2025 Candidate Information Pack

Introduction

This pack provides key information and useful links to help potential candidates prepare for the upcoming 2025 InternetNZ Board elections.

For further questions/pātai, please email: election@internetnz.net.nz

Role overview

The Board is the governing body of the InternetNZ Society. It currently consists of nine elected members and up to two appointed members. Under the provisions of the new Constitution, the Board should ideally consist of nine members, but must always have no fewer than seven.

Board composition and responsibilities

The InternetNZ Board is made up of nine members:

- At least five and up to six Elected Board Members, who must be Eligible Members of the Society; and
- At least two and up to three Appointed Board Members.

The Board governs InternetNZ and provides strategic oversight. While staff carry out the operational work under the direction of the Tumu Whakarae | Chief Executive, the Board holds ultimate responsibility for the organisation's governance and direction.

Examples of Board responsibilities include:
- Ensuring InternetNZ meets its national and international obligations for running the .nz domain and Domain Name System;
- Setting and monitoring the organisation's strategic direction;
- Approving and reviewing the budget and annual goals;
- Appointing, supporting, and holding the Tumu Whakarae | Chief Executive to account;
- Acting as stewards overseeing InternetNZ's ownership role in the Domain Name Commission (DNC).

Board members receive an honorarium for their service, and InternetNZ covers any necessary meeting and travel expenses.

Who should consider standing for the Board?

Eligible Members who have the skills, experience, perspectives, and time to support our kaupapa (purpose) are encouraged to consider standing for a position on the InternetNZ Board.

Expected time commitments

Before standing, candidates should ensure they are able to commit the time required for the full term of the role.

- Board members are expected to commit, on average, two days per month to Board-related activities. This includes:
    - At least six half-day Board meetings each year..
    - Additional Board meetings, if required.
    - Board subcommittee meetings, training sessions, strategic workshops focused on strategy and organisational development, and other meetings as determined by the Board.

Meetings may take place at InternetNZ's office in Te Whanganaui-a-Tara Wellington, online, or in other locations as needed.

Board members are also encouraged to:

- Attend and participate in InternetNZ events throughout the year.
- Join and contribute to member spaces, including the members-discuss email list, and our community platform, [NetHub](#).

For more information on the roles and responsibilities of Board Officers, please refer to the [InternetNZ Constitution](#) and [Board Bylaws](#).

Eligibility to nominate or be nominated

Under [clause 3.8.2](#) of the InternetNZ Constitution, any Eligible Member of the Society may stand for election, provided they meet:

- the qualification requirements in [clause 3.5](#), and
- the maximum term requirements in [clause 3.9.2](#).

To be eligible, a person must be an Eligible Member on or before the date the Nomination Period closes.

The Nomination Period refers to the timeframe during which nominations are open, as outlined in [clause 3.8](#) of the Constitution.

How do I nominate another Eligible Member?

Any Eligible Member can nominate another Eligible Member using the [official candidate nomination form](#).

Once a nomination form is submitted:

- You will automatically receive an acknowledgement.
- The nominated person will be contacted by the Returning Officer by email or phone to:
  - Confirm whether they wish to accept the nomination
  - Answer any questions they may have about the process.

What happens if I am nominated?

If another Eligible Member nominates you, the Returning Officer will contact you directly via email and phone. This is your opportunity to ask any questions about the process.

Confirmation of candidacy

Your candidacy will be confirmed once you submit the following materials and they have been acknowledged by the Returning Officer:

- Confirmation in writing that you are willing to serve as an officer as defined in section 47 of the Incorporated Societies Act.
- Confirmation that you are not disqualified under section 47(3) of the Incorporated Societies Act or section 36B of the Charities Act.
- Confirmation that you meet the qualification requirements (clause 3.5) and maximum term requirements (clause 3.9.2).
- A recent photograph.
- Written responses to these two questions (max 500 words total)
  1. *Why are you interested in the role you have been nominated for?*
  2. *What skills and experience would you bring to the role?*
- (Optional) A short video (max 5 minutes) outlining what you hope to contribute and the value you bring to the role, if elected.

Once confirmed as a candidate:

- Your photo, written question responses, and video will be published on the InternetNZ website (via YouTube) within three working days.
- You will receive an email confirming your information has been uploaded.

Please note: Once your material is published on the website, no further changes can be made.

Candidate announcements

Each week during the nomination period, InternetNZ will announce the names of confirmed candidates via:

- The NetHub community platform
- The members-announce mail list

What if you don't have someone to nominate you?

If you would like to stand for the election but don't have someone to nominate you, the Returning Officer can provide a neutral nomination. They will contact you by email and phone to confirm your interest in standing, and to support you

through the process (as outlined above).

Who is ineligible to be a Board Member?

You are not eligible to be a Board Member if:
- You do not meet the qualification requirements in clause 3.5 of the Constitution.
- You have already served as a Board Member for the maximum term of 9 years, as in clause 3.9.2.

You are disqualified under either:
- Section 47(3) of the Incorporated Societies Act or
- Section 36B of the Charities Act

from being appointed or holding office as an officer of the Society.
(See clause 3.5.3 of the Constitution for full details)

The Election

Returning Officer

The Returning Officer is responsible for running a fair and effective election process that supports the best possible outcomes and upholds the InternetNZ Code of Conduct.

Appointed by the Board, the Returning Officer acts in a neutral capacity. Their role includes:

- Encouraging Eligible Members to nominate themselves or others
- Supporting the annual InternetNZ Board elections
- Being the main point of contact for candidate questions
- Building and maintaining positive relationships with candidates throughout the process
- Providing feedback to the Board and to the InternetNZ membership team, who implement the election.

Candidate Obligations

All confirmed candidates are expected to:

- Agree to abide by the InternetNZ Code of Conduct.
- Participate respectfully and constructively throughout the election process.

If nominated Board members will:

- Undergo a Police check
- Complete other formalities appropriate to their role as governors of an Incorporated Society, such as Conflicts of Interest declaration.

Where Can Members Discuss the Election and Campaign?

For the 2025 election, the key dates are:

- **Nomination period:** Opens 9 am, Friday, 30 May and closes 5 pm, Thursday, 3 July 2025.
- **Voting period:** 14–29 July 2025

Campaigning is welcome during the official election period. Candidates may:

- Discuss the election.
- Share campaign materials (e.g. posts, images, written content), but they must adhere to the Code of Conduct.
- Encourage votes for or against any candidate or position.

InternetNZ hosts NetHub, a Slack-based community platform for members. Candidates are welcome to use NetHub to engage and campaign respectfully.

Candidates may also campaign on their own platforms (e.g., websites and social media). Note that InternetNZ is not responsible for moderating external spaces.

The incumbent Chair and Deputy Chair are committed to ensuring a respectful, inclusive election process. To support this, moderation will be provided in InternetNZ-managed spaces as needed.

1. NetHub's Members-Chat

- This is an open Slack channel in our online member community.
- Members must opt in to access the channel.
- Campaign-related messages in this space will be moderated by InternetNZ staff and the InternetNZ Board.
- All communications are subject to InternetNZ's Code of Conduct.
- If you don't currently have access to the members-chat channel, please contact membership@internetnz.net.nz

2. 'About the Candidate' videos

- InternetNZ encourages each candidate to record and share a 5-minute video, which will be hosted on the website (via YouTube) for voters to review.
- These videos will replace the previous 'Meet the Candidates' webinar.
- We encourage candidates to use these videos to express to voters why they believe they should be on the Board.
- Further guidance on these videos will be provided to candidates.

3. Campaigning on Other Channels

Social Media

- Candidates are welcome to use their own public social media accounts during the election period.

- Candidates are responsible for moderating their own content and interactions on these platforms, and in a manner consistent with the [Code of Conduct](#).

Self-Hosted Events

- Candidates may also host their own online or in-person sessions for groups of members.
- These sessions should run in a manner consistent with the [Code of Conduct](#).
- Candidates may include Information about any self-hosted sessions in their candidate profile.
- After nominations close, InternetNZ can also share session details via the members-announce email list, which goes to all members.

Contacting members

- Candidates may contact individual members directly through any medium (e.g. direct message, email, phone, messaging system, or post) but **only once per member** during the election period.
- If a member feels that the contact is unwanted or inappropriate, they can report it to the Returning Officer, who will follow up directly with the candidate.

How does the election system work?

Election System

InternetNZ uses the Single-Transferable Vote (STV) system. Under this system, voters rank candidates in order of preference.

- Place a "1" next to your first choice
- A "2" next to your second choice, and so on.

We encourage all candidates to familiarise themselves with how the [electoral voting system](#) works.

Elections Provider

InternetNZ uses [Electionz.com](#) to deliver our online voting platform and election services. Electionz.com is a trusted provider that has worked with InternetNZ for several years.

Announcement of Results

- Final election results will be announced at the Annual General Meeting (AGM) on 31 July.
- Before the public announcement, the Returning Officer will contact all nominees by phone to share the results.
- In some cases, interim results may be shared, subject to confirmation following a review by an external scrutineer.

The confirmed final results will be published as the official public record in the [Historic Elections](#) section of the InternetNZ website.

Useful links

Item	Link
Constitution	https://internetnz.nz/governance-and-reports/governance-documents/internetnz-constitution/
Bylaws	https://internetnz.nz/governance-and-reports/governance-documents/board-bylaws/
Governance Charter and policies	https://internetnz.nz/assets/Archives/Governance-policy-documents/InternetNZ-Board-Charter-2025.pdf
Council/Board papers	https://internetnz.nz/governance-and-reports/plans-and-reports/archive-doc/?Sort=ID&Dir=ASC&PageType=Council+documents
2024 AGM Minutes	https://internetnz.nz/assets/Archives/AGM-Minutes-25-July-2024-draft-to-be-ratified.pdf
InternetNZ voting system explained	https://internetnz.nz/governance-and-reports/council/council-elections/internetnz-electoral-system-explanation/
NetHub	https://join.slack.com/t/nethubnz/shared_invite/zt-moe48vmf-HDiK2oZGwjcuHHy8KM9xrA

Useful contacts

Returning Officer	election@internetnz.net.nz
General election enquiries	election@internetnz.net.nz
InternetNZ membership team	membership@internetnz.net.nz
Electionz	iro@elections.com

Appendix A: Self-assessment of skills and diversity by current Board members

Summary

This report provides a refreshed assessment of the skills, experience, and diversity attributes of current Board Members who will remain on the Board following the 2025 elections.

This Skills and Diversity Assessment has been completed by the following Board Members:

- Chairperson — Stephen Judd (term ends at AGM 2027)

- Deputy Chairperson — Anjum Rahman (term ends AGM 2027)

- Richard Hulse (term ends at the AGM 2027)

- Kate Pearce (term ends at the AGM 2026)

- Potaua Biasiny-Tule (term ends at AGM 2026)

- Whetū Fala (appointed, term ends 2026)

- Anthony Bow (appointed, term ends 2026)

- Daniel Spector (term ends at AGM 2026)

Responses from these Board Members are presented in no particular order.

The following Board Members have been excluded from this report, as they are either completing their term on the Board or standing for re-election in 2025:
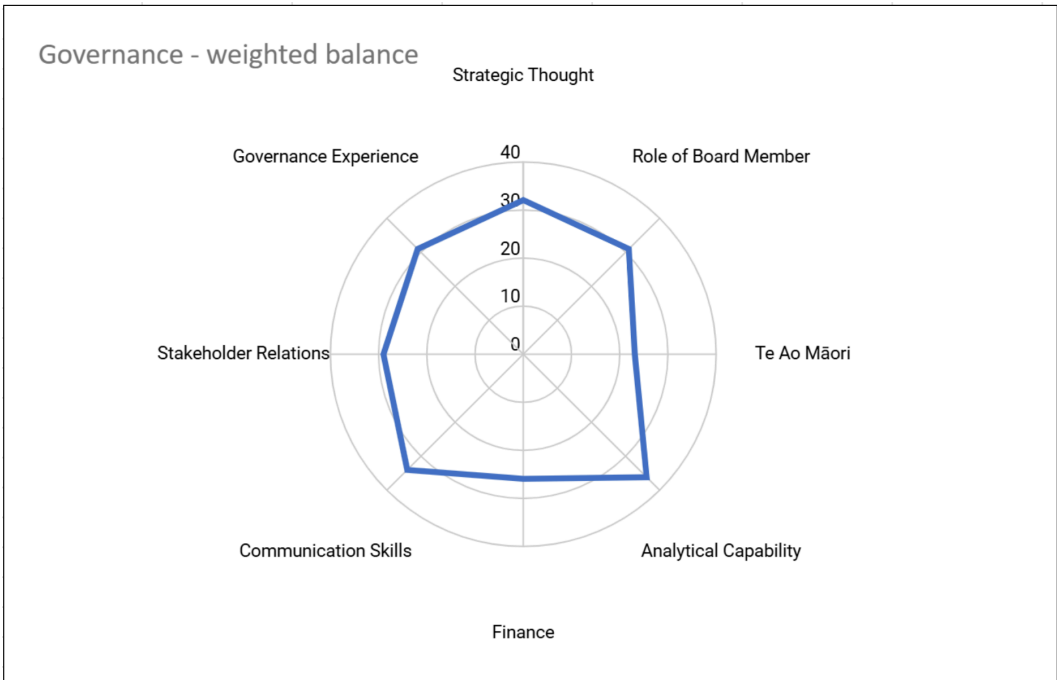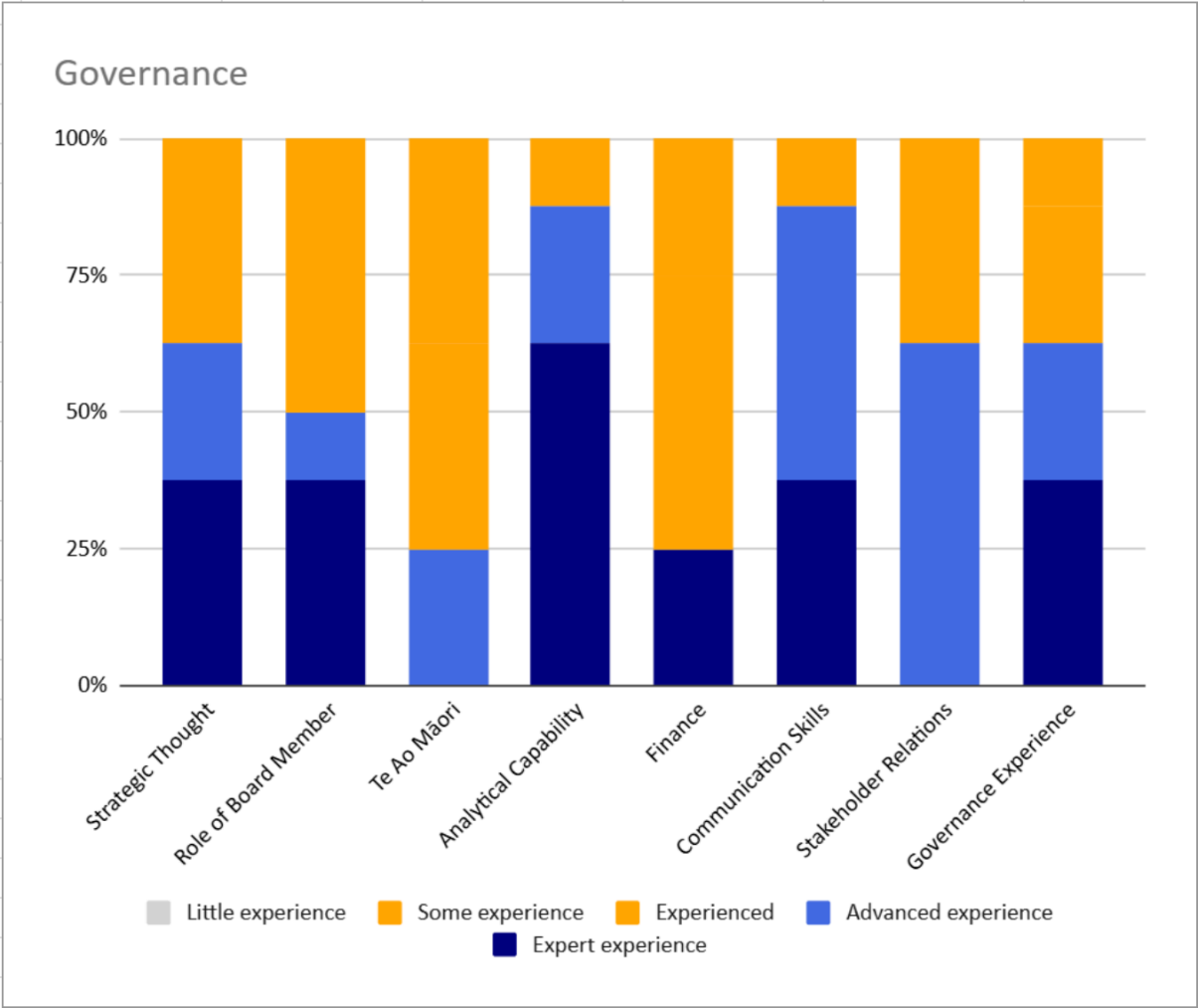
- Jeff Montgomery

- Alpana Roy

- Kris Dempster-Rivett

Members are encouraged to use this Skills and Diversity Matrix to better understand the skills, experience and diversity attributes of the current Board. This information can help inform your participation in the InternetNZ Board election process.

Governance

These are core skills and knowledge areas relevant to the Board's role as the governing body of InternetNZ.

Governance skills/experience

Strategic thinking	Ability to consider issues in the context of InternetNZ's strategic goals. Maintains a high-level perspective, weighs options objectively, and approaches decisions with an open mind.
Role of the Board Member	Clear understanding of the Board's governance function and the value it brings. Awareness of the responsibilities and obligations placed on Board members.
Analytical capability	Applies a structured approach to problem-solving and critical reasoning. Can analyse information effectively and ask thoughtful, relevant questions.
Financial literacy	Can read and understand financial statements and reports provided to the Board. Financial knowledge meets the legal expectations placed on directors.
Communication skills	Ability to express ideas and viewpoints clearly, constructively, and with respect for others.
Stakeholder engagement	Understands the needs of InternetNZ's stakeholders and can build and maintain constructive relationships as required.
Governance experience	Has previous experience in governance roles relevant to InternetNZ's context.
Te Ao Māori	Awareness of Te Ao Māori in relation to InternetNZ's role. This includes knowledge of indigenous governance, Te Tiriti o Waitangi, Māori data sovereignty, cultural competency of staff and governors, and familiarity with Tikanga Māori and Te Reo Māori. Diverse representation at the Board table is valued.

Specialist areas

While these skills often sit within the staff team, it is valuable to have them represented at the Board table as well. The key attribute is a sound understanding of, or a willingness to learn about, InternetNZ's work and business context.
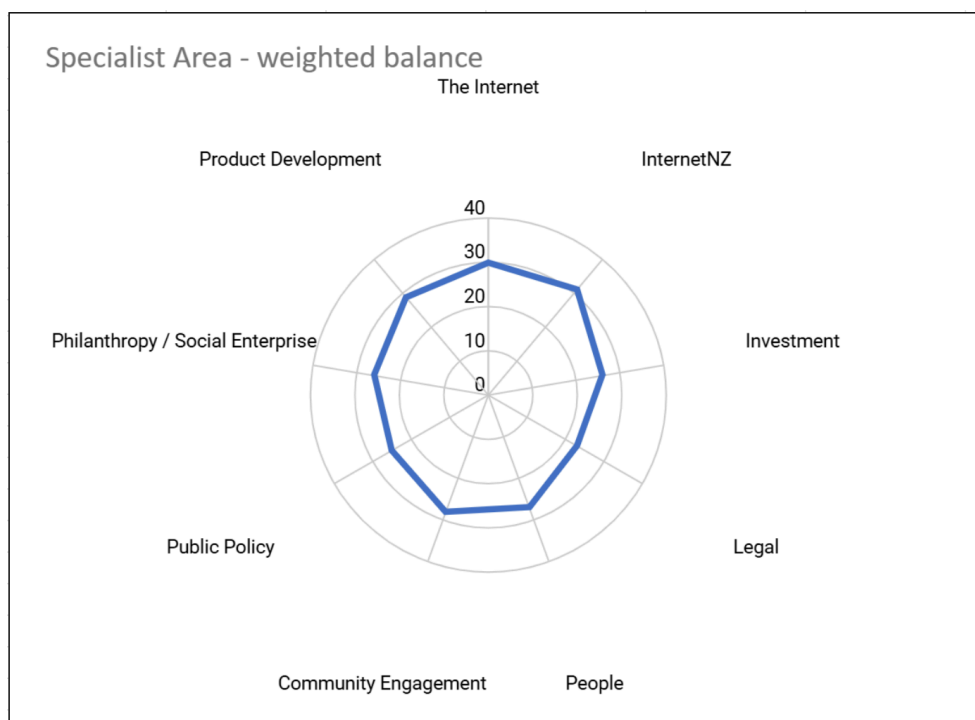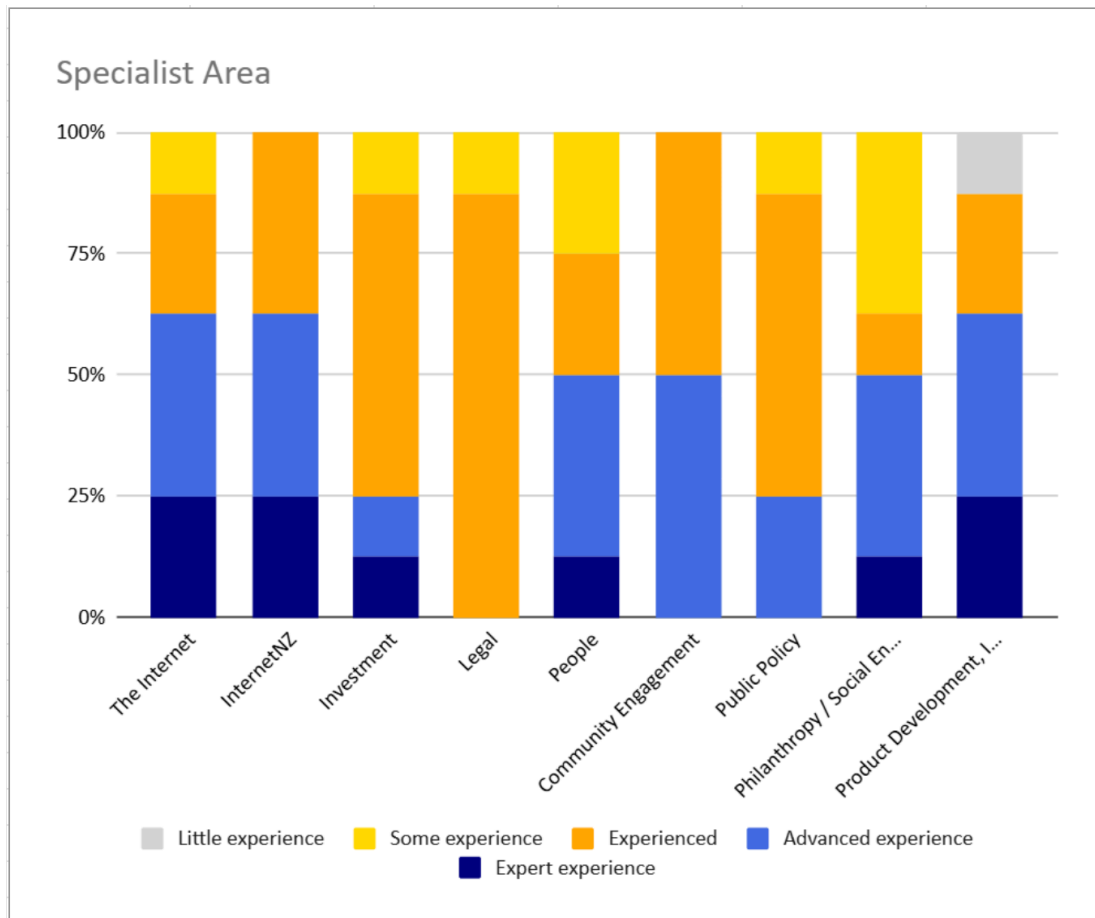
Specialist skills/experience

The Internet	An understanding of the critical role the Internet plays in society today and into the future.
InternetNZ	Familiarity with the specific role InternetNZ plays in the internet ecosystem.
Investment	Knowledge of investment principles, practices, and frameworks. Ability to work alongside management to evaluate and support appropriate investment strategies.
Legal	Understanding of legal issues relevant to the internet and the broader legal environment that impacts InternetNZ.
People and leadership	Experience in evaluating the performance of a Chief Executive, along with knowledge of human resource management, organisational culture, and staff reward and recognition practices.
Community engagement	Strong reputation and networks in the community, including with relevant industry groups, consumers, or business organisations. Ability to effectively engage and communicate with these stakeholders
Public policy	Understanding of how public policy is developed and how it impacts the internet.
Philanthropy / social enterprise	Knowledge of grant-making processes and experience in optimising the impact of philanthropic funding.
Product development, innovation and commercialisation	Understanding of current drivers of technological innovation. Experience in delivering and launching new products or services in response to market demand or opportunities for innovation and growth.

Diversity attributes

InternetNZ is strongly committed to broad representation at the Board table that reflects the diversity of the communities we serve. We value the inclusion of diverse perspectives in our governance and decision-making.
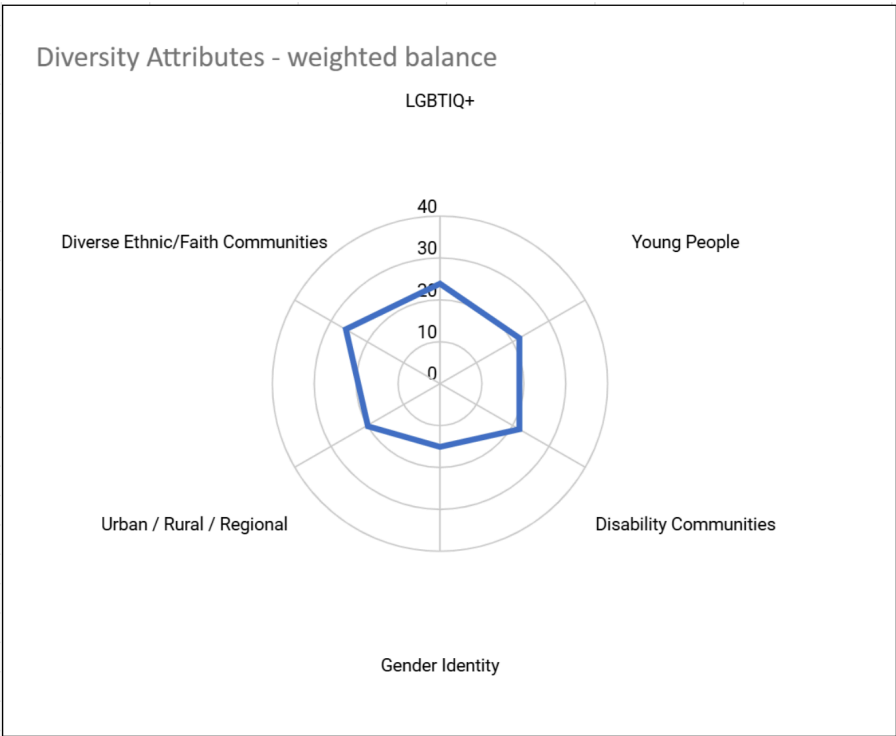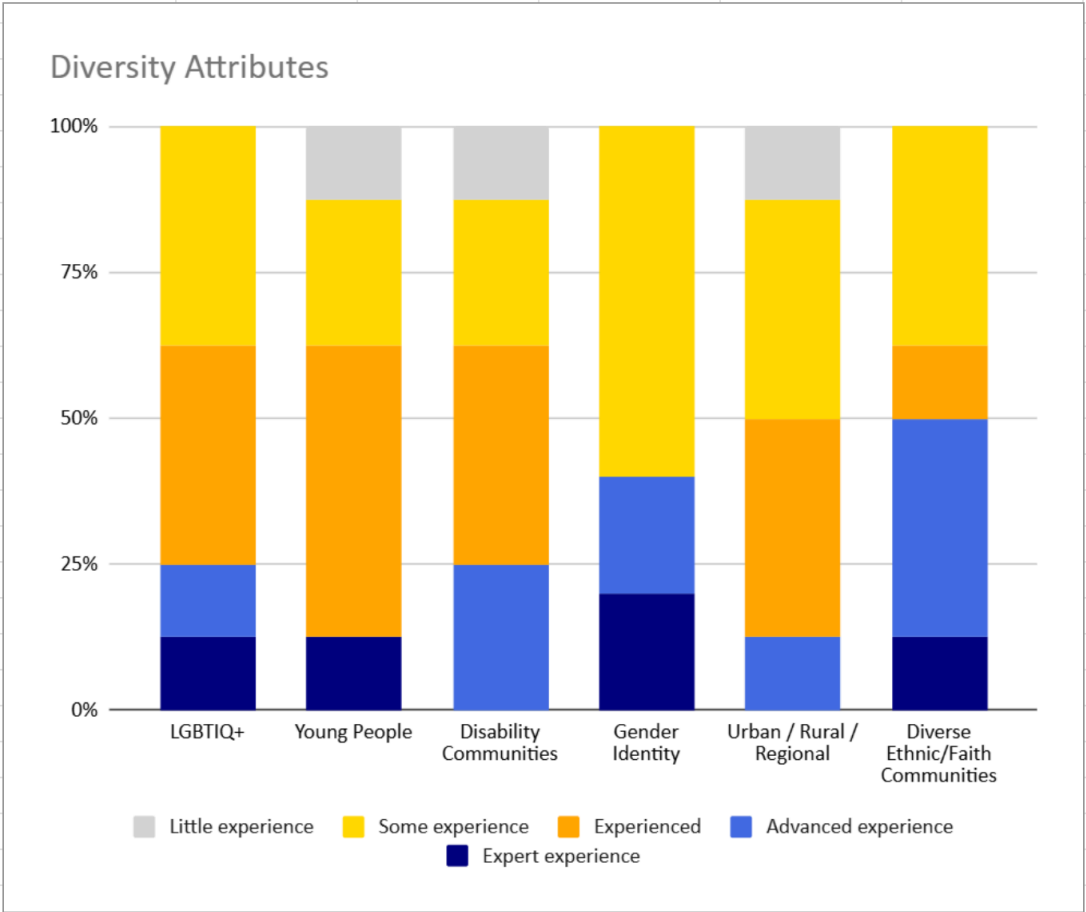
Diversity Attributes

LGBTIQ+	Awareness of the issues and experiences of Rainbow communities, and how the opportunities and challenges relate to our InternetNZ's work and priorities.
Young people	Younger generations are shaping the internet sector. We encourage their representation and perspectives in our governance.
Disability communities	Understanding of the experiences, barriers, and opportunities faced by people living with disability, and how these intersect with our work.
Gender identity	Awareness of the issues affecting people of diverse gender identities, and the relevance of those experiences to InternetNZ's work.
Urban/rural/ regional	We value diverse geographic representation from across Aotearoa New Zealand — including urban centres, regional towns, and rural communities.
Ethnic communities	Understanding of the issues facing people from diverse ethnic backgrounds, and how the opportunities and challenges relate to our work.