



## Information for Prospective Directors – 2026 Election

Nominations are open for directors for the inaugural Board of Honey and Bees New Zealand (HBNZ), having been established to represent and advance New Zealand’s commercial beekeeping sector.

The new organisation is temporarily governed by the existing Apiculture NZ Board, but all directors will be retiring as soon as the process to elect a new Board is complete.

To help oversee that process, a Transition Group of four commercial beekeepers has been established. They are Barry Hantz, Jaime McRae, Bill Savage and Cameron Martin. The group is supported by two advisors, Ian Fletcher and Tony Wright.

The Transition Group will oversee the election in line with the HBNZ Constitution and recognised good-practice election processes, ensuring fairness and integrity for all candidates

The information below is designed to provide you with an understanding of what the position entails, the criteria for selection, support for directors and the obligations under the Incorporated Societies Act.

## Key Dates and Nomination Basics

- Nominations open: 23 June 2026
- Nominations close: 6 July 2026
- Your nomination form needs to be submitted to [info@honeyandbees.nz](mailto:info@honeyandbees.nz)
- Term for this first Board: from establishment in July 2026 through to 31 March 2027 (transition period to the regular cycle).

Nomination points to note:

- All directors must be members of HBNZ, so if you are not already a member, you will need to join as part of the nomination process.
- Submitting a short application form is all that is required. You can do this via the [HBNZ webpage here](#).
- All nominations must be seconded (signed) by an existing HBNZ member.

## **Board Size and Who We Are Looking For**

Under the HBNZ constitution, the Board (the “committee” under the Act) has:

- A minimum of five and a maximum of seven elected directors.
- All elected directors must be Full Members with experience in commercial beekeeping.

The Board may also, if needed, co-opt up to two non-voting directors with specialist skills (for example, legal, finance, or science expertise). If there are fewer than five elected directors after the election, the Board can appoint (co-opt) additional members to fill casual vacancies, provided they meet the eligibility requirements.

From a sector point of view, HBNZ is looking for a mix of directors that represent:

- different business sizes and regions
- practical commercial beekeeping experience
- a willingness to think beyond individual businesses and focus on the long-term health and integrity of the industry.

## **Basic Eligibility and Conduct Expectations**

To stand as a director you must, at a minimum:

- be a natural person, aged 16 or over
- be a Full Member of HBNZ (commercial beekeeper, with hive numbers supplied for levy purposes as per the Constitution).
- give written consent to act as a director and certify that you are not disqualified under the Incorporated Societies Act.

You cannot be a director if, for example, you are:

- an undischarged bankrupt, or
- banned from managing companies or societies, or
- subject to certain property orders, or
- have been convicted of certain specified offences (particularly dishonesty) within the last five years.

Once elected, directors are expected to meet the duties set out in the HBNZ Constitution and Code of Conduct (see Appendix 1), including to:

- act in good faith and in the best interests of the Society
- exercise reasonable care and diligence
- manage conflicts of interest, declare them early, and follow agreed processes
- use Board information appropriately, maintain confidentiality, and act with honesty and integrity.

Candidates are required to declare any interests relevant to their potential role as a Board member. This includes personal interests or duties to another person, organisation or company which could conflict with that obligation to HBNZ. Such interests are completely normal but should be declared for transparency.

## **What the Board Does**

As the HBNZ governing body, the Board:

- sets strategy and priorities for the organisation, within the purposes and rules of the Constitution
- oversees financial stewardship, risk, and overall organisational performance
- ensures HBNZ meets its legal and constitutional obligations, including those under the Incorporated Societies Act 2022
- maintains and upholds the Code of Conduct, encouraging a strong “tone from the top” around ethical behaviour, transparency, and good governance.

In practical terms, the initial focus of the Board will be heavily weighted towards establishing an agenda of what the organisation wants to achieve in its inaugural phase, and how it can best appeal to prospective members. It will also need to decide on the appropriate level of administrative support.

To be clear, the position of director is not an ‘operational management’ role.

Directors will be expected to:

- prepare for and attend Board meetings (approximately every six weeks). In the initial period meetings will likely be online
- bring practical sector experience into the discussion
- work constructively with other Board members, even when there are genuine differences of view.

## APPENDIX 1: Code of Conduct

**Code of Conduct** a set of principles that guide the behaviour of Board members in relation to carrying out their governance roles and enables the Board to set a tone from the top for HBNZ.

<b>CODE OF CONDUCT</b>	
<b>Act fairly and impartially</b>	<ul style="list-style-type: none"> <li>• Observe independence and objectivity in carrying out Board responsibilities</li> <li>• Avoid business connections, affiliations and personal connections that could impact negatively on involvement in Board discussions and decisions</li> </ul>
<b>Use Board information and Board position appropriately</b>	<ul style="list-style-type: none"> <li>• Respect the confidentiality of information received as a Board member and use it only for proper purposes</li> <li>• Decline gifts, benefits and positions that may compromise independence or create perceived obligations</li> <li>• Accept responsibility for the decisions and actions of the Board even if they are contrary to your personal views</li> </ul>
<b>Exercise due care and diligence</b>	<ul style="list-style-type: none"> <li>• Work to improve the performance and efficiency of HBNZ and use its resources carefully and only for intended purposes</li> <li>• Exercise due care and diligence when considering issues and making decisions, by understanding the educational, financial and strategic implications</li> <li>• Understand and robustly enquire into the financial and other information provided to the Board</li> </ul>
<b>Honesty and integrity</b>	<ul style="list-style-type: none"> <li>• Act with honesty and integrity in approaching their roles and responsibilities</li> <li>• Undertake Board responsibilities in a manner that respects other Board members or any employee of HBNZ</li> <li>• Ensure that actions taken in the performance of Board duties do not discredit yourself, any other Board member, or any employee of HBNZ</li> </ul>
<b>Act in the best interests of HBNZ</b>	<ul style="list-style-type: none"> <li>• Diligently prepare for and attend Board meetings</li> <li>• Maintain a good level of competence and knowledge, including remaining familiar with HBNZ activities and its operating environment</li> <li>• Apply their knowledge, skill and experience with reasonable care and diligence</li> <li>• Not engage in activities which could affect their judgement or objectivity as a Board member, nor engage in any activities that could damage the integrity and reputation of HBNZ</li> </ul>