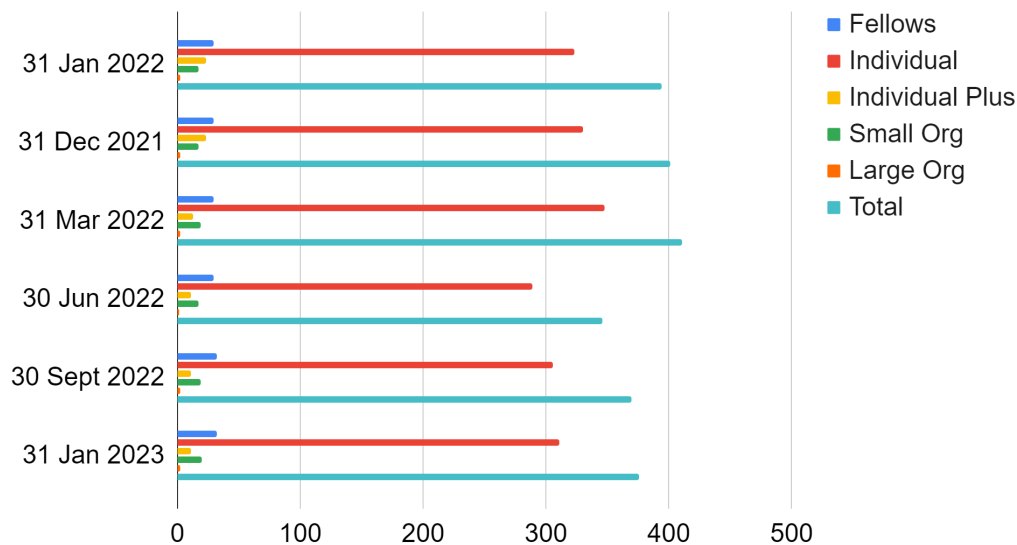
Executive Summary

In quarter four, we focused on the membership management system review project, a review of our standard communications that are sent out to new members and the development of our new vision for the membership community.

Current membership (at 31 January 2023)

	31 Jan 2022	31 Dec 2021	31 Mar 2022	30 June 2022	30 Sept 2022	31 Jan 2023
Fellows	29	29	29	29	32	32
Individual	323	330	348	289	306	311
Individual Plus	23	23	13	11	11	11
Small organisation	17	17	19	17	19	20
Large organisation	2	2	2	1	2	2
Total Membership	394	401	411	346	370	376

- We have received **5 new individual and 1 small organisation membership applications** since the last council report.



Items to Note

Activities to support membership engagement

Since the last council report in October 2022 we have:

- Held the end of year in-person stakeholder events in Tamaki/Auckland and Pōneke/Wellington.
- Celebrated the launch of the new .nz registry, and asked a .nz registry related question to members each week for four weeks. Members who answered the question correctly went in the draw to win an InternetNZ prize pack.
- Offered 23 InternetNZ branded cheese boards to members, to celebrate the new year.
- Drafted approaches to building for this rei kura, including the council paper on Charting Constitutional Change.

In Q4, we will build operational plans and organise our work to chart out a course of constitutional change.

The membership renewals planning work, alongside the AGM/Elections project will also commence.

Recommendation

THAT the new members be noted.

30 January 2023

Ms Joy Liddicoat
President
InternetNZ
Via email president@internetnz.net.nz

Dear Joy

Quarter Three (Q3) Report 1 October - 31 December 2022

This report is for the three months 1 October to 31 December 2022. It includes the Domain Name Commission Ltd (DNCL) quarterly Profit and Loss Statement.

The end of quarter three resulted in a surplus of \$18,249. The profit and loss statement is presented on Page 4.

DNCL Impact

Privacy

The changed privacy feature has been implemented successfully on the WHOIS lookup, in accordance with the new .nz rules. Significantly, now Domain Name holders emails are not publically available if they have the privacy feature.

Customer service

There was a large increase in assistance requests in November as stakeholders - Domain Name holders and registrars - bedded in their new normal under the new Registry System.

Compliance

The team invited the final batch of conflicted names parties to participate in Online Dispute Resolution in the third quarter. The process of using Online Dispute Resolution for conflicted names is now complete with all eligible parties having had the opportunity to participate.

The conflicted names numbers have reduced by 153 so far this financial year (to 31 December 2022) - reducing from 1623 to 1470, a drop of around 10% in 9 months.

We are working on data analysis this year to better understand the complaints we receive. We have back-captured refined data for the assistance requests received by our customer service staff over the last two years. This data will inform next steps in driving down queries and help us focus on provider/ domain name holder education needs and compliance work.

The majority of complaints about content that are made to the Commission involve shopping scams. In line with combatting that, the Commission continued with its Shopsafe campaign in December. This year we are also undertaking categorisation of two years' worth of data validation requests to better understand community concerns.

Market

We worked on several large transfers between registrars in the lead up to the new IRS go live date - consequential on some registrars exiting the market or consolidating.

The number of registrar authorisations so far this financial year is 4 and de-authorisations is 5.

Governance

Due to the limited business conducted at the DNCL AGM, the DNCL Board has decided to move in 2023 to undertaking the year end formalities by e-vote unless there is a special reason for holding an in-person AGM. The need for an AGM will be confirmed mid-year, as a blanket decision never to hold one is not intended or legally possible.

The Board has received advice that independent financial reporting of InternetNZ and DNCL is still recommended and will continue with that.

Upcoming work

Upcoming work includes appointing a [.]iwi[.]nz moderator panel; phase two of online dispute resolution pilot focusing on resolving domain disputes; decommissioning of the old website; finalising our model of Performance Service reporting; and undertaking cultural competence training and a DNCL Te Tiriti workshop on how to integrate Te Tiriti into DNCL's work.

Staff

The Assistant Commissioner continues to act as the interim Domain Name Commissioner.

Yours sincerely

A handwritten signature in blue ink, appearing to be 'Vivien Maidaborn', with a stylized, cursive script.

Vivien Maidaborn
Chair, Domain Name Commission

Profit & Loss

Domain Name Commission Limited
For the Quarter ended 31 December 2022

Account	Q3 Actual	Q3 Budget	Q3 Variance	Q2 Actual	Q2 Budget	Q2 Variance	Q1 Actual	Q1 Budget	Q1 Variance	YTD Actual	YTD Budget	Variance NZD	Overall Budget 2022-2023
Trading Income													
Authorisation Fees	0	3,000	(3,000)	6,000	6,000	-	0	0	-	6,000	9,000	(3,000)	12,000
Income - DRS Complaint Fees	4,000	4,000	-	0	0	-	4,000	4,000	-	8,000	8,000	-	12,000
Interest Income	5,530	200	5,330	1,268	1,263	5	(24)	(25)	1	6,773	1,438	5,335	15,000
Management Fees	412,500	412,500	-	412,500	412,500	-	412,500	412,500	-	1,237,500	1,237,500	-	1,650,000
Sundry Income	59,526	59,526	-	0	0	-	0	0	-	59,526	59,526	-	59,526
Total Trading Income	481,556	479,226	2,330	419,768	419,763	5	416,476	416,475	1	1,317,799	1,315,464	2,335	1,748,526
Gross Profit	481,556	479,226	2,330	419,768	419,763	5	416,476	416,475	1	1,317,799	1,315,464	2,335	1,748,526
Operating Expenses													
Communications	27,071	23,877	3,194	23,443	23,442	1	27,159	27,119	40	77,673	74,438	3,235	98,540
Compliance	12,163	13,080	(917)	17,298	18,049	(751)	7,215	7,965	(750)	36,676	39,094	(2,418)	52,174
Director Expenses	16,338	10,769	5,569	8,101	8,101	0	10,227	10,227	0	34,666	29,097	5,569	44,717
Dispute Resolution Service	2,375	13,124	(10,749)	6,875	11,624	(4,749)	3,825	8,075	(4,250)	13,075	32,823	(19,748)	45,997
International	9,674	0	9,674	13,807	13,807	0	0	0	-	23,482	13,807	9,675	15,000
Memberships	2,867	3,168	(301)	2,867	2,868	(1)	3,637	3,638	(1)	9,370	9,674	(304)	13,012
Office and Administration Expense	87,550	96,219	(8,669)	84,176	83,994	182	96,193	95,996	197	267,918	276,209	(8,291)	378,205
Personnel and Staff Costs	222,009	248,040	(26,031)	291,786	299,310	(7,524)	242,575	248,103	(5,528)	756,371	795,453	(39,082)	1,073,320
Professional Services	3,541	3,450	91	19,613	19,613	-	9,596	9,596	0	32,750	32,659	91	73,418
Projects	500	0	500	0	0	0	0	0	0	500	0	500	0
Registrars	2,850	5,049	(2,199)	2,050	5,049	(2,999)	2,050	3,049	(999)	6,950	13,147	(6,197)	18,000
Total Operating Expenses	386,939	416,776	(29,837)	470,016	485,857	(15,841)	402,476	413,768	(11,292)	1,259,430	1,316,401	(56,971)	1,812,383
Non - Operating Expenses													
Depreciation	12,931	14,817	(1,886)	12,935	14,817	(1,882)	14,254	14,817	(563)	40,120	44,451	(4,331)	59,268
Total Non - Operating Expenses	12,931	14,817	(1,886)	12,935	14,817	(1,882)	14,254	14,817	(563)	40,120	44,451	(4,331)	59,268
Net Profit	81,686	47,633	34,053	(63,183)	(80,911)	17,728	(254)	(12,110)	11,856	18,249	(45,388)	63,637	(123,125)