



CANZ From the Beginning

– a history of the Celebrants' Association of New Zealand

Sherryl Wilson

Foreword by Dally Messenger III

Afterword by Katherine Fraser



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CANZ
From the Beginning

– a history of the Celebrants' Association of New Zealand



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Introduction

There could hardly be anyone better qualified to record the wealth of our history than Sherryl Wilson, one of the team of visionary celebrants who established the first CANZ Executive at the turn of this century.

Given the changes in technology since then, CANZ does many things differently now. We meet using Skype and Zoom; our minutes are recorded and stored digitally; photos – which were once put into albums (at best) or possibly envelopes in a box – are now stored online. Most of our member benefits are now delivered via our website.

But what has never changed over our 18-year history is the dedication of those who have been willing to devote their personal time and energy to administer CANZ and to support their colleagues from every corner of the country.

Thank you Sherryl!

I think this project became much bigger than any of us first envisioned! But I know that after we enjoy the fruits of your research, we may all take a renewed pride in CANZ, as it continues to support celebrants, advance celebrancy and elevate the place of ceremony in New Zealand.

Carol Gunn

Immediate Past President



Foreword

It happened in August 1907 – Australian Rugby Union had a revolt. A disillusioned group, later known as Rugby League, broke away from the Rugby Union, promising to financially support injured players. My grandfather, Dally Messenger, the then superstar of the Rugby Union, joined the renegades.

At the time, a team of New Zealand All Blacks was heading for Great Britain by ship. They were organised to play a season in the “mother country”. The ship stopped over in Sydney and so this New Zealand team played a series of three rugby matches against the newly formed Australian Rugby League.

The All Blacks were short of a player, so Dally Messenger was invited to join them. The team then travelled on to the 1907-08 tour of Great Britain. As far as I know, my grandfather was the only Australian ever invited to become an All Black. That is how my connection with New Zealand auspiciously began.

Now, as you all know, the All Blacks begin every match with a ceremony. It is called the haka. But what hardly anyone knows is that, when Dally Messenger led the first Kangaroos to Great Britain in the following year, 1908-09, he created a haka for the Australians. Now there’s a celebrant for you!

And that is how the New Zealanders first taught the Australians about ceremony.

So when Frank Crean invited me over to Christchurch, to be the keynote speaker at the Canterbury Celebrant Conference in June of 1998, I felt I was coming to one of my ancestral homes.

But a connection had started before this. In January 1994, the more activist celebrants of Australia had decided to unite into a national organisation, the Australian Federation of Civil Celebrants (AFCC). Very early on, we received a letter from a New Zealander applying for membership. Inside the envelope the celebrant had enclosed a six-panel pamphlet describing her services as a celebrant. In our terms, it was “very advanced”, offering ceremonies Australians had never dreamed of. This celebrant was the incomparable Mary Hancock – a pioneer contributor in so many ways.

Soon after this, the AFCC established a series of live-in conferences – our first “international lecturer” was Mary Hancock. She introduced us to the whole spectrum of ceremonies for life events other than births, deaths and marriages. Mary freely acknowledged that New Zealand European culture had been influenced by Māori culture and she opened our minds to ceremonies for all the milestones of human life: birth, puberty, adolescence, preliminaries to marriage, childbirth (burying the placenta!), and on to menopause (male and female!) and croning.

Not very long after this, Mary inaugurated the first formally recognised training program for celebrants in the world, as Sherryl records.

So, from the haka to the Hancock, you have learned from us, and we have learned from you.

Somehow through Mary’s connection, and the very intelligent public servant who recommended my book *Ceremonies for Today* (now *Ceremonies and Celebrations*) to New Zealand celebrants, I received the invitation to Christchurch. So that is how I became an entry in Sherryl Wilson’s book.

So why is it important to get this stuff on the record? Human beings need to do this. I have observed for example, that as people get older, they tend to get more interested in recording their family history.

The psychologists tell us that it is vital for our mental health that we humans have a sense of identity. Such a sense is established in the soul from a knowledge of personal and cultural history.

We also see this quest for identity in the many stories of adopted children deeply driven to seek out their biological parents. More recently, I have observed my fellow citizens paying for DNA tests to discover their remote ancestry.

It was Aristotle who said that if you really wish to understand a human institution, you study its beginnings. Sherryl has chronicled and ordered the CANZ records of achievement from the beginning so that you, as a CANZ celebrant, may know where you came from and how you came to be here. Armed with this knowledge, hopefully you have the mental tools to construct a pathway to an even more productive future.

Let us pat ourselves on the back for what we have done. Our ceremonies have added to the sum total of human happiness, and diminished the sum total of human sadness. Our celebrant ceremonies have contributed to mental equanimity for hundreds of thousands of people in New Zealand, Australia, the UK and the USA. This statement does not need a lot of backing up if you know the horror of non-religious weddings and funerals before our founder Lionel Murphy, a visionary genius on many fronts, put a stop to these indignities in 1973.

As I read through the records, my heart gave little leaps of pleasure as I recalled my New Zealand friends. I made so many, too, the second time I came to Yvonne Foreman’s wonderful get-together in Hamilton, and the conference Sherryl Wilson herself organised in Auckland.

I have been personally inspired and encouraged by so many New Zealand celebrants. For many years I consistently quoted Wanda Brittain's wonderful poem which still strengthens me and contributes to my understanding of the work we do:

*You are the celebrant,
you are the ritual maker;
you are the crucible
into which the mysteries are poured.*

*You are the sacred vessel
which holds the wisdom of the shamans,
the pure light of the priestess
and the knowledge of the wise ones.*

*You are the book of empowerment
that others can choose to read from.
You are the paints which the creative spirits
can richly colour their life celebrations.*

*You are the channel through which
the seekers after truth and light
will pass to find their holy spaces.*

*You are the open door
to the love, the joy and the power within.*

*You are the celebrant,
you are the ritual maker;
so guard your gift with care.*

So we have a past to be proud of, and we hereby give thanks to Sherryl Wilson for putting this history of CANZ on the record.

Dally Messenger III
Melbourne



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Couples were looking for a more personal, less traditional ceremony that allowed for their input, as opposed to a prescribed religious format.

In the Beginning

In 1976, the New Zealand Marriage Act 1955 was amended to allow for the appointment of civil celebrants, or *independent* celebrants, as they have been termed by the government since 2005. Thus the *officiating minister* legally became the *marriage celebrant*.

The first marriage celebrants were registered in 1977, with former CANZ members Barrie Mason and Eddie McMenemy being among the first of those appointed. Your author first became a marriage celebrant four years later, in 1981.



Author Sherryl Wilson

In a recent trial scheme, under the Ministry of Justice, registry-style weddings have been conducted in some district courts with Justices of the Peace officiating. But back in 1976, unlike some other western countries, a New Zealand Justice of the Peace had no implied or automatic authority to solemnise marriages.

The driving force for the 1976 Amendment to the Marriage Act 1955 was the growth of secularism, as the population demanded an alternative to the religious ceremonies available. A registry-office wedding was not deemed to be a suitable ceremonial alternative by many of the population.

Couples were looking for a more personal, less traditional ceremony that allowed for their input, as opposed to a prescribed religious format.

Our Australian cousins led the way with the first appointment of civil marriage celebrants in 1973, under Attorney-General Lionel Murphy. They were charged with creating ceremonies of “dignity, meaning and substance” for non-churchgoing couples. This was later extended to funeral celebrants.

Just as in Australia, New Zealanders were also looking for less formal funeral ceremonies. Marian Barnes was the first secular funeral celebrant in New Zealand and she became a leading authority and mentor to many celebrants who followed in her footsteps.



Marian Barnes

Marian Barnes (née Nobes) pioneered the secular funeral in the late 1970s, providing an alternative service for the increasing number of non-religious individuals. She also wrote a number of books on the subject, including *Down to Earth* (1993), which became a much-used textbook for funeral celebrants, with its focus on the changing funeral needs of society. Marian contributed so much, to so many. She would be delighted to know that her “work and passion” (as she put it) lives on. She passed away peacefully in her sleep, on her 88th birthday, 8 April 2017.

Dally Messenger III remains one of the most influential leaders of celebrancy in the western world. He was appointed as a civil celebrant in Australia in early 1974 and has been a friend and mentor to celebrants throughout New Zealand and in particular to this organisation – the Celebrants’ Association of New Zealand (CANZ). His books *Ceremonies for Today* (1979) and *Ceremonies and Celebration* (2003, recently reprinted) have comprised the accepted authority for many celebrants, past and present.

During those early years, from the late 1970s through the 1980s and into the 1990s, most independent celebrants operated in isolation. There was no formal training offered and very little official structure or guidance. Most civil celebrants were self-taught, and relied heavily on their own personal experiences and abilities to get by.

From the 1980s, groups of independent celebrants around New Zealand had begun to gather together informally to network, share and socialise. Most were marriage celebrants, although there were also a few who only officiated at funerals.

These groups were mainly to be found in population centres such as Auckland, Hamilton, Wellington and Christchurch.

Marian Barnes formed the first structured group, the Civil Celebrants Association of New Zealand (CCANZ) on 1 August 1980, but it only survived for two years. Even so, their newsletter *Lifetimes* was the major channel of communication for celebrants at that time, reaching about 80 members nationally.

The Canterbury Civil Celebrants Association was formed later in the 1980s and met twice each year. It last hosted a conference in 1998 with most of those in attendance from the South Island. The group preferred to retain the word *civil* in their name.

Wellington had a small network of celebrants which met under the guidance of Rodney Murphy.

In Hamilton, the local registrar of Births, Deaths and Marriages (BDM) conducted meetings for marriage celebrants during the 1990s but there was no formal association.



Eddie McMenemy

In 1997, Eddie McMenemy called a meeting in Auckland, as did Mary Hancock in Titirangi. These meetings, together with a larger one at the Ellerslie racecourse, became the nucleus for the founding of the Auckland Celebrants’ Association, which opted not to use the word *civil* in the name.

There was an overwhelming sense that there needed to be a unified approach to standards throughout the country, especially as at that time, celebrants were not well supported by the office of the Registrar-General.

A Call to Action

The 1999 conference for celebrants was the brainchild of Hamilton celebrant Yvonne Foreman. It was to pave the way for the later formation of the Celebrants' Association of New Zealand (CANZ).



Yvonne Foreman (left), Dally Messenger and Mary Hancock

Yvonne became a marriage celebrant in the mid 1990s. After reading in the *NZ Women's Weekly* that Canterbury celebrants were to host a conference in 1998, she decided to attend – as did fellow Hamilton celebrant Rei Hagan. Taken together with Yvonne's business venture (Six Hats Ltd) which ran conferences, this was the catalyst which prompted her to propose a nationwide conference for celebrants in July 1999, at the Kingsgate Hotel, Hamilton. (The venue still exists but is now known as the Distinction Hamilton Hotel & Conference Centre.)

With some reluctance, Brian Clarke, then Registrar-General of BDM, was persuaded to furnish her with a list of civil celebrants, so that a questionnaire could be sent out to determine if there was any interest – there was lots!

The organising committee comprised Yvonne Foreman, Denise Irvine, Ron Ball, Paul Flanagan, Tommy Moana, Annie McGregor and Shelley Robb. The stated aims of the conference were to:

- establish a national association of civil celebrants
- put in place a code of ethics and a code of practice
- bring together individual celebrants for the purpose of education, training, networking and friendship.

Since 1996, Mary Hancock had been leading courses in celebrant studies at the Auckland Institute of Technology (AIT) – soon to be the Auckland University of Technology (AUT). Mary agreed to speak and provided Yvonne with the names of other possible presenters, as well.

Dame Catherine Tizard – former mayor of Auckland and Governor General of New Zealand – opened the conference. Mary Hancock and Dally Messenger III were the keynote speakers. Other invited speakers were Registrar-General Brian Clarke, writer and broadcaster Hilary Hudson, counsellor and funeral celebrant Bill Logan and Cyril Schäfer, a PhD student in Social Anthropology. (Regrettably, Mr Schäfer was unable to attend owing to the sudden death of his father, but gave permission for his presentation to be included in the proceedings.)

Two hundred celebrants from all over New Zealand attended, the greatest number coming from Auckland, the Bay of Plenty and Wellington, together with a few from Christchurch.



Dame Catherine Tizard (centre) with Yvonne Foreman and others

The major outcome of this conference was the desire to form a national organisation, combined with the hope that such an organisation might be able to provide training and establish standards for all celebrants. There was an overwhelming sense that there needed to be a unified approach to standards throughout the country, especially as at that time, celebrants were not well supported by the office of the Registrar-General.

Under the chairmanship of Ron Ball, a *Where to from here?* session was held on the Sunday and agreement reached that a national association of civil celebrants be formed.

A steering committee was elected consisting of Bill Logan (Wellington), Ron Ball (Hamilton), Maria Ngatai (Tauranga), June Russell (Christchurch), Hilary Hudson (Wellington), Jan Ballantyne (Putaruru) and Heather White (Tauranga). Bill Logan served as the chair, Jan Ballantyne as secretary and Ron Ball was the treasurer. Eddie McMenemy (Auckland) was co-opted as a voting member at the end of 1999.



Steering committee Chair Bill Logan with Heather White and Secretary Jan Ballantyne

The steering committee's terms of reference included:

- developing a provisional constitution
- consideration of bicultural aspects
- developing a code of ethics/conduct
- membership criteria, including honorary life membership
- budgeting included within financial reports at the AGM
- proxy voting

Much was achieved during the ensuing year (from August 1999 to July 2000). The steering committee met eleven times, usually by teleconference, and it determined to recommend to the first AGM that:

- the word *civil* be dropped, as it does not refer to funeral celebrants
- biculturalism is important; thus a suitable Māori name from a kaumātua should be sought
- the names “Celebrants’ Association of New Zealand (Inc)” and “Tangata Kai Ārahi te Ture o Aotearoa” be adopted
- the association be open to anyone who conducts “non-denominational” marriages or funerals
- the membership fee be \$120.00
- Ron Ball seek a precedent to modify and formulate a comprehensive constitution. (Ron worked for a law firm at the time and subsequently sought the assistance of Justice de Jong, then a specialist lawyer in incorporation and trusts.)
- a code of ethics – based on the Funeral Directors’ code of conduct, as well as the mission statement “To foster celebrancy and to support celebrants in carrying out their duties competently, professionally and ethically” – be adopted
- only financial members have voting rights and there be no proxy voting
- the existing Auckland and Canterbury organisations become branches, under terms favourable to them, within eighteen months of the new organisation coming into being
- an auditor be appointed to audit the accounts to 30 June 2000
- a newsletter be circulated to all members
- the first AGM be held 29-30 2000 in Wellington.

First AGM

The first CANZ AGM took place in Wellington, on the afternoon of Saturday, 29 July, and the morning of Sunday, 30 July 2000, at the Duxton Hotel (now known as the Amora). There were 37 members and 2 guests present; 22 other celebrants sent their apologies.

Steering committee Chair Bill Logan was appointed to conduct the meeting, with the first item a report from the steering committee on its progress over the previous 12 months. This report, prepared by Secretary Jan Ballantyne, was approved and the financial report and budget, prepared by Treasurer Ron Ball, was likewise adopted.

An extensive discussion around the annual membership fee followed. A motion and three amendments were considered before it was finally agreed to set the fee at \$120 per annum, including a \$20 branch capitation fee.

Expectations for the fledgling organisation were outlined and covered:

- information
- networking opportunities
- advocacy at both local and government levels
- credibility
- education
- professionalism

Next came discussion and adoption of "Celebrants' Association of New Zealand (Inc)" as the organisation's name, (omitting "The Civil"), with *Tangata Kai Ārahi te Ture o Aotearoa*, (the name gifted by a kaumātua in the Bay of Plenty via Maria Ngatai).

After some discussion and amendment, the constitution was adopted. Ron Ball was acknowledged for his considerable input, and for the advice and assistance of his legal office.

As set out in the constitution, the objectives of the association were to:

- foster celebrancy, and to support celebrants in carrying out their duties competently, professionally and ethically
- maintain high standards among celebrants, including ethical standards, cultural respect and sensitivity
- encourage cooperation and the exchange of experience and ideas among members
- provide advice and information to support members in the effective performance of their duties
- facilitate educational opportunities and encourage the continuing professional development of members
- promote public awareness of the roles and functions of celebrants
- act as an advocate for celebrants with government agencies and other organisations

An election of officers and members of the Executive followed. There were several nominations for each office (other than treasurer) and more than enough nominations to form the Executive committee.



*back left: Sherryl Wilson, Peter Yearbury, Bev Clark, Jan Ballantyne, Bill Logan, Tineke Stokes
front: Maria Ngatai, Patricia Pool, Heather White*

And so the very first CANZ Executive was formed, comprising:

- President: Jan Ballantyne (Putaruru)
 Vice President: Peter Yearbury (Christchurch)
 Secretary: Patricia Pool (Auckland)
 Treasurer: Bev Clark (Wanaka)
 Committee: Bill Logan (Wellington)
 Maria Ngatai (Tauranga)
 Tineke Stokes (Palmerston North)
 Heather White (Tauranga)
 Sherryl Wilson (Auckland)

After more discussion, the draft code of ethics (based upon the NZ Funeral Directors' code provided by Michael Wolfram), was adopted, as was the proposed code of conduct.

Finally, it was decided that as many celebrants as possible throughout the country should be contacted (by mail or email) to inform them of:

- the proposed direction of the association
- the support available to celebrants
- the fee structure
- the forthcoming CANZ website

The Celebrants' Association of New Zealand was no longer a vision, but fact.

First Steps

The first meeting of the first CANZ Executive was a teleconference on 8 August 2000.

The following matters were briefly canvassed, with most deferred to future meetings for elaboration:

- marketing – logo, website, newsletter
- membership form and card
- president to act as spokesperson
- bank signatories
- complaints process
- draft strategic plan
- inaugural conference

The second meeting of the Executive was held face-to-face in Auckland on 24 October 2000. The constitution (as passed at the inaugural AGM) was initiated and to be forwarded for incorporation and signatories. An application was also made for tax exemption.

Also determined by this meeting:

- the brief for the logo
- website format and content
- newsletter format and content
- invitation to be sent to all known celebrants' associations
- membership application to be sent to civil celebrants annually in the BDM mail-out
- what form accreditation might take re criteria and standards
- honorary and associate memberships
- a strategic plan for the ensuing three years
- conference venue for July 2001

Another teleconference was held before the last in-person meeting in Auckland prior to the end of 2000.

The following items were confirmed:

- website domain: celebranz.org.nz
- design of the logo
- complaints procedure (with an explanatory flyer for clients)
- associate membership policy
- 2001 conference venue and coordinator
- application to the Registrar-General to nominate applicants for appointment
- foundation member certificate
- policy and procedures document to be established
- auditor appointed

With respect to the regions – Wellington had formed a group; Palmerston North expressed interest; Hamilton was prepared to form a branch and Dunedin (lower South Island) was interested.

Auckland accepted an offer from the president to speak at a meeting re the formation of a branch, whereas Canterbury remained uncertain.

Ensuing meetings of the Executive (prior to the inaugural conference) covered such items as:

- website preparation
- conference planning
- letterhead with logo
- a permanent postal address
- membership packs
- establishing a relationship with the Registrar-General
- formation of branches
- capitation levy to be paid to branches once established
- AGM materials mailed out
- proxy voting process

In February 2001, President Jan Ballantyne and the former steering committee Chair Bill Logan, attended a meeting convened by the Auckland Celebrants' Association to outline the objectives of CANZ and its codes of conduct and ethics. This was an opportunity for dialogue and to outline the benefits that such affiliation could bring, whether as a branch or as individual members. Jan also visited Christchurch and Hamilton for the same purpose.

As a result of these visits, the Auckland Celebrants' Association members voted to become a branch of CANZ, although not until 2002, but a few Auckland members opted not to join.

Hamilton celebrants did form a branch (Waikato) soon after this visit.

Canterbury held off at this stage and some celebrants who had joined CANZ resigned. On the other hand, a few members of the Canterbury Civil Celebrants Association resigned from that organisation and instead joined CANZ.

Those members in Auckland and Canterbury who had opted not to join CANZ then set up another organisation that became known as the Celebrants Guild of New Zealand, (North Island) and (South Island) respectively.

The two groups operated independently in both Auckland and Christchurch, but shared overarching goals. In the early years of this century, the two groups met informally with a view to merging into one organisation. But for various reasons, this did not eventuate, and CANZ remained the only national body of celebrants.

Over 120 celebrants from throughout the country attended this conference which helped to establish a public profile for CANZ, as TV1 news coverage included interviews with both Dally Messenger and President Jan Ballantyne.

First Conference

The first CANZ conference was held at Waipuna Hotel and Conference Centre in Mt Wellington, Auckland, from 27 to 29 July 2001. Its theme was "Getting it right – Kia to tika".

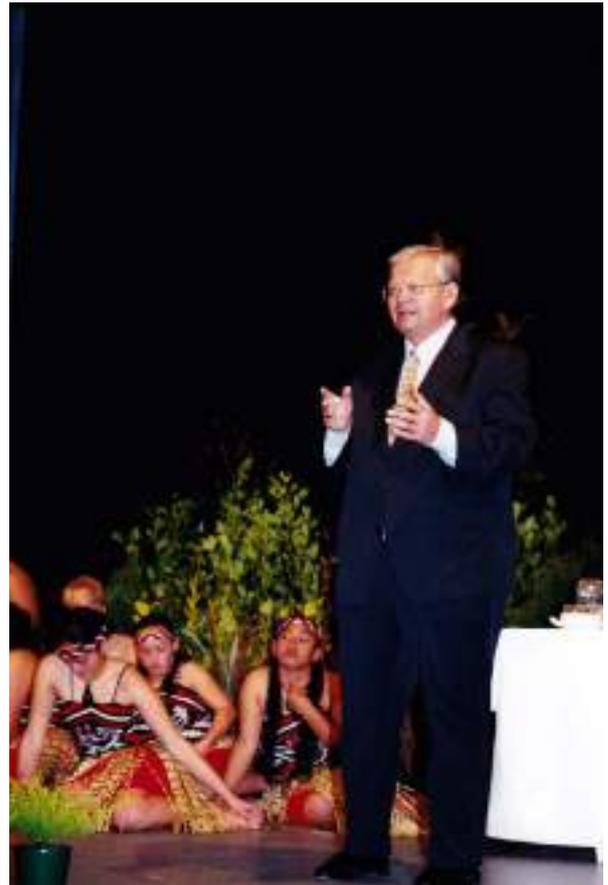
The organising committee consisted of Wanda Brittain, Carolyn Harkness, Keith King, Jan McCallum, Wendy Overy and Sherryl Wilson (as coordinator), with each member responsible for a specific portfolio. President Jan Ballantyne was an ex officio member and uplifted the finance portfolio.



Committee members at registration desk

It was vital to set a professional tone for this first conference, and the committee rose to the occasion, demonstrating superb abilities, initiative, innovation and above all, enthusiasm.

Early Bird workshops were offered on the Friday afternoon, prior to the pōwhiri by *Te Kura Kaupapa o Hoani Waititi Marae*. Auckland's deputy mayor, Dr Bruce Hucker, welcomed all to the City of Sails and the former prime minister, the Rt Hon David Lange, delivered a stirring keynote address.



Rt Hon David Lange



Students from Hoani Waititi Marae



Rt Hon David Lange and Dally Messenger

Saturday morning's plenary session was led by Dally Messenger III and Sunday's by Marian Barnes. With twenty workshops on offer over the weekend, conference attendees were spoilt for choice. These were led by a variety of professional presenters including Dally Messenger and Marian Barnes, as well as Registrar-General Brian Clarke. The first croning ceremony under the CANZ umbrella was led by Wanda Brittain on the Friday evening, whilst Keith King led a session titled *Food for the soul – affirming who we are*.



Committee members Carolyn Harkness and Keith King

One of the features of this conference was its theme song, *Let's Get to It* (as sung by Kylie Minogue), which was used to signal the start of each session. Another was the room set aside to display members' items to share or sell. There was entertainment aplenty in the form of music and a mock wedding, plus a daily conference newsletter detailing events.

Several experienced celebrants agreed to act as mentors and made themselves available for one-on-one discussions with attendees throughout the conference.

The annual general meeting was scheduled between workshops on the Saturday afternoon, ensuring all could attend – a practice which continues to this day.



Presenters Colleen Baird, Vicki Jones, Nicola Daly and Wendy Overy



President Jan Ballantyne opens the AGM



Marian Barnes honoured

A highlight on the final morning was the presentation of foundation-member certificates to those who had attended the 1999 conference in Hamilton, which was the catalyst for the formation of the Celebrants' Association of New Zealand. In total, sixty celebrants received certificates, either in person or by mail.

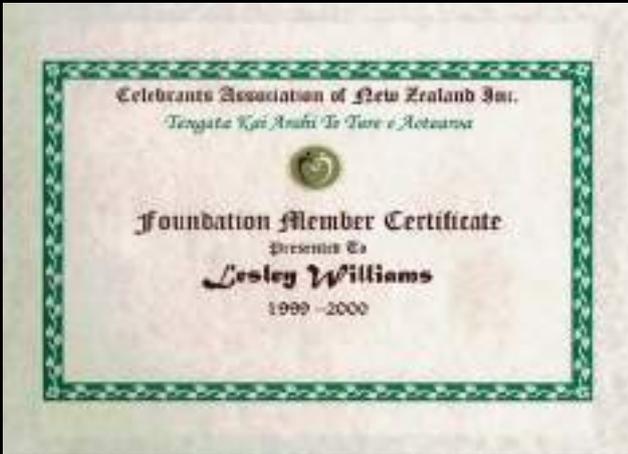
The national Executive presented a special certificate to Marian Barnes, honouring her contribution to celebrancy as the nation's very first secular funeral celebrant.

Over 120 celebrants from throughout the country attended this conference which helped to establish a public profile for CANZ, as TV1 news coverage included interviews with both Daily Messenger and President Jan Ballantyne.

The inaugural conference set the professional tone and style for many future conferences to come.



*Five foundation members at a recent CANZ event:
Sheryl Mungall (left), Mary Hancock, Trish Turner, Parvati Erikson
and Jan McCallum*



Members get into the swing



Panelists Heather White, Brian Clarke, Dally Messenger and Tineke Stokes



Kerry Ann Stanton (left), Mary Hancock, Trish Turner and Jan McCallum in party mode

... society at that time, (both in Australia and in other western nations), tended, in effect, to punish couples that chose not to have a religious wedding ceremony.

First Keynote Speaker



There is no doubt that the foremost international influence in the early development of CANZ came in the form of one person: Dally Messenger III from Melbourne, Australia.

In the mid 1960s, Dally had trained, and was ordained, as a priest in the Roman Catholic Church. But he soon became disillusioned with what he perceived as its lack of true Christian values – compassion, respect, kindness and tolerance – as well as its bureaucracy. He left the priesthood after just one year.

He is now known as “The Pioneer” or “The Don” of civil celebrancy in Australia, being one of the first civil celebrants appointed, in February 1974, by then Attorney-General Lionel Murphy. As Dally notes in his foreword, Lionel Murphy was a visionary, born before his time. Both men shared a distaste for how non-religious couples were treated at registry-office weddings. In fact, society at that time, (both in Australia and in other western nations), tended, in effect, to punish couples that chose not to have a religious wedding ceremony. There was a genuine need for secular marriage ceremonies that would be both dignified and legal. Lionel Murphy provided the legal framework that inaugurated civil celebrancy and allowed it to progress more quickly in Australia than elsewhere.

The first organisation of civil celebrants was born when Dally Messenger was appointed first secretary of the Association of Civil Marriage Celebrants of Australia. He was the foundation president of the original Funeral Celebrants Association of Australia as well as foundation president and latterly an honorary life member of the Australian Federation of Civil Celebrants Inc.

Apart from his work in Australia, Dally has been active in spreading the celebrancy movement in a number of countries – namely New Zealand, the United Kingdom and the United States of America. In 1995, together with several other Australian celebrants and Mary Hancock from New Zealand, he formed the International Federation of Civil Celebrancy (IFCC), with the goal of creating a greater international awareness of the role of celebrants, especially in English-speaking countries.

In the late 1990s, Dally lectured to groups of civil celebrants in the United Kingdom. In 2002, he was also the key training instructor in establishing civil celebrancy in the United States, giving the inaugural address to the then newly formed Celebrant USA Foundation, in New Jersey. He had actually trained the first five civil celebrants who had previously graduated from the International College of Celebrancy in Melbourne.

Dally's book *Ceremonies and Celebrations* (now in its fifth edition) has been a celebrants' bible, used both in training and as an excellent guide and reference point for all ceremonies. Along with *Ceremonies for Today*, his books continue to be the "go to" texts for most celebrants.

Dally gave freely of his time, talents and energy when celebrancy was in its infancy here in New Zealand. He continues to provide celebrancy services in Melbourne where he serves as principal of the International College of Celebrancy, which he founded in 1995, and where he has been training celebrants since long before training was first mandated by the Attorney-General for Australia in 2002.

New Zealand celebrants who know Dally Messenger continue to be both grateful to him, and inspired by him.

A Gallery of Presidents



Jan Ballantyne (2000-02, 2005-07)

Jan was prompted to become a marriage celebrant when her son and his fiancée decided to marry. As he couldn't locate an available celebrant in Wellington, she became registered – and then made the bride's and bridesmaids' gowns as well! She had previously been asked to do weddings when running courses for Marriage Guidance (which became Relationship Services), so it was a natural progression.

As the inaugural secretary of the steering committee, Jan was involved with CANZ from the start in 1999. She recalls that strong personalities with differing viewpoints made for a challenging year, as monthly meetings were held, both in-person and via conference calls. In order to form the organisation and then move forward, teamwork was essential.

Her most memorable achievements were officially launching a national association, setting standards and having celebrants recognised as a professional group. This was consolidated in her second term. She also circulated a newsletter for a short while, until *Pānui* was launched.

For Jan, the highlights of her presidential terms were:

- the first national conference in Auckland 2001
- coordinating the Hamilton conference in 2005
- serving as president of the Waikato branch
- meeting and working with great people
- developing a role with Relationship Services
- establishing regular meetings with Registrar-General Brian Clarke, accompanied by Sherryl Wilson as secretary. (A practice continued by both Tineke Stokes and Sherryl Wilson during their presidential terms.)

Building a relationship with the Registrar-General, and being officially recognised by BDM, were giant steps in establishing CANZ as the professional body for celebrants. As a result, Brian Clarke agreed to speak at conferences and branch meetings, and a letter from CANZ was included in BDM's annual mail-out to celebrants.

During Jan's first term, her greatest challenges included the recognition of bicultural issues; encouraging the Auckland and Christchurch celebrant groups to join CANZ within 18 months (as per the constitution); coping with a few acrimonious meetings, as well as the formation of the Celebrants Guild and subsequently trying to form a relationship with them.

She believes one of the best outcomes, constitutionally, was having people elected to the Executive on merit, rather than on the basis of their geographical location.

Some of the conference highlights she recalls during her terms include Dally Messenger highlighting the creative role of a celebrant; comedian Pinky Agnew as a humorous guest speaker, and the great variety of workshops, especially those celebrating other cultures.

Jan worked with some great people and especially acknowledges the support of Sherryl Wilson, Bev Clark, Tineke Stokes and Keith King (as the first editor of *Pānui*).

Her wish for CANZ is that it may focus on meaningful professional development for celebrants, realising that the association remains a “work in progress” that will continue to grow, change and flourish.



Tineke Stokes (2002-05)

Tineke became a celebrant almost by chance, in 1994, having become a Justice of the Peace (in 1990) as well as being actively involved with the NZ Red Cross in Palmerston North. She saw her celebrant role as another community service which offered the opportunity to provide ceremonies which reflected her clients' wishes and hopes.

From the outset, she was involved with CANZ, first as a foundation member in 1999, and then attending the 2000 AGM in Wellington, where she found herself elected to the Executive – serving two years in that role before becoming president. She is the only president to ever serve a three-year term; she agreed to do so in order that future presidential elections would fall in the same year as the national conference.

Tineke led the project to commission a CANZ logo, entrusting the brief to Grant Smith of GSA Design, (a company later sold by Smith, when he became mayor of Palmerston North, in 2015.)



The image was designed to work well in various applications while creating a unique impression. It has several elements: central to the concept is the union of two figures by a kōru, thus bringing an ethnic feel to the design. The figures also form the shape of a heart, the symbol of love, encompassed by a circle or ring. The figures are deliberately gender-neutral, which has proven to be a prescient choice.

She counts among her most memorable achievements the development of a robust and focused team with a vision and purpose; the development of an Executive framework, with portfolios assigned to all Executive members; the development of the code of ethics and a complaints procedure, including the appointment of an honorary solicitor (Alastair Sheriff) as the “go to” person for this and any other legal matters. The development of a strategic plan, and a new look *Celebranz Pānui* under the editorship of Keith King, were also achieved during this time.

For Tineke, the personal highlights of her term were:

- final development of the CANZ logo
- hosting two conferences (Wellington and Hamilton) and an education forum
- increased media interest in CANZ

- celebrant education and credentialing, in line with best practice
- quality improvement to support our focus as the professional celebrant organisation
- increased membership numbers

She remembers her challenges during the three years as membership, financial and long-term sustainability, as well as future-proofing the organisation; setting the bar from “good” to “great”, through celebrant education, and sticking to the vision; dealing with the Auckland and Christchurch area challenges, while at the same time, endeavouring to bring a focused and motivated approach to the association. Not forgetting that the introduction of the Civil Union Bill in 2004 presented some unique challenges of its own.

Her conference highlights were many, “because of the people who worked with such energy to bring them to fruition”, but Tineke especially enjoyed Susan Louise, the original Christchurch Candlemaker.[®] (The personalised candle business which she began continues today under the auspices of a charitable trust.)

Tineke states that she was fortunate to have a team of like-minded people at the Executive level. She highlights the 24/7 workflow and kindly acknowledged Sherryl Wilson’s “constant support in the background” and high professional standards as secretary; also her “Minister of Finance” Bev Clark, who left no stone unturned and Keith King, who as communicator extraordinaire, was able to engage with celebrants through *Pānui*.

Her wish for CANZ is it may stay true to its vision as the professional organisation for NZ celebrants and that it will encourage development through education and experience, and create opportunities to support celebrants wherever they may live. It is vital to maintain credibility and to never lose sight of what the logo and brand of the association represents.



Sherryl Wilson (2007-09)

Sherryl became a Justice of the Peace in 1981, erroneously believing that she could also officiate as a marriage celebrant! Discovering this wasn't so, she applied and was registered that same year, beginning a journey of community service in both roles which has lasted for 37 years (to date).

She was a member of the Auckland Celebrants' Association in the 1990s and, on a whim, flew to Wellington in 2000 for the first CANZ AGM, where she was elected to the Executive. Together with a small group, she helped to form the Auckland branch in 2000 and remained active in the branch for many years. She served on the Executive for a year before becoming its secretary for the ensuing seven years, cementing her organisational knowledge and assisting successive presidents. Inevitably, she could not escape

serving a term as president herself, completing ten years of service to CANZ in total. As well as being conference coordinator for the inaugural conference in Auckland (2001), Sherryl also convened the Rotorua conference in 2011.

Her most memorable achievements as secretary were establishing strong communication links with members, developing a systematic approach to maintaining the membership database, and leading a small team in developing the first CANZ website. As president, she introduced an orientation pack and welcome session for new Executive members, as well as having all portfolio holders (including the president) set out their goals in writing annually.

For Sherryl, the highlights of her presidential term were:

- the continuing growth of the membership
- observing the development of the branches and individual members
- an ongoing positive relationship with the Registrar-General and his deputy
- the development of conference and forum guidelines
- expanding the website so members could access more resources online
- transitioning from credentialing to an accreditation programme
- hosting a successful conference (Auckland) and education forum (Wellington)

Her greatest challenges were obtaining a formal memorandum of understanding (MoU) with the Funeral Directors' Association (FDANZ), (although eventually declined by them), and with Relationship Services, who accepted the invitation to work together, although such cooperation was very limited in practice. Disappointment also that the "hand of friendship" extended to the Celebrants Guild did not result in a positive outcome at the time.

There were many conference highlights but the inaugural conference in Auckland was a superb start to this professional journey of celebrancy – especially having a former prime minister, the Rt Hon David Lange, as guest speaker, alongside Dally Messenger from Melbourne as a plenary speaker. Also, as president during the Auckland conference, hosting Joy Cowley as the guest speaker was truly inspirational.

During her ten years on the Executive she has worked with some wonderful teams, particularly mentioning Tineke Stokes (for her strategic thinking and vision), Bev Clark (for establishing the CANZ finances), Anne Purnell (for uplifting the treasurer's mantle and extending the website vision), Wanda Brittain (as an enthusiastic educationalist), Keith King (entrepreneurial editor) and Carol Galloway (for completing the challenges of the accreditation programme).

Her wish for CANZ is that it may develop and grow, never losing sight of the pride, process and professionalism on which it was built, and that the organisation remain mindful of all its members, as decisions made in the present will affect the association and its members for years to come.

Sherryl's contributions to CANZ were recognised in 2010, when she became its first honorary life member.



Wanda Brittain (2009-11)

Wanda came to celebrancy after the death of her second husband, some twenty years ago. A friend had asked if she would officiate at her wedding. As Wanda had always been a writer, she took this opportunity to attend the second AIT course, earning her Certificate in Celebrant Studies in 1995.

She became a foundation member of CANZ in 1999, and it was a natural progression to follow through and assist with the establishment of the Auckland branch, becoming its first secretary and newsletter editor.

Wanda was elected to the national Executive as vice president (responsible for education) in 2007, and then president in 2009. She became perhaps best known for the crowning ceremonies she conducted at several of the conferences.

She believes her most memorable achievements were updating the CANZ Tool Kit and making it accessible online, along with other improvements to the website, and continuance of the accreditation programme, which proved to be very worthwhile, despite its initial challenges in differentiating CANZ celebrants. This was a goal that would be echoed some years later in the VCANZ process.

For Wanda, the personal highlights of her term were:

- working with like-minded people
- helping new members
- mentoring celebrants

Her greatest challenges were encouraging people to stand for the Executive – only to then have them not continue; some issues in the early stages of implementing the accreditation programme and having to “pick up the pieces” from time to time.

She remembers many conference highlights over the years but particularly valued the opportunity for meeting and making friends; the fellowship of celebrancy; sharing knowledge and the wonderful keynote speakers; building relationships and communicating with others from around the country.

Wanda enjoyed collaborating with many people on the Executive but especially noted Lois Baillie, Keith King, Pamela Lane-Parr, Tineke Stokes, Jeanette McIntyre, Bev Clark and Sherryl Wilson.

Her wish for CANZ is that it may continue to progress, going from strength to strength, at the same time promoting professionalism and integrity.



Kathrine Fraser (2011-13)

In the early 1990s, Kathrine was deeply affected by the funeral of a family friend, because it failed to reflect the life of the deceased – it just all felt so wrong. (It was at this time that she first envisioned a business called “Life Celebrations” – which did eventuate some years later!)

Then, in the late 1990s, celebrant Julie MacDonald encouraged her to “dip her toe in the water” by undertaking the Certificate in Celebrant Studies course at AIT. This proved to be an epiphany for Kathrine. (MacDonald went on to write her PhD thesis on independent celebrants in New Zealand.)

By a fortunate coincidence, Sherryl Wilson then encouraged Kathrine to attend part of the inaugural CANZ conference in 2001, where she was inspired by Dally Messenger, as well as by the diversity of people present.

From that point, it was a natural progression for Kathrine to join CANZ and later present workshops herself at both branch and national level. She served on the Auckland branch committee for several years, before taking on the role of programme convenor for the 2009 Auckland conference, securing NZ writer Joy Cowley as the keynote speaker.

Kathrine was catapulted into the role of president in 2011, at a time when CANZ was troubled by some divisions. Fearful that it might devolve, she went in search of a suitable presidential candidate to unify the association.

Perhaps the only person not to see it coming, she soon found herself nominated as president, along with a small group of enthusiastic supporters, nominated as members of the Executive. The result was a totally new Executive (apart from one member), and whilst this was daunting, it also provided the opportunity to forge a new way forward, strengthening the organisation and uniting celebrants with a shared purpose.

Kathrine is a very positive person, with effective communication and people skills, and a vision that she can readily articulate. As president, she drew on her professional experience in organisational development and management.

The achievements of her Executive included: a realignment of the organisational structure (appointing an Executive member to act as a liaison for each branch); initiating formal induction and training of branch officers; establishing more sustainable management and branch structures; establishing stronger representation for celebrants through the formation of a single national association (a message of unity which resonated with the Celebrants Guild (North Island), during amalgamation discussions); closer liaison and influence with BDM, (thanks in large measure to the timely appointment of a new Registrar-General and a change of culture within the Department of Internal Affairs); a membership which increased in both size and happiness (according to newly introduced membership surveys); a motto for CANZ – “enriching celebrants – enriching New Zealand” which helped shape purpose and focus priorities; as well as improvements to processes within

CANZ (as ably depicted in flow charts developed by the talented Carol Gunn).

For Kathrine, personal highlights of her term were:

- having a sense that she was in the right place at that point in CANZ’s history
- visiting branches and thereby gaining knowledge and wisdom by meeting celebrants on their home ground
- the inspiration received and friendships gained
- the warmth and affirmation she received at her final AGM

Just as the high points come from people, so do the lows. Kathrine recalls discovering how uncompromising people can sometimes be – a single mistake, a poor experience or a misunderstanding may cast a shadow that lasts a very long time. This can pose a real risk to the membership of any organisation. However, there is nothing she would change now, even in hindsight.

Her conference highlights are many and varied, from the welcoming *mihi whakatau* of the Southern branch in Queenstown, to the Wellington conference convened by Belinda de Latour and Jann Hook; having Prof Sir Lloyd Geering speak with such conviction about the role of the secular celebrant, and the tape art installation by Erica Duthy which fascinated all who attended.

Kathrine was privileged to work with three fabulous Executive teams and every one rose to the challenges she presented, working very hard together to build a culture of trust. Two people who travelled the long miles with her, and went on to further leadership responsibilities, were Helen Rutledge and Carol Gunn whom she describes as “indomitable, generous, talented, and inspiring women”.

Her wish for CANZ is that it may stay united, while embracing diversity and establishing a public profile for skilled celebrants, thus helping the public to understand and value ceremony and ritual and to appreciate why these matter.



Elizabeth Bennett (2013-15)

Elizabeth attended The Celebrant School (whilst living in Melbourne) and completed her qualification upon her return in 2007. Through her educational background (including a PhD in anthropology) she has been fascinated by ritual and appreciates the role that it plays in our lives. As an accomplished harpist, music is also a big part of her life. So becoming a marriage celebrant in 2011 was a natural progression, especially as she already had experience as a funeral celebrant.

She also became a member of CANZ in 2011, working in the background initially, assisting then President Kathrine Fraser by leading a workshop on strategic planning at a face-to-face meeting of the national Executive. She went on to become president in 2013, so it was a quick pathway to the top!

As president, her most memorable achievements were assisting with the restructure of the Executive and establishing a framework; finalising the strategic plan, together with its key performance indicators (KPIs), and the scoping and development of two key projects: (1) professional development and (2) communication and marketing.

For Elizabeth, the highlights of her presidential term were:

- working with the Executive team, volunteers who demonstrated exemplary commitment and were really energised
- developing a working relationship with the CEO of FDANZ
- the professionalism of the organisation

Her greatest organisational challenges during this time were endeavouring to have celebrancy address the needs of New Zealand's diverse population, and the reality that – as an unregulated profession – celebrants are not uniformly trained; thus standards are variable. Given her time over again, Elizabeth would have liked to have had more time to prepare for the role of president and to understand the culture of the organisation better.

The major conference highlight for Elizabeth was listening to the late Dr Cyril Schäfer, a fellow anthropologist with whom she readily related, both as an intellectual and as a celebrant. He really understood his audience.

She has a very high regard for her Immediate Past President Kathrine Fraser, as well as all the other members of the Executive. She also commended the various branch chairs all around the country for their dedication and energy.

Elizabeth believes that branches can assess and develop their own needs-based training and information as well as draw on their members' creativity and the relevant skills of others in their communities.

Her wish for CANZ in the future is that it may achieve a truly professional association with education providers, as well as a coherent package that addresses entry knowledge and skills, and links professional development to a celebrant's career.

Bev Clark has both seen, and been part of, the changing face of celebrancy: from the days when she would interview clients to the time when prospective clients began interviewing her.

First Treasurer

Beverley Clark (2000-06)

Bev became a marriage celebrant in 1996, after someone approached her to suggest that she become one. She believed it was time to move on from church ceremonies but found herself feeling very isolated in Wanaka, where she was the only civil celebrant for many years.

In 2000, she flew to Wellington for the first AGM of what was to become CANZ, hoping to get ideas and reassurance. She supported the idea of a national organisation and so agreed to become its first treasurer.

Of those early years, she most recalls:

- checking out accounting systems with the help of her own accountant, who lent his support
- setting up a QuickBooks® system and learning to understand it
- providing explanations at each AGM of the impressive coloured graphs the system generated
- being amused that Tineke Stokes always referred to her as the “Minister of Finance”

The first Executive was on “the ground floor”, establishing the foundation of the new organisation. There were big challenges and great expectations for everyone. She now reflects on what a huge difference it would have made if only online banking had been available then.



Her greatest challenges were:

- ensuring the books were audited by Peter Granville in Hamilton in time for the AGM
- being prepared to answer questions at each AGM, re the reserves in particular
- emails/letters out (via the secretary) to members re full fees and/or part payment then getting these in
- identifying deposits into the CANZ bank account when members did not reference their names

Her conference highlights were many but some standouts were the fun of the mock wedding at the first conference in Auckland, Keith King’s “fish bowl” event in Wellington and when Kay Gregory talked about wearing a yellow jacket as the funeral celebrant.



photo: Aspiring Photography

Bev has worked alongside many CANZ leaders over the years but singles out Tineke Stokes (for implementing her vision for the organisation); Jan Ballantyne (for her tenacity); Wanda Brittain (for her spiritual side); Keith King (for his love of CANZ and fresh perspective) and Sherryl Wilson (mentioning her organisational skills and eye for detail).

Bev Clark has both seen, and been part of, the changing face of celebrancy: from the days when she would interview clients to the time when prospective clients began interviewing her. She has much enjoyed being a mentor and part of a professional organisation. Her wish for CANZ is that it might take part in the appointment process or provide the necessary training, being mindful of the variety of celebrants (gender and race) required and the needs of the various geographic regions.

In recognition of her many contributions to CANZ, Bev Clark was made an honorary life member in 2014. In 2016, she also received the NZ Order of Merit for her services to health.

The Rise of *Pānui*



Keith King (2001 – 2011)

Keith was ordained as an Anglican priest in 1976 and became a vicar on the Coromandel Peninsula. The church gave training and structure but by the early 1980s, he found himself working in nonconformist ways of celebration, for example, by officiating at the wedding of a German couple under a tree, rather than in the church.

In 2001, he became the first editor of *Pānui*, which was created to replace the newsletter begun by the first president, Jan Ballantyne. In fact, *Pānui* really evolved from the daily bulletin distributed at the first CANZ conference at Waipuna Lodge.

As Keith had good communication skills and enjoyed producing colourful publications (having done this for his church bulletins), he made a commitment to launch the publication in those initial, exciting times for CANZ.

Its aim was to inform and update members, as well as offering them a means to communicate with other celebrants throughout the country. It was printed quarterly by season, in a paper format that grew over time. In 2010, when it also became available by email as a Word® document, it appeared in alternate months.

The name *Pānui* means an announcement or public notice and it was chosen to honour the tangata whenua.

Keith's personal goals as editor were to:

- assist in the formation of CANZ
- draw articles and information from around the regions
- affirm the national nature of the organisation
- provide interesting, informative, educational and fun articles

The highlights for Keith were reporting and photographing events at conferences; his challenges were obtaining sufficient material while ensuring a variety of topics from different people, without always relying on the same or similar sources. Just as in major publications, letters to the editor allowed members to express their views.

There was a wide variety of articles, as well as useful book reviews. A recurring topic was that members found it difficult to become registered as marriage celebrants due to a perceived oversupply in some areas. *Pānui* was used to explore the potential as well as the range of celebrancy and ceremony.

Keith also served on the Executive from 2003 to 2005 and again from 2007 to 2009.

After ten years as editor, and with the publication moving entirely online, Keith found it was time to move on.



Larry Timberlake (2012-2016)

Similarly, before he emigrated to New Zealand, Larry was a lay reader in the Episcopal (Anglican) Church in the USA. After deciding not to study for the priesthood, he channelled his spiritual energies into his role as an organist/choirmaster, a role which he continued to pursue after coming here in 1976. But by the time he enrolled at The Celebrant School in 2008, he was fond of saying that God had now called him to become an atheist. He became a marriage celebrant in 2009.

Pānui was moving in a new direction in 2012 and, with his literary experience as a professional copy editor and proofreader, Larry accepted the editor's role offered by President Kathrine Fraser. His personal goal was to produce a publication that both he and CANZ could be proud of. His most notable innovation was to begin using professional software (Adobe InDesign) to

publish *Pānui* as a PDF (portable document file).

He formalised such features such as *Marketing 101* and *Exit this way* with the aid of Doug Scott and Norm Murray, respectively. Celebrants found the NewsDesk feature – an aggregate of local and international news related to celebrancy – useful; they also benefitted from the interactive hyperlinks to original texts and additional resources, found throughout the online edition.

His challenges arose from the push to make *Pānui* a professional publication in every sense. This meant sourcing high-quality photographs and paying for them, or obtaining permission to publish them, as opposed to just grabbing unsourced, possibly copyrighted images off the internet. It meant publishing a rate card and expecting businesses and entrepreneurs who wanted to sell to celebrants to conform to best advertising practice. But if a product or service was truly of interest to celebrants, then it would still be reported – whether advertising space was bought or not.

He was disappointed not to be able to publish more cartoons, but he discovered that the royalty for just one *New Yorker*- or *Punch*-style cartoon was equal to the budget for an entire issue. His greatest intellectual challenge was reviewing Sir Lloyd Geering's book *From the Big Bang to God* (2013); his greatest emotional challenge, the eulogy he composed for fellow Louisvillian Muhammad Ali.

Highlights in his role included being able to deal directly with the Registrar-General and corresponding with celebrants from around the country. Larry was especially pleased to publish, with the author's permission, *The Song of the Earth Mother* from the Earth's Children series of historical novels by Jean M Auel, the first time the complete epic poem had ever been printed in its entirety.

After five years (twenty issues), at age 75, Larry thought the time had come to focus on his "bucket list". His wish for *Pānui* is that it may continue to evolve and grow into an indispensable online resource for celebrants.

Membership

Whilst only 37 celebrants attended the Wellington AGM in July 2000, there were exactly 200 financial members of the newly formed Celebrants' Association of New Zealand (Inc). By August 2001, the number had dropped to 146; some members having resigned and regrouped to form the North and South Island chapters of the Celebrants Guild, in Auckland and Christchurch respectively.

Celebrants were quick to see the benefits of belonging to a professional organisation, especially in the early days, when most celebrants operated in isolation. Members found access to training, professional development, the CANZ website (and having a listing), receiving *Pānui*, attending conferences, forums and branch meetings, as well as networking opportunities, more than justified the cost of belonging to the nationwide association.

In February 2002, the Executive decided that membership pins would be distributed to all existing members at the AGM in July, and new members would receive one, as of right, upon joining the association.

In the early years, welcome packs were mailed out to each new member, containing:

- welcome letter with branch or member-at-large information
- constitution
- code of conduct
- code of ethics
- complaints procedure
- logo (with instructions for use)
- current *Celebranz Pānui*
- membership pin
- a brochure for any other prospective member

Members-at-large were first established in principle by the Executive in November 2005 and actioned in February 2006. There was a positive response from the twenty members who lived in areas without a local branch.

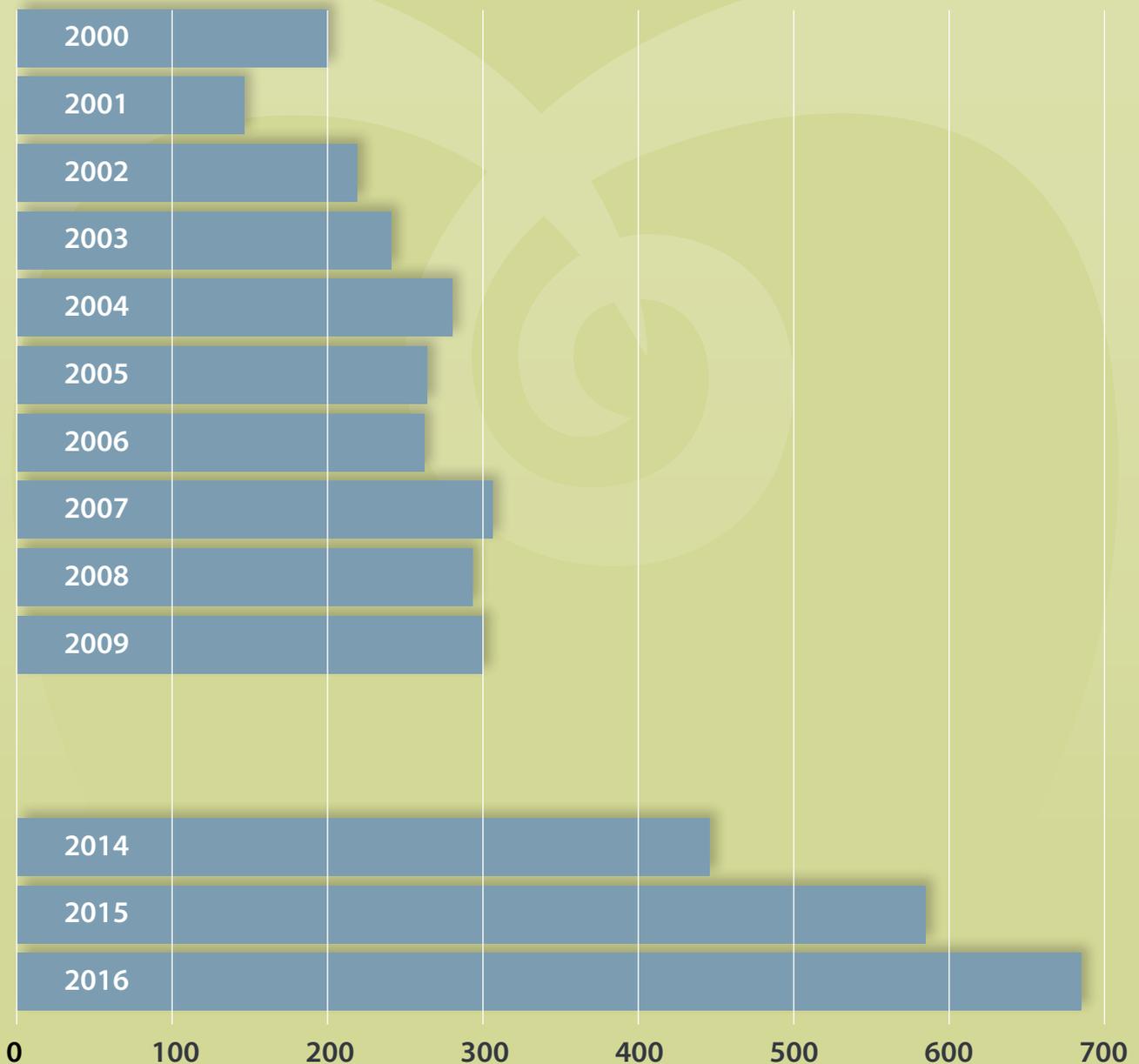
In November 2006, all members-at-large received a CD-ROM of the CANZ Tool Kit, with information regarding professional practice, conduct and ethics; guides to accreditation and becoming registered, IRD Information and legal Issues; Q&A from both CANZ and the Registrar-General; tips on presenting in public and a list of useful readings, music and websites.

By the end of that year, members-at-large totalled 27, which grew to 34 by 2009. Most of these were located in the North Island, as one might expect, given that more than two-thirds of the population lives there.

The association also began tracking members by the languages they could speak. This has proved to be a great help to overseas couples seeking to wed in New Zealand. Languages available have changed over time, reflecting changes within the membership, but have included most European, Asian and Pacific tongues, also Afrikaans and Welsh, and even NZ sign language and Braille.

By the end of 2009, CANZ counted 300 members and this number continued to increase throughout the ensuing years. The amalgamation of the Celebrants Guild (North Island) with CANZ and the subsequent demise of the Guild (South Island) in 2015, meant affiliated celebrants were invited to join CANZ. Many did just that, adding to an already growing membership.

By March 2015, CANZ members totalled a new high of 585. But within twelve months this figure leapt to almost 700, as a new Registrar-General granted registration to an increasing number of would-be marriage celebrants.



Branches

After the formation of CANZ as a national body and the decision to have “the best people for the position” – rather than a geographically based Executive – there was a determination to enable members in the regions to come together more frequently. This resulted in the establishment of branches to:

- provide local training and development
- pursue issues relevant to celebrancy
- advance the objectives of CANZ

The position of branch development officer was established in 2001 – an Executive member tasked with liaising with branches, and latterly with members-at-large. At first, post codes were used to establish branch boundaries. Branch membership was based on celebrants who were financial members of CANZ, as the branches were funded by an annual capitation levy (included in the membership fee) that was returned to each branch. This was initially set at \$20.00 in 2001 but was later reduced to \$15.00 per member in 2004.

Wellington was the first branch to form (in February 2001) and later included the Manawatu, although a small group in Palmerston North met informally for a time. Waikato followed later that same year (in October) with the Auckland branch forming in March 2002. In July 2003, Southern branch formed, closely followed by the Bay of Plenty in August. Canterbury branch formed later in 2003, but eventually went into recess in 2009, before being re-established in 2013. The Top of the South, incorporating the Blenheim/Nelson regions, also formed in 2013, with the Taranaki branch following in 2015.

Prior to these latter branches forming, members in outlying regions were given member-at-large status, with an initial uptake of twenty celebrants. The branch development officer communicated with these members individually, providing news, information and professional development opportunities. Branches were also encouraged to invite members-at-large to their meetings by advising when these were to be held via the website and in *Pānui*.

An establishment grant of \$500 was awarded to each newly approved branch, but it came with a level of accountability that included provision of the branch’s AGM minutes, annual report and balance sheet to the national Executive.

With input from the branches, an annual work plan was developed in 2006 to support and assist branch development and the expectations of branch members. This was followed by the establishment of branch rules in September 2006, which were adopted in February 2007 and later amended in February 2009. A branch handbook was drafted in 2007, adopted in 2008, and also reviewed and amended in 2009.

Also in 2006, branch and member-at-large boundaries were redefined. And with the ongoing expansion of the CANZ website, each branch was allocated a webpage for news, information and professional development opportunities. To assist in financing this, and with the approval of the national Executive, each branch could also display two advertisements from relevant and related businesses – thus these first website guidelines were established to assist the branches.

To further support branches, a Tool Kit of resources was developed and launched at the 2006 Education Forum. One copy was issued to each branch, and to members attending (on CD-ROM). All members-at-large received this as well. In 2009 the Tool Kit was revised and uploaded to the website where all members could access it. This material was revised again in 2012 and renamed the Knowledge Bank.

In 2011, Executive members were assigned to liaise with specific branches. Liaison personnel regularly updated branch committees on national matters, and often attended branch meetings. In a reciprocal manner, from 2012 members and branches could post comments using the members' message board on the website.

The year 2012 saw branch AGMs restructured as less formal, more collaborative, annual planning meetings (APMs) with the Executive liaison in attendance to give guidance and support. The APMs were to be completed by mid-April each year, to feed into the national AGM. Also from 2012, the *Branch Link* was distributed to all branches with the Executive liaison member providing follow-up.

Branches must complete a branch annual plan. Throughout the years, templates of this plan have been updated, amended and sent to branches for completion. Together with the guidelines for running an APM, developed in 2014, branches are able to determine their strategies, plans and goals for each year.

In 2014 the branch-funding process was amended and branch finances updated. Cheque books were recalled as payments moved to internet banking. A petty cash float of \$100.00 per branch was allocated. Branches retained all monies in their account but were encouraged to utilise their funds to support current members. Each month the national finance officer began furnishing a report via Xero® to all branches.

A leadership day for branch officers was first held in 2012 and now takes place in conjunction with each conference or forum.

Conferences and Forums

CANZ conferences

At the second meeting of the newly elected Executive in 2000, it was resolved to host a biennial conference, incorporating the annual general meeting, in every odd-numbered year.

From the outset, the Executive was charged with choosing the next conference city two years prior to the event, which always took place on the last weekend in July, to avoid the wedding season. In 2013 this was amended following a change to the organisation's financial year, and the conference dates shifted to a weekend in May.

The local branch acts as host for the event. A convenor is appointed by the Executive to form a committee of branch members, with each person taking responsibility for a delegated portfolio. Over the years conference guidelines have been drawn up, adopted and amended as necessary to meet the changing times.

The convenor's conference committee proposes a theme, programme and budget, which is forwarded to the Executive for approval. The Executive member holding the education portfolio oversees and approves the proposed education programme.

Conferences are seen as an excellent opportunity for members to network at the national level and these events are heavily promoted through *Pānui* and on the website.

Here's a synopsis of all the conferences held up through 2015:

July 2001

Venue:	Waipuna Hotel and Conference Centre, Auckland
Theme:	Getting It Right – <i>Kia to Tika</i>
Guest Speaker:	Rt Hon David Lange, former prime minister
Convenor:	Sherryl Wilson
Committee:	Wanda Brittain, Carolyn Harkness, Keith King, Jan McCallum, Wendy Overy
Ex Officio:	President Jan Ballantyne



Inaugural conference Executive: (back) Sherryl Wilson, Peter Yearbury, Jan Ballantyne, Tineke Stokes, Rachael Selby, Gillian Reeve; (front) Janet Renwick, Bev Clark, Mary Hancock

July 2003

Venue: Hotel Inter-Continental, Wellington
Theme: Inspiring Celebrants
Guest Speaker: Judith Fyfe, lawyer and oral historian
Convenor: Janet Renwick (resigned), Rachael Selby
Committee: Anne Hadfield, Connie Olsen, Marie Preston, Anne Thorpe, Trish Tuckey
Ex Officio: President Tineke Stokes



Conference committee members: Rachael Selby, Trish Tuckey, Marie Preston, Anne Thorpe (also pictured: Teresa Sammut)

July 2005

Venue: Hyatt Kingsgate Hotel, Hamilton
Theme: Point of Difference – Realising Your Potential, Risk and Reward
Guest Speaker: Rob Harley, broadcast journalist and documentary maker
Convenor: Jan Ballantyne
Committee: Daphne Bell, Rei Hagan, Anne Purnell, Sue Schnuriger
Ex Officio: President Tineke Stokes

July 2007

Venue: Dunedin Public Art Gallery, Dunedin
Theme: Adding the Edge – Words, Music and Style
Guest Speaker: Roger Hall, playwright
Convenor: Gaynor Haig
Committee: Bev Clark, Peter Collett, Josie Dolan, Chris Haig, Jeanette McIntyre
Ex Officio: President Jan Ballantyne

July 2009

Venue: Waipuna Hotel and Conference Centre, Auckland

Theme: Ceremony – Creating the Experience

Guest Speaker: Joy Cowley, author

Convenor: Kerry-Ann Stanton

Committee: Kathrine Fraser, Jan McCallum, Yvette Reece, Trish Turner, Helen Rutledge

Ex Officio: President Sherryl Wilson



Executive elected 2009: (back) Jeanette McIntyre, Anne Purnell, Lois Baillie, Barry Cole, Sheryl Mungall; (seated) Sherryl Wilson, Wanda Brittain

July 2011

Venue: Hotel Distinction, Rotorua

Theme: Face to Face – Knowing you, Knowing Me

Guest Speaker: Helen Medlyn, opera and stage singer

Convenor: Sherryl Wilson

Committee: Wanda Brittain, Jan McCallum, Pamela Lane-Parr, Yvette Reece, Nikki Strong

Ex Officio: President Wanda Brittain



Executive elected 2011: Lois Baillie, Helen Rutledge, Doug Scott, Wanda Brittain, Kathrine Fraser, Jillian McDonald, Carol Gunn



(standing) Bev Clark and Sheryl Mungall; (seated) Wanda Brittain and Tineke Stokes

May 2013

Venue: Rydges Hotel, Wellington
Theme: The Celebrant Journey
Guest Speaker: Prof Emeritus Sir Lloyd Geering, theologian
Convenors: Belinda de Latour and Jann Hook
Committee: Verna Currie, Winnie Duggan, Wendy Matthews, Michael Wolffram
Ex Officio: President Kathrine Fraser



Life member Mary Hancock with guest speaker Sir Lloyd Geering



President Kathrine Fraser and Executive Officer Murray Coutts conduct the AGM

May 2015

Venue: Marlborough Conference Centre, Blenheim
Theme: Hatch, Match and Dispatch – How Celebrants Make a Difference
Guest Speaker: Dr Cyril Schäfer, anthropologist
Convenor: Jann Hook
Committee: Marg Palmer, Carol Taylor, Leonie Welch, Jacqui Leslie, Wendy Glover, Liz Anderson
Ex Officio: President Elizabeth Bennett



Appreciation for guest speaker Dr Cyril Schäfer



Marlborough conference team



2014 Auckland forum (photo by Peta Hardley)

Education forums

The CANZ constitution requires an annual general meeting. The second Executive (2001/02) in their wisdom, recognised it might prove difficult to attract a quorum of members to a 90-minute AGM on its own. So It was decided to hold a one-day education forum with the AGM, to offer training, professional development, and further networking opportunities.

By hosting the forum at some distance from the last conference, it should complement the biennial conference and attract a wider range of members over time. Thus forums always fall in even-numbered years.

As with the conferences, each forum requires advance planning, and collaboration between the Executive and the local hosting branch.

One year prior to a forum, invitations are sent to local branches to consider hosting the event with the help of a convenor appointed by the Executive.

Local branch members recommend a venue (for approval by the Executive) and support the operational activities of the day. Also as for the conferences, forum guidelines have been drawn up over the years, adopted and amended as needed.



2016 Hamilton forum

Education forum events through 2016 were:

- July 2002 – Intercontinental Hotel, Wellington
- July 2004 – Copthorne Hotel, Christchurch
- July 2006 – Hotel Armitage, Tauranga
- July 2008 – Duxton Hotel, Wellington
- July 2010 – Sebel Hotel, Tauranga
- May 2012 – Rydges Hotel, Queenstown
- May 2014 – University of Auckland Business School
- May 2016 – Narrows Landing, Hamilton



The Celebrant School – *Te Wānanga Korowai Aroha*

The founder of what was to become The Celebrant School was Mary Hancock, well known in celebrancy circles throughout Australasia.

Mary was first registered as a marriage celebrant in 1990 but ten years prior to this, she was already performing seasonal celebrations for friends and naming ceremonies for babies. She ‘apprenticed’ herself to Marian Barnes, New Zealand’s first secular funeral celebrant, to learn more about grieving, how to support families after the loss of a loved one and how to craft a relevant funeral ceremony.

Mary recognised the need for others to have access to this knowledge as well, and so – with the assistance of Dr John Hinchcliff, (then president of Auckland Institute of Technology, later AUT’s first vice chancellor) – she spent 1995 developing a certificate course in celebrant studies which was offered for the first time in 1996. John was the catalyst and with his support the course was launched by the Communication Studies faculty. It was soon in such high demand that it was offered in both Auckland and Christchurch, and for a few years, in Wellington as well. The first course of its kind anywhere in the world, it produced 450 graduates over a period of thirteen years.





Mary (front, left) with first AIT celebrant graduates - 1997

However, after becoming a university, AUT decided to phase out its certificate courses and focus solely on degree programmes. So Mary set about establishing The Celebrant School, transitioning the framework and processes from AUT. In November 2008, the school was officially launched at a function held in its new home, the historic Lopdell House in Titirangi, Auckland. Its Māori name *Te Wānanga Korowai Aroha* was gifted by local kaumātua, Warahi Paki. It continues to operate in Auckland and Christchurch and has recently returned to Wellington as well.

For Mary, teaching highlights included witnessing people learning to “fly in their own way”, as well as encountering the rich diversity of those attending the course.

The course structure remains the same as the AUT curriculum, with an eight-step process at the core of planning a ceremony. As the school expanded, Mary brought in others to assist her with teaching and programme development. It remains committed to comprehensive, experiential learning, with strong principles of service, professionalism and ethics.

Mary is justifiably proud of having designed this training programme, which was an innovation in itself, over twenty years ago. It has assisted hundreds of celebrants to readily gain the learning and professionalism necessary to be competent, respected celebrants in their communities. Mary’s passion for celebrancy and service remains as strong as ever.



Mary (front, right) with former students - April 2016

In April 2016, after twenty years of dedicated commitment, Mary passed the mantle of The Celebrant School to another well known celebrant, Kathrine Fraser. The school's programmes were fully reviewed and realigned at this time, and the teaching team was expanded to include Kerry-Ann Stanton, Winnie Duggan and Melanie Stuart, all practising celebrants with many years of combined experience in both celebrancy and education. Certificate and diploma courses are now offered, both of which reference CANZ code of ethics and professional standards. The Celebrant School continues to actively promote the role of ceremony and aims to extend the support it can offer to the celebrants of Aotearoa – New Zealand.



Kathrine Fraser receives the mantle from Mary Hancock

Outreach



Te Tari Taiwhenua Internal Affairs

Births, Deaths & Marriages (BDM), Department of Internal Affairs (DIA)

From its own 'birth' as a nascent organisation, the Celebrants' Association of New Zealand has been very fortunate to have enjoyed positive and warm relationships with the Registrars-General of BDM and their support staff. This remains true to this day.

CANZ first president, Jan Ballantyne, initiated two meetings annually with then Registrar-General Brian Clarke, who agreed to send a CANZ newsletter and membership form to all independent celebrants at registration-renewal time. This first happened as early as 2000 and saved CANZ an inordinate amount of time and money, allowing it to contact every independent marriage celebrant in the country. Although hard to imagine now, everything was sent through the mail in those days, so this provided a vital contact for the fledgling association.

Future presidents, (and Sherryl Wilson, in her seven years as secretary), continued to meet regularly with the Registrar-General in Wellington, often capitalising on travel undertaken in other roles – the emphasis was firmly on minimising costs for CANZ. Serendipitously, Jan Ballantyne, Tineke Stokes and Sherryl Wilson were often called upon to visit Wellington on business.

Brian Clarke also readily agreed to update members by speaking at CANZ education events. He would also fly here or there at the invitation of a branch, as did Deputy Registrar-General Ross McPherson. Both men were available by phone or email whenever CANZ had a challenge or a query. There was always a listening ear at BDM even when CANZ did not secure the response it sought.

One of the most agreeable features of this relationship was that Brian Clarke agreed to supply CANZ with the email addresses of independent celebrants from the BDM database, thus allowing CANZ to notify non-members about CANZ events and conferences. Those attending were then often prompted to join the association.

In 2013, Brian Clarke became general manager of strategic projects at DIA, where he remained until his retirement in 2017. In 2018, he was made a Member of the New Zealand Order of Merit, for services to the State.



Registrar-General Jeff Montgomery

Jeff Montgomery then became the Registrar-General of BDM and (more recently) general manager for DIA's Services and Access – Life Events, Identity and Passport. Visits with CANZ officials and excellent communications have continued under his watch.

There have been many innovations, most prompted by the government's goal of dealing with its citizens online. Marriage celebrants now re-register annually using their RealMe® identity and plans for the paperless registration of marriages are in train. In 2015, BDM began to regularly provide updates to celebrants through its own email newsletter *Ngātahi* – which often includes information provided by CANZ, or responds to issues which have been raised by CANZ.

The unflagging assistance of BDM staff, and their constructive contributions over the years, are greatly appreciated. The result has been a cordial and courteous relationship, for which we are all extremely grateful.



Relationships Aotearoa

(first known as Marriage Guidance, then Relationship Services)

In 2005, the president and secretary of CANZ met with Relationship Services officials in Wellington and Auckland respectively, to explore mutual opportunities for both organisations. This led them to meet the general manager of Relationship Services in Wellington the following year, to prepare a memorandum of understanding (MoU), which was eventually signed in early 2008.

It outlined three opportunities:

- the ability of Relationship Services to supervise CANZ members and provide professional development opportunities, if requested
- the referral of clients from CANZ celebrants for relationship or grief counselling
- the provision of brochures and online resources which CANZ members might offer clients

Relationship counsellors led workshops at the 2007 Hamilton conference and individual CANZ branches took up other opportunities. Reciprocal links were added between the websites of the two organisations in 2009 and a leaflet promoting both organisations was printed.

However, there were no further notable developments, despite a desire by CANZ to continue. Finally, any hope of cooperation ended in 2015, when Relationships Aotearoa, facing a shortfall of \$1.5m, petitioned the High Court to be placed into liquidation.



Funeral Directors Association of New Zealand (FDANZ)

As early as 2005, relationships were explored with FDANZ; formal negotiations began in 2006. By the close of that year the FDANZ president was agreeable to forming a working relationship with CANZ and a draft MoU to achieve this was drawn up in early 2007.

Another year was to pass before the presidents of the two organisations met again to discuss possible future outcomes. However, these negotiations stalled in 2009 when the FDANZ Executive rejected the existing CANZ proposal as presented. The outgoing CANZ Executive then recommended to the incoming Executive that it review the situation and attempt to restart negotiations.

Four years later a closer relationship was finally achieved. In February 2013, President Kathrine Fraser contributed the first of (what was to become) a regular CANZ column in *FuneralCare*, the FDANZ magazine. Later that same year, Kathrine and the incoming president, Elizabeth Bennett, met with the new FDANZ CEO, Katrina Shanks. Elizabeth took responsibility for strategic engagement with FDANZ and reciprocal links on the respective websites were introduced. In early 2014, Elizabeth gave a presentation to the FDANZ AGM which was very well-received. The relationship was expanded, to the mutual benefit of both organisations, and continues to this day.



Celebrants Guild of New Zealand

In referring to the establishment of branches from 2000 onwards, the newly adopted CANZ constitution offered this transition option:

At any time up to eighteen months from the adoption of this Constitution either or both of the organisations known as 'Auckland Celebrants Association' and the 'Civil Celebrants Association of New Zealand' based in Christchurch, may become Branches of the Association by giving notice to the Association that they take up this option. All members of such organisations taking up this option become Members of the Association with all the rights and obligations of membership, without paying any further membership subscription, until the time membership subscriptions next become due for membership of the Association. For a period of up to eighteen months from the adoption of this Constitution, such Branches taking up this option may for Branch purposes treat as Members people who are not Members of the Association.

To progress this further, then President Jan Ballantyne and the steering committee chair, Bill Logan, spoke to a meeting of the Auckland Celebrants Association in early 2001. Jan Ballantyne also flew to Christchurch later in the year to speak at a meeting of the Civil Celebrants Association of New Zealand. Official letters to both organisations followed in October 2001, and again in March 2002, drawing attention to the transition clause and seeking a positive response.

As a result, on 25 March 2002, members of the Auckland Celebrants Association voted unanimously to become the Auckland branch of the Celebrants Association of New Zealand Inc. But in the following month, three of the previous Auckland Celebrants Association's committee members and three CANZ

members (including the Executive secretary of CANZ) met for another discussion, with a view to affiliating their association with CANZ and also having an Auckland representative on the Executive. Some concerns were expressed regarding certain aspects of the CANZ constitution and the fee structure. However, it was determined that only CANZ members could amend the constitution at an AGM, and no resolution resulted from the meeting.

A Canterbury branch of CANZ was formed in 2003, but went into recess in 2010, before being re-established in 2013.

Some disaffected celebrants in both Auckland and Christchurch opted not to join CANZ, instead banding together to form a new organisation: the Celebrants Guild of New Zealand. The Guild later split geographically into separate North Island and South Island groups, overseen by a national board.

President Wanda Brittain accepted an invitation to attend the 2010 Guild Conference and in 2011, CANZ invited the Guild president to attend the CANZ conference in Rotorua. A few other Guild members also attended this conference. And so, by the time Kathrine Fraser became president in 2011, the relationship between the two organisations was warming, with ongoing communication.

In August 2012, the members of the Celebrants Guild (North Island) voted unanimously to ratify the decision of their Executive to join with CANZ. The result of this ballot resonated with many celebrants throughout the country, who believed a single, national organisation would prove beneficial. And so, in late 2012, North Island Guild members voted to go into recess and integrate their membership with CANZ.

In December 2012, Auckland branch hosted an evening to formally welcome North Island Guild members, most of whom lived in Auckland. The merger was finalised in 2013. Judy Foot from the Guild Executive was co-opted to the CANZ Executive, with other Guild Executive members co-opted to other CANZ roles at both branch and national levels.



Judy Foot and Kathrine Fraser at amalgamation ceremony

With so many people affected by the calamitous Christchurch earthquakes, the Guild (South Island) had been rendered inactive by 2013. So CANZ Canterbury branch was re-established in November 2013 by drawing together former members of both organisations, as well as CANZ Canterbury members-at-large. The Celebrants Guild of New Zealand (South Island) was then formally dissolved in 2015.

At the time, Sherryl Wilson commented:

"We will all gain from this merger and, as a consequence, a much stronger voice for celebrancy will emerge throughout the country.

The contribution of the Guild members' skills and creative talents will strengthen our capacity to enrich celebrants and enrich New Zealand.

Or, as Henry Ford once said, "Coming together is a beginning. Keeping together is progress. Working together is success."

Accolades

Honorary Life Members

CANZ original constitution, adopted in July 2000, made provision for the awarding of honorary life memberships; as now stated, a nominee must have:

- been a member for a minimum of ten years
- made a significant contribution to the organisation
- shown significant skills in leadership and promotion of the association
- impacted positively in the way celebrancy is perceived

The section continues:

“An Honorary Member is the most prestigious award available to the Association. An Honorary Member shall enjoy the rights of a senior member [without being] required to pay membership fees ... Honorary Membership shall be restricted to five (5) members at any one time.”

Honorary life members are listed here, together with their citations:



2010 – Sherryl Colleen Wilson

In support of her nomination, the following citation was recorded in a book presented with the award:

“Leadership can be thought of as a capacity to define oneself to others in a way that clarifies and expands a vision for the future.” – Edward H Friedman

Throughout her years of service to CANZ, Sherryl has shown visionary and inspiring leadership. Her dedication to the CANZ dream has helped carry it forward to becoming a reality; an organisation of which we can be justly proud.

She has inspired, motivated, planned, cajoled, encouraged, educated, enthused, explained and uplifted us all.

She has given generously of her time, talents, experience and friendship unstintingly.

She has turned challenges into stepping stones and frustrations into visions for the future.

She has successfully steered the CANZ ship through becalmed and stormy waters, and today your fellow CANZ members salute and “thank you” for all that you have so generously given to the Celebrants Association of New Zealand Inc.

May those who follow in her footsteps continue the CANZ vision through further professional growth, change and ongoing renewal.



2013 – Mary Alison Hancock

Mary entered celebrancy as a pupil of Marion Barnes, the first civil funeral celebrant in NZ.

Then in 1996, using her qualifications as an educator and teacher, Mary developed and taught the Certificate in Celebrant Studies course at AIT – the first course of its type in the world.

In 2008 Mary established The Celebrant School which continues to train celebrants in both Auckland and Christchurch.

Mary is a Foundation Member of CANZ and has served three terms on the Executive. Her contribution to celebrancy over the past quarter century and her staunch support of CANZ from its inception to the present day, merits the highest honour our organisation can bestow.

In seconding her nomination Sheryl Mungall said, "Without her vision CANZ would probably never have got off the ground ..."



2014 – Beverley Alice Clark

In making this nomination, Sherryl Wilson wrote:

Beverley Clark is a Foundation Member of CANZ.

She was the inaugural Treasurer, a role she held till 2004. She established all the financial processes that needed to be done when setting up this national organisation.

I served on the National Executive in those early years with Bev and am privileged to speak to this nomination. Bev always provided timely and comprehensive analogies and background information to assist with any decision making, be it for the budget or management of CANZ funds. She was especially mindful of spending funds "intelligently".

Bev took it upon herself to investigate and discuss any new possibilities that would benefit CANZ strategically or financially – she was always proactive! She brought to the CANZ "table" her expertise from other professional areas and was happy to share this.

Beverley is honest, respected, wise and very professional in dealings with all people. She is a very professional role model who has been an ongoing support and resource for the Southern Branch as well as many other celebrants around the country.

I am delighted that the nomination for Life Membership of CANZ has been approved for Beverley Clark.

In seconding the nomination Lynne Greer from Southern Branch endorsed Bev's role within their Branch: "Bev has been an enduring member of the Branch Committee contributing as Chair as well as in every other role imaginable, including being a very active mentor. She has supported many new celebrants and given generously of her time and wisdom. The Southern Branch warmly supports Bev's nomination for Life Membership"



2016 – Sheryl Mungall

Nominated by Lesley Williams and Sandy Carden; supported by Wanda Brittain.

Sheryl was a Foundation Member of CANZ, attending the Hamilton Conference where a Steering Committee was created to form an association for Celebrants in New Zealand in 2000.

Sheryl has been very involved in CANZ Conferences and Education Forums, serving on planning committees, presenting workshops and she is an enthusiastic attender of the same.

An active member of the 2009 and 2010 National Executive (Education Portfolio), Sheryl returned again this past year to serve a one year term. She has also been active in her Auckland Branch, serving as Secretary.

Sheryl is a willing mentor to fellow celebrants and has offered this service over a number of years, both on a personal basis and by holding workshops for celebrants desiring to improve their professional development and organise the business side of their work. She gives of her time and talents unstintingly and above the call of duty to CANZ and its members.

In every capacity of service Sheryl works with enthusiasm, integrity and total professionalism. She models the skills required of celebrants in her thriving celebrant business, in being open, friendly, discreet, trustworthy, wise, helpful, culturally sensitive, knowledgeable and professional.

We believe Sheryl is well deserved of the Honorary Life Membership award and we are proud to have nominated her.

Visionary Celebrant award

This award was set up in 2015 to encourage and recognise an outward-focused contribution to celebrancy in New Zealand. There were two recipients before this goal was subsumed into the professional development programme and the award was discontinued.



Kerry-Ann Stanton is a community and education manager with the New Zealand Dance Company and works in her own business, Inspirita Limited, as a celebrant, coach and dance guide. She has been working as a celebrant since completing the Certificate in Celebrant studies in 1998 and

was a Foundation Member of CANZ. Kerry-Ann has been regularly writing about ceremony and spirituality over the past decade for a women's spirituality newsletter and through her own celebrant blog.

Her writing has been based on what was preoccupying her at the time of writing; illustrating conscious awareness and self-reflection, frequent themes have been ritual, and beginnings and endings, with reference to ceremony, as appropriate.

Kerry-Ann has brought ceremony and ritual into public awareness through community ceremonies including Completion and Migration ceremonies with teams at the Auckland District Health Board, as part of the relocation of Auckland Hospital in 2003; early involvement in helping to establish *Matariki* as a national and local event; an Eldership Ceremony (Wisdom Walk), as part of the *Path of the Pukeko* labyrinth at Te Atatu in 2014, and the establishment of the Death Café, which meets bimonthly in Titirangi.

CANZ has benefitted hugely from Kerry-Ann's skills in her various leadership roles. She encourages celebrants to have conscious awareness and self-reflection in their celebrant practice. In 2007-2009, she was both the chair of the Auckland branch committee as well as a member of the national Executive. She was the 2009 conference coordinator and has been a workshop presenter at various conferences.

Kerry-Ann has been lecturing at The Celebrant School since 2013. Her students accord her high praise as a facilitator and teacher. All-in-all, Kerry-Ann has set a standard for celebrants going beyond the 'norm' of weddings and funerals, and endeavouring to take other people, both celebrants and members of the public, with her. She is therefore an ideal candidate for the Visionary Celebrant award.



Lynette Leila Nikolof (Lyn)

is based in the Manawatu and has been a member of CANZ since 2010. She has university qualifications in a number of areas, including celebrant studies, and works in the field of adult literacy alongside her celebrant work and her inspirational blogging.

Since 2011, Lyn has sent out 42 issues of her newsletter *Milestones*, which is currently being sent to 2000 subscribers worldwide, including 120 celebrants within New Zealand. In her newsletters, Lyn shares ideas for creating rituals within daily life and stories of ceremonies. Since January 2013, she has written more than 700 blogs about celebrancy and ritual on her daily blog page. She has written articles about celebrancy that have been published in the *Manawatu Tribune* and in our own *Pānui*.

Lyn has organised, written and led numerous workshops in the Manawatu, both for CANZ members and groups in the wider community, generating goodwill and forging strong links with other organisations. These have included topics such as gaining a web presence for celebrants, site visits to funeral and wedding providers, winter and spring celebrations, and awareness of Diwali. At the 2013 CANZ Conference, Lyn brought together many of these themes in her workshop *Contemporary Issues for Celebrants*. She encourages celebrants to reflect on and develop their own best practice.

Lyn more than meets the criteria for the Visionary Celebrant award, as illustrated by her extensive list of activities and her visionary attributes. As a celebrant, she has devoted effort and energy to raising the awareness of celebrancy, helping to broaden the scope of our work, and seeking opportunities to spread the word through writing, public speaking and other educative activities.

We are grateful for all that she has contributed to the professional development of our members.



This Is Us ...











Afterword



Celebrancy, outside of religious institutions, only began some 40 years ago. From humble beginnings, the demand for secular celebrants in Aotearoa–New Zealand has grown exponentially. Today, the majority of weddings and funerals performed in this country are conducted by non-religious celebrants. The Celebrants' Association of New Zealand has been a big part of that evolution.

This history has described the precursors of CANZ and charted the dedication of those within the association who have had the vision to build a profession that respects and preserves the value of ceremony in the contemporary context.

Perhaps what has gone unremarked is that these CANZ office holders, and other contributors, have mostly been volunteers who donated their time, services and skills to build something greater for the future. We owe these celebrants an immense debt of gratitude.

Writer and philosopher George Santayana is credited with observing, "Those who cannot remember the past are condemned to repeat it." Sherryl Wilson is to be commended for the hours she put into combing archives, interviewing celebrants, and compiling facts and stories that reflect the establishment and progress of CANZ. As a key contributor, who lived and breathed CANZ for more than a decade, Sherryl was the ideal person for this task.

However, the exercise is wasted if we don't use it to avoid a repetition of past mistakes.

Divisiveness and factionalism could even yet undermine CANZ and erode its gains. It has taken nearly 20 years to forge a strong national voice for celebrants. Standards have been refined and the systems to operate a modern organisation put in place. CANZ has reached a viable size – but a voluntary organisation is always vulnerable if there are not new people, with the necessary skills and commitment, to step up and carry the baton, each in their time.

In his foreword, Dally Messenger III wrote that a sense of identity is forged from our knowledge of personal and cultural history. It is to be hoped that this volume will provide contemporary celebrants with a stronger sense of our collective identity.

The single biggest challenge facing celebrancy as a profession is low public awareness of the role and skills of the celebrant. This can only be changed through a unified and concerted effort.

We have the foundation, the collective identity, and the vision with which to build a greater public understanding of celebrancy, so that as a profession, we can truly enrich Aotearoa–New Zealand.

And so to the next chapter for CANZ!

Kathrine Fraser

Past president

Director, The Celebrant School

Appendices

Appendix A: Roll of honour

2000/2001 EXECUTIVE

Officers

President: Jan Ballantyne

Vice President: Peter Yearbury

Secretary: Patricia Pool

Treasurer: Bev Clark

Members

Bill Logan

Maria Ngatai

Tineke Stokes

Heather White

Sherryl Wilson

2001/2002 EXECUTIVE

Officers

President: Jan Ballantyne

Vice President: Peter Yearbury

Secretary: Sherryl Wilson

Treasurer: Bev Clark

Members

Mary Hancock

Gillian Reeve

Janet Renwick

Rachael Selby

Tineke Stokes

Appointed

Keith King (*Pānui* editor)

2002/2003 EXECUTIVE

Officers

President: Tineke Stokes

Vice President: Janet Renwick

Secretary: Sherryl Wilson

Treasurer: Bev Clark

Members

Mary Hancock

Anne Purnell

Rachael Selby

Immediate PP: Jan Ballantyne

Appointed

Keith King (*Pānui* editor)

2003/04 EXECUTIVE

Officers

President: Tineke Stokes

Vice President: David Fagan

Secretary: Sherryl Wilson

Treasurer: Bev Clark

Members

Gaynor Haig

Keith King

Anne Thorpe

Appointed

Keith King (*Pānui* editor)

2004/05 EXECUTIVE

Officers

President: Tineke Stokes

Vice President: Bev Clark

Secretary: Sherryl Wilson

Treasurer: Anne Purnell

Members

Gaynor Haig

Mary Hancock

Keith King

Appointed

Keith King (*Pānui* editor)

2005/06 EXECUTIVE

Officers

President: Jan Ballantyne

Secretary: Sherryl Wilson

Treasurer: Anne Purnell

Members

Peter Collett

Carol Rickard

Raewyn Weller

Immediate PP: Tineke Stokes

Appointed

Keith King (*Pānui* editor)

2006/07 EXECUTIVE

Officers

President: Jan Ballantyne

Vice President: Raewyn Weller

Secretary: Sherryl Wilson

Treasurer: Anne Purnell

Members

Wanda Brittain

Carol Galloway

Jeanette McIntyre

Appointed

Keith King (*Pānui* editor)

2007/08 EXECUTIVE

Officers

President: Sherryl Wilson

Vice President: Wanda Brittain

Secretary: Keith King (co-opted)

Treasurer: Anne Purnell

Members

Carol Galloway

Jeanette McIntyre

Kerry-Ann Stanton

Immediate PP: Jan Ballantyne

Appointed

Keith King (*Pānui* editor)

2008/09 EXECUTIVE

Officers

President: Sherryl Wilson

Vice President: Wanda Brittain

Secretary: Keith King

Treasurer: Anne Purnell

Members

Jeanette McIntyre

Kerry-Ann Stanton

Carol Galloway (co-opted)

Appointed

Keith King (*Pānui* editor)

2009/10 EXECUTIVE

Officers

President: Wanda Brittain

Vice President: Barry Cole

Secretary: Lois Baillie

Treasurer: Ann Purnell

Members

Jeanette McIntyre

Kathrine Omond (resigned)

Sheryl Mungall

Immediate PP: Sherryl Wilson

Appointed

Keith King (*Pānui* editor)

2010/2011 EXECUTIVE

Officers

President: Wanda Brittain

Vice President: Barry Cole

Secretary: Lois Baillie

Treasurer: Ann Purnell

Members

Pamela Lane-Parr

Yvette Reece

Appointed

Keith King (*Pānui* editor)

2011/12 EXECUTIVE

Officers

President: Kathrine Fraser

Vice President: Doug Scott

Secretary: Lois Baillie

Members

Carol Gunn

Jillian McDonald

Helen Rutledge

Immediate PP: Wanda Brittain (resigned)

Appointed

Yvette Reece (IT support)

Larry Timberlake (*Pānui* editor)

Murray Coutts (executive officer)

2012/13 EXECUTIVE

Officers

President: Kathrine Fraser

Vice President: Doug Scott

Guild Liaison Judy Foot (co-opted)

Members

Lynn Greer

Carol Gunn

Richard Tankersley

Helen Rutledge

Appointed

Yvette Reece (special projects)

Larry Timberlake (*Pānui* editor)

Murray Coutts (executive officer)

2013/14 EXECUTIVE

Officers

Interim President
(*until Sept 2013*) Kathrine Fraser

President: Elizabeth Bennett

Vice President: Carol Gunn

Executive Chair: Richard Tankersley

Members

Lynn Greer

Jann Hook

Helen Rutledge (co-opted)

Doug Scott (resigned)

Immediate PP: Kathrine Fraser

Appointed

Larry Timberlake (*Pānui* editor)

Murray Coutts (executive officer)

Yvette Reece (special projects)

Matt Tittle (assistant to the president – resigned)

2014/15 EXECUTIVE

Officers

President: Elizabeth Bennett

Vice President: Carol Gunn

Members

Rosemary Duncan

Jann Hook

Hoh Ho Yoong

Joy Ramsay (resigned)

Helen Rutledge

Appointed

Larry Timberlake (*Pānui* editor)

Murray Coutts (executive officer)

Yvette Reece (special projects)

George Everts (minutes secretary)

2015/16 EXECUTIVE

Officers

President: Carol Gunn

Vice President: Helen Rutledge

Members:

Vicky Ellison (resigned)

Jann Hook

Hoh Ho Yoong

Allison Kirkman

Sheryl Mungall

Marg Palmer

Immediate PP: Elizabeth Bennett

Appointed

Larry Timberlake (*Pānui* editor)

Murray Coutts (finance officer)

Sharron Harris (management support)

Appendix B: Timeline of Decisions

2000/2001

Following the inaugural AGM in July 2000, the Executive took these steps:

- establishing a website – www.celebranz.org.nz – domain name accepted
- Susan Neil contracted as the CANZ website designer
- logo – Grant Smith and Associates of Palmerston North contracted
- president to serve as the spokesperson for the association
- establishing a newsletter/editor to communicate with members considered
- bank account/financial procedures established
- exploring a membership card
- constitution as passed at the AGM finalised for incorporation (became official in May 2001)
- application for tax exemption after incorporation (accepted April 2001)
- honorary auditor appointed – Peter Granville
- membership form updated
- complaints process and disciplinary committee of three (one outsider) established
- three-year strategic plan established
- venue for 2001 conference: Auckland
- letter to all independent celebrants sent out by the Registrar-General, BDM
- associate membership established with reduced subscription and no voting rights
- contact made with celebrant groups (Wellington, Waikato, Palmerston North, Dunedin, Auckland expressed interest)
- Auckland and Canterbury celebrant associations invited to join CANZ
- Foundation Member certificates awarded at inaugural conference
- Marion Barnes' pioneering work honoured with framed certificate
- possibility of a paid secretariat position considered
- an approach to BDM for CANZ to become part of the celebrant appointment process
- preparation of membership packs and contents
- Post Office box established in Wellington
- capitation levies set for members in formally approved CANZ branches
- annual membership fee (including \$20.00 capitation) set at \$120 at AGM

2001/2002

- quarterly newsletter *Celebranz Pānui* launched; Keith King appointed editor
- brochures, letterhead, compliment slips and stickers printed
- two logo bromides purchased from Grant Smith and Associates
- part-year, new member fee (after 1 July) set at \$60.00
- Waikato, Wellington and Auckland branches formed during this period
- branch establishment grant of \$500 approved
- branch accountability: AGM minutes and report to be sent to CANZ secretary
- Executive branch development officer established to liaise and support branches
- establishment of branch boundaries using postal codes
- media officer appointed; media release guidelines defined
- mentoring services established
- policy manual established (to be maintained by the secretary)
- working party established to prioritise website development
- Quicken® accounting programme purchased and training for the treasurer approved
- forum/AGM city: Wellington, July 2002
- 2003 conference city: Wellington
- membership pins purchased for new and continuing members
- magnetic name badges purchased and promoted at AGM meeting
- review of the Māori name for the association (as original no longer reflects work undertaken)
- constitution amended to meet IRD requirements, so withholding tax could be claimed
- association's financial year aligned with the calendar year
- Executive number set at four officers (president, vice-president, secretary, treasurer) and three members
- annual membership fee remained unchanged at \$120

2002/2003

- website notice: "The usage of the data in this website is prohibited for commercial use."
- website working party reported draft contents
- website noticeboard and members' area set up; online payment facility investigated
- multiple website listings approved; members to pay more for a listing not in their area
- cost of a photo on website listing set at \$35; link to a member's own website was available
- advertising in *Pānui* approved and rates advised
- strategic plan reviewed at each Executive meeting
- portfolios assigned to Executive members with responsibilities outlined
- president met with the Registrar-General of BDM and reported to the Executive
- CANZ letter/membership form (with ability to donate) sent with BDM annual mailing
- Southern and Canterbury branches formed during this period
- conference information and registration forms posted online
- supervision and peer-support policy and procedures developed
- 2004 education forum city: Christchurch
- succession planning for CANZ office holders noted as vital to ensure the continuing professionalism of the association
- IRD approved CANZ as a non-profit body, exempt from income and resident withholding tax
- capitation levy reduced from \$20 to \$15; annual membership fee unchanged at \$120

2003/2004

- orientation session held for new Executive members (continued in ensuing years)
- Bay of Plenty branch formed during this period
- education plan reviewed and amended to become the 'Tool Kit'
- ability to pay subscriptions into the CANZ bank account successfully negotiated
- review of Māori name ongoing
- 2005 conference city: Hamilton
- membership year amended to coincide with financial year (1 April – 31 March)
- legal advice sought re organisational liability
- honorary solicitor appointment clause included in the constitution
- branch Tool Kit drafted and input sought from branches
- database of members fluent in languages other than English established
- president met with the Registrar-General of BDM and reported to the Executive
- ongoing advertisements in *NZ Bride and Groom magazine* approved
- summary of Executive meetings to appear in the members' area of the website
- annual membership fee remained unchanged at \$120
- associate membership clause deleted from the constitution
- corporate membership clause added to constitution with an annual fee of \$500 (inc GST)

2004/2005

- capitation levies for branches to be paid every six months
- a FAQ page added to the website
- Alastair Sherriff (of Buddle Findlay) became the CANZ honorary solicitor
- paper on credentialing of members presented for consideration by the president
- membership cards introduced
- memorandum of understanding (MoU) formalised with website designer
- association's reinstatement of incorporated status in October 2004; branches advised; legality of CANZ actions during this loss referred to the honorary solicitor
- re-registering of Quicken®; renewing of domain name by Domainz
- advertising in *NZ Bride and Groom* magazine begins
- president and secretary met with officers of Relationship Services; draft MoU discussed
- annual work plan established as well as work hours, to report to membership
- work plan to be reported on at every Executive meeting
- the strategic plan for 2005 was reviewed and new plan for 2006-2008 completed
- 2006 education forum to be hosted by Bay of Plenty branch in Tauranga
- Membership-at-large status mooted for geographically isolated members
- website functionality debated
- Peter Granville reappointed as honorary auditor
- annual membership fee remained unchanged at \$120

2005/2006

- member-at-large proposal yielded 20 interested members; relevant materials sent
- Marketing Department at Massey University approached to survey current and past members
- branch guidelines were drawn up and a framework for the branch annual plan drafted
- working party to submit to government on the need for regulations under the Marriage Act 1955 to recognise appropriate modern practices under the Act; branch input sought
- the position of almoner established
- an honorarium for the secretary and the treasurer was established
- 2007 conference city: Dunedin
- branch website pages established
- branch annual work plan established following input from branches
- Tool Kit completed and published as twelve copies, one per branch and original held by the secretary; index to appear on the website
- the immediate past president to project-manage the first phase of the credentialing process
- an anonymous donation of \$5,000 was received and set aside for educational purposes
- the first complaints process was completed and termed a success
- registration of the CANZ name and logo considered to protect the intellectual property of the association
- president and secretary met with the Registrar-General and the Deputy Registrar-General, BDM
- president and secretary met with the general manager, Relationship Services
- Tool Kit launched at the 2006 forum in hard copy and on CD-ROM for members attending
- relationship with Funeral Directors of NZ (FDANZ) to be explored
- amendments made to the strategic plan
- branch guidelines circulated to branches for comment
- name and logo to be registered to protect the intellectual property of the association
- only financial members are entitled to use the name and logo of the association
- Peter Granville reappointed as honorary auditor; Alastair Sherriff as honorary solicitor
- annual membership fee remained unchanged at \$120, (including the capitation levy of \$15)

2006/2007

- exploring a formal relationship with the Funeral Directors Association of NZ (FDANZ) began
- members surveyed online and by email re proposed amendments to the Marriage Act
- branches permitted advertising on their website pages
- new educational features added to *Pānui* as well as a Q&A section
- members' photos on the website renewed – policy: should be updated every two years
- succession planning made an annual event
- credentialing: draft standards with measuring/monitoring criteria were reviewed by a working party and external focus group for comment
- CANZ name officially registered (May 2007) with the NZ Intellectual Property Office (to be renewed every ten years)
- commercial enterprises (unrelated to a member's celebrancy practice), could not be advertised on the CANZ website nor share reciprocal links
- Marriage services may only be offered on the website by registered marriage celebrants
- the 2008 education forum city: Wellington
- the 2009 conference city: Auckland
- Peter Granville was reappointed as honorary auditor; Alastair Sherriff as honorary solicitor
- annual membership fee remained unchanged at \$120 (including the capitation levy of \$15)

2007/2008

- copies of *Pānui* to be legally deposited in compliance with the National Library of New Zealand Act 2003
- Marion Barnes sent two copies of *Lifetimes* – the newsletter she published 26 years previously
- online internet banking services fully established
- president, or Executive member, to inspect all future conference/forum venues with host branch
- guidelines established for hosting the biennial conference and education forum
- members' area of the website launched
- credentialing terminology amended to 'accreditation' and draft manual formed
- *Pānui* uploaded to website as a PDF, along with past issues
- travel policy established
- visits to the Registrar-General at BDM continue
- annual plan and branch plan reviewed annually
- website domain name renewed for another five years
- Michael Wolfram at WelTec (Wellington Institute of Technology) contacted re celebrancy course
- new corporate seal received; held by the Executive secretary
- application submitted to the Charities Commission
- pursuing a MoU with FDANZ
- Peter Granville reappointed as honorary auditor; Alastair Sherriff as honorary solicitor
- annual membership fee increased to \$130 (while capitation levy remained at \$15)

2008/2009

- accreditation subcommittee formed
- meetings with Relationship Services re a joint leaflet; reciprocal website links approved
- strategic plan (revised) emailed to all members
- double-sided promotional cards designed and printed for members and branches
- resources page added to the website
- Recognition of Prior Learning (RPL) assessment fee set at \$250
- members practising five years or more offered accreditation via RPL assessment
- RPL moderating committee established, including a non-CANZ expert moderator
- Past and non-CANZ members advised in writing to refrain from using CANZ name or logo
- 2010 forum city: Tauranga (Bay of Plenty host)
- 2011 conference host: Waikato; city TBD
- initial Charities Commission application declined, as criteria not met
- Tool Kit reviewed and updated
- new website developer (Utopia Limited) contracted
- criteria for Honorary Life Member determined; to be association's most prestigious award
- conference materials to be accessible via the website
- relationship progress stalled after FDANZ Executive rejects CANZ proposal
- Canterbury branch application to go into recess accepted
- branches required to submit a bank audit statement with the review of annual accounts
- the immediate past president remains a full member of Executive up to twelve months
- Peter Granville reappointed as honorary auditor; Alastair Sherriff as honorary solicitor
- annual membership fee remained at \$130, including capitation levy of \$15

2009/2010

- logo registration - must be in the specified form and colours (PMS black and Pantone 583 green)
- mentoring programme initiated
- job descriptions for Executive members defined
- Tool Kit made available on the website
- investigation begun of a presence on Facebook
- 2011 conference city: Rotorua
- external review of accreditation programme
- *Pānui* to be published every two months
- president's e-letter to members every two months
- investigation begun re a website blog
- preparation of branch handbook
- president's attendance at Guild conference funded to 'build bridges'
- public liability insurance policy purchased through Vero Insurance New Zealand Ltd
- primary distribution of *Pānui* moved online (with a small number mailed as required)
- branch handbooks completed and sent to each branch
- Alastair Sherriff acknowledged as honorary solicitor for the previous six years
- Barrister Derek Firth appointed as honorary legal adviser
- Peter Granville re-appointed as honorary auditor
- annual membership fee remained at \$130, but with capitation levy increased to \$20
- inaugural honorary Life Membership awarded to Sherryl Wilson

2010/2011

- contact made with the Guild (South Island) president
- review of branches undertaken via survey
- criteria established for members with reciprocal links to the CANZ website
- support desk for the website established and old data removed
- conference committee membership amended
- online registration and payment trialled for 2011 conference
- ceremony folders, certificates and ongoing professional development (OPD) cards developed
- public liability insurance renewed with Vero
- an Executive officer was appointed as a paid contract position
- Barrister Derek Firth re-appointed as honorary legal adviser
- Peter Granville re-appointed as honorary financial reviewer
- number of Executive members increased from seven to eight
- term of the vice president increased to two years to align with the president's term
- annual membership fee remained unchanged at \$130, including capitation levy of \$20

2011/2012

- two-day strategic review with SWOT analysis and the development of a vision statement
- roles and responsibilities for each portfolio outlined
- each Executive member allocated a branch liaison role
- contract agreements negotiated with both the executive officer and the website manager
- position of almoner disestablished
- new domain name purchased: www.celebrantsassociation.co.nz
- 2012 forum city: Queenstown
- website management reviewed; update work approved including self-managed member profiles
- *Pānui* distributed only via website link; back copies checked and sent to the National Library
- immediate past president resigned from the Executive
- membership survey undertaken with > 80% participation
- ongoing professional development (OPD) scheme expanded
- Executive meetings via Skype® replaced teleconferencing
- association gained further exposure via radio interviews, newspaper and magazine articles
- editor of *Pānui* resigned; new editor appointed
- logo registered with IPONZ (Intellectual Property Office) in February 2012
- 2013 conference city: Wellington
- marketing plan developed and a fund established for marketing purposes
- seed funds set aside for new geographic communities of interest
- online Tool Kit renamed 'Knowledge Bank'
- Vision and purpose statements placed on the website
- reviewed codes of conduct /ethics and members' area message board
- meetings to bring about merger with Guild (NI) progressed
- Barrister Derek Firth was re-appointed as honorary legal advisor
- Peter Granville re-appointed as honorary financial reviewer
- annual membership fee remained unchanged at \$130, including capitation levy of \$20

2012/2013

- member survey on Marriage (Definition of Marriage) Amendment Bill and a submission prepared
- Christchurch and Coromandel meetings arranged for celebrants in those areas
- conference/education forum guidelines updated
- 2014 forum city: Auckland
- Integration of Guild (NI) members following merger; funds received totalled \$17,470
- blueprint for CANZ structure developed and assistance given to branches for APMs
- regular 'Branch Link' communication established to improve liaison with branch committees
- a Guild Executive member was co-opted to the CANZ Executive
- policy statements updated
- a review of standards, codes of conduct/ethics undertaken
- formalising and monitoring the mentoring programme
- online drop box established for archiving digital files
- Roll of Honour page launched on the website
- new technologies incorporated into the website; Facebook page launched
- *Pānui* distributed by email link to open or download the issue
- reciprocal website links with FDANZ, Relationship Services and Australian celebrant associations
- CANZ tendered to supply celebrant appointment and registry ceremony services to DIA
- CANZ Maori name amended to embrace a wider interpretation of celebrancy: *Tangata Kai Ārahi te Ture o Aotearoa*
- a closer relationship with BDM and FDANZ was achieved
- promotion of OPD and a strengthening of branches
- the firm of RightClick Accountants was appointed as financial reviewer
- Barrister Derek Firth was re-appointed as honorary legal advisor
- annual membership fee remained at \$130 (discounted by \$20 if paid prior to 1 April)
- joining members pay a pro rata fee of \$11 for each month remaining in the subscription year
- the association's second honorary Life Membership was bestowed on Mary Hancock

2013/2014

- liaison and face-to-face meetings with the Registrar-General of BDM continued
- Executive team members were assigned to each branch
- Canterbury branch was re-established
- a Marlborough/Nelson branch was established to be called 'Top of the South'
- a personal assistant to the President was appointed
- further portfolio areas were identified for Executive members
- an IT platform investigation was begun to find better way to coordinate CANZ activities
- mentoring guidelines were added to the website
- new president appointed
- change of Executive structure adopted, including a management committee
- branch guidelines were reviewed and amended
- a training day for branch committee chairs was held in Auckland
- members surveyed re conference attendance and financial issues
- adoption of Xero® as CANZ accounting system
- strategic engagement with FDANZ formulated and a meeting held with their CEO
- a minute secretary appointed under contract
- 2015 conference to be held in Marlborough; city TBD
- conference guidelines amended and approved
- budgetary year to run from June through May
- rapid growth in membership over the past twelve months noted
- CANZ is now liable for GST
- the firm of RightClick Accountants was appointed as financial reviewer
- Barrister Derek Firth was re-appointed as honorary legal advisor
- annual membership fee increased to \$150 (excluding GST)
- the association's third Honorary Life Membership was bestowed on Bev Clark

2014/2015

- information regarding GST was sent to all branches
- branch APMs need to be completed by mid-April each year
- vision and purpose statement updated on the website
- domain names purchased: celebrantsassociation.nz and celebrantsnz
- research on live streaming was begun
- results of membership survey uploaded to website
- merchandise selection reviewed
- branch funding procedures amended
- 2016 forum city: Hamilton
- 2017 conference city: Christchurch
- importance of the branch annual plan emphasised as not optional; template sent to assist
- new Taranaki branch established
- risk register reviewed; no need for amendment found
- reviews of the code of ethics and standards of practice were approved
- management support position to the Executive initiated
- working groups to review professional development framework and communication/marketing
- a branch leadership training day was held prior to conference
- the firm of RightClick Accountants was appointed as financial reviewer
- Barrister Derek Firth was re-appointed as honorary legal advisor
- a new Māori name was adopted: *Te Kāhui Ārahi Ritenga o Aotearoa*
- Visionary Celebrant awards were made to Lyn Nikolof and Kerry-Ann Stanton

Appendix C: Policy Statements

Current policy (alphabetical by category, updated to 2013)

Area	Resolution	Adopted
Branches	National Executive will appoint to each Branch, a liaison person who will regularly update their nominated Branch Chair/Committee on CANZ matters Liaison person to attend their Branch's Annual Planning Meeting	25 August 2011
	Guidelines were developed for Annual Planning Meetings and other Branch activities	24 February 2013
Communications	A virtual Post Office Box is to be maintained in Wellington with all Association mail to be forwarded to the Executive Officer. (PO Box 27192 Marion Square, Wellington)	25 March 2001 Updated 24 May 2013
	Conference papers are to be posted on the Association's website	29 May 2001
	The Registrar-General of Births, Deaths and Marriages (Department of Internal Affairs) is to be included on the Association's mailing list for <i>Pānui</i> .	16 September 2001 Updated 24 May 2013
Discipline	The Disciplinary Committee will comprise two (2) Executive members and one (1) member from outside the Association.	26 November 2000
Education: Accreditation	That the Accreditation process which began in 2009 be kept on hold until review in 2014/15	October 2011
Education: Conference	Guidelines were adopted for the organisation of Education Forum and Conference	24 August 2012
	Conference and Education Forum Committees will be refunded 50% of their registration fee if the budget is met.	7 March 2005
	Review: Refunds (ranging from 0-100%) are at the discretion of the National Executive and may reflect the circumstances of the individuals involved in the event management.	Amended 24 May 2013
	Executive's travel and first night's accommodation prior to Conference/Education Forum will be paid by CANZ when attending a face-to-face meeting of Executive prior to the event Review: along with one evening meal together (excluding alcohol). Executive members pay their own Registration fees for the events.	7 March 2005
Education: Mentoring	Mentoring Guidelines adopted	

Area	Resolution	Adopted
Ethics	Adopted the revised Code of Ethics and Conduct for endorsement by 2013 AGM.	10 April 2013
Finance	There will be two (2) signatories out of three (3) on all bank cheques/documents/internet banking. There will be no pre-signed cheques. Two people, other than the claimant, must approve any expense claim for payment.	25 March 2001 Updated 25 August 2012
	That CANZ retain a Vero Public Liability Insurance policy (or similar) on behalf of members and review its suitability from time-to-time	2012
Finance: GST	That CANZ NOT become registered for GST until such time as our income excluding conference exceeds \$60K per year	
Honoraria	Honoraria for the roles of Secretary and Treasurer were revoked, with no honoraria being paid to Executive members	June 2012
Media	That media statements and articles be prepared and approved by Executive as needed.	24 May 2013
	The President, or a specific nominee approved by National Executive, shall be the spokesperson for the Association	8 August 2000 amended 24 May 2013
Membership and Subscription	CANZ membership year has been set from 1 April to 31 March. Invoices are sent for payment in late February, reminder in early April, final follow-up mid-late April with notice of date in early May at which listing will be removed from CANZ website if not paid. Review: shifting to Sept/October to avoid clash with conference	10 March 2004
	That when joining CANZ for the first time, the membership subscription shall be calculated at a rate of \$11 per month for all full months through to the start of the next subscription year. This policy to take effect from 1 April 2013	4 December 2102
Membership	Each member on joining the Association will receive a CANZ Membership Pin together with the New Member Pack/letter.	9 July 2012
	Executive to send a letter to non-renewing members seeking their feedback on non-renewal	28 July 2005
	The ability to donate funds to CANZ is included on all renewal application forms – online and hard copies	6 March 2003 24 May 2013

Area	Resolution	Adopted
Pānui	Advertisements for publishing in <i>Pānui</i> will be accepted subject to space availability. Review: Added macron to <i>Pānui</i> for correctness and added by-line the official journal of the Celebrants' Association of New Zealand.	1 September 2002 Amended April 2012
	Advertising rates agreed to by a subsequent electronic meeting are as follows: a) \$200.00 per block advertisement b) \$20.00 per four lines c) \$15.00 per three lines Review	4 February 2003
	Each issue of <i>Pānui</i> will be uploaded as a PDF file to the Members Only section (not Public page) of the website, and submitted to the National Archives to maintain a complete record of editions since 2009	10 February 2008 Amended 24 May 2013
	Members will be advised of the maximum number of words for an article in <i>Pānui</i> . Review: "of any specifications for articles, including that articles may be edited to suit space and other requirements".	26 March 2007 Amended 24 May 2013
	The position of Editor will be appointed to manage the quarterly publication with a fee for services to be negotiated and confirmed by the (President), National Executive.	16 September 2001 Amended 24 May 2013
	The proof of each edition of <i>Pānui</i> is to be signed off by the President or designated Executive member.	16 September 2001
Records	The Executive Officer (Secretary) is to establish and maintain a list of Policy (Book) Statements, adding items as deemed appropriate.	28 November 2001
	The Executive Officer and members of National Executive will forward correspondence, minutes, financial statements and other documents of importance for storage "in the Cloud" using Drop Box	Amended 20 February 2013 & 24 May 2013
Records: History of CANZ	That a History of CANZ be compiled progressively with input from Yvonne Foreman for 1999-2000; Sherryl Wilson 2001-2011; Kathrine Fraser 2011-2014 with target date for publication 2015 AGM	5 April 2013

Area	Resolution	Adopted
Trademark and Identity	The CANZ name has been officially registered, renewable every ten years.	31 May 2007
	Logo Colours : The official PMS colours to be used are black and 583 green	
	The CANZ logo is being trademarked with the Intellectual Property Office, commencing 2013.	28 November 2001
	That the Māori name of CANZ be amended to Tangata Kaiārahi te Ture o Aotearoa	Amended May 2012
	Loosely meaning 'those who act as guides to the laws (Acts, Statutes, Rules) of New Zealand', with "guide" in this context denoting a "counsellor, mentor, escort and pilot" as opposed to either a tour guide or an academic docent.	Amended April 2013
Trademark and Identity	Adopt the by-line "Enriching Celebrants – Enriching New Zealand"	25 August 2011
Vision and Purpose	The structure flowing from this was approved in January 2013 and set the guidelines for Branch Annual Planning Meetings	22 February 2012
Website	A summary of the Executive Meetings will be posted on the website in the Members' Only section.	30 July 2004
	Review: Branch Chairs will be regularly updated on CANZ matters by their Executive Team Branch Liaison person	Revoked August 2011
	Anything of a commercial nature and unrelated to a member's celebrancy business cannot be advertised on the CANZ website nor share reciprocal links.	31 May 2007
	Frequently Asked Questions (FAQ's) were adopted to be posted on the website in the public pages.	7 March 2005
	A Message Board for member queries and information was established in the Members Only section of the website.	Amended 2012
	Only a member who is a Registered Marriage Celebrant can list weddings as a service offered on the CANZ website	31 May 2007
	The website is to be backed up quarterly by the website designer on CD-ROM and sent to the Secretary. Review: refer Carol Gunn	26 March 2007 Amended 24 May 2013
	That CANZ owns and registers the domain name celebrantsassociation.co.nz and also retains celebranz.org.nz until such time as it determines it is no longer needed.	26 August 2011

Current policies

(by number, updated to 2015)

Number	Subject	Adopted
1.01	<p>Purpose, Strategic Planning, Operational Planning and Structure The CANZ Strategic Plan (refer to Appendix One) is to be reviewed by the National Executive once in each calendar year.</p>	February 2014
1.02	<p>CANZ has a clear vision. The vision frames three key organisational purposes which embed our forward direction and policies. It is intended that there is a “clear line of sight” from the National Executive to Branches and individual members regarding our vision and purposes.</p> <p>The CANZ Visions</p> <p>[a] Organisational Vision CANZ is New Zealand’s national professional association for celebrants which enriches celebrants, who, in turn, enrich New Zealand society</p> <p>[b] Societal Vision New Zealand society accepts ceremony and ritual as a means of marking transition in families and communities</p> <p>The CANZ Purposes</p> <p>CANZ members create and facilitate ceremonies and rituals which respond to the diverse needs and values of New Zealand individuals, families and communities. In this context, our purposes are to:</p> <ul style="list-style-type: none"> • Support celebrants to deliver high-quality services • Promote celebrancy • Influence the place of ceremony in New Zealand 	October 2014
1.03	<p>In a shared leadership model, the President is responsible for membership and strategic development, and the Vice President for the internal processes and quality of the association.</p> <p>Each National Executive member actively participates in governance of CANZ, has specific management responsibilities and liaises with nominated Branches.</p> <p>Each member reports monthly and annually against these.</p>	October 2014
2.01	<p>Branches The National Executive will appoint to each branch, a liaison person (from the National Executive) who will regularly update the Branch Chair and committee on CANZ Matters. The liaison person is to attend their assigned branch/s Annual Planning Meeting.</p>	October 2014

Number	Subject	Adopted
2.02	Guidelines have been developed for Branch Annual Planning Meetings and other activities. These are contained in Appendix Two.	February 2014 Updated September 2014
3.01	<p>Communications – Internal and External</p> <p>A virtual Post Office Box is to be maintained in Wellington with all Association mail to be forwarded to the Finance Officer. (PO Box 27192 Marion Square, Wellington).</p> <p>A mail redirect is to be organised by the Finance Officer each year.</p>	February 2014
3.02	The Registrar-General of Births, Deaths and Marriages (Department of Internal Affairs) and FDNZ is to be included on the Association’s mailing list for <i>Pānui</i>	February 2014
3.03	Advertisements for publishing in <i>Pānui</i> will be accepted subject to space availability.	February 2014
3.04	<p>Advertising rates in <i>Pānui</i> effective 1 September 2013 and excluding GST</p> <p>\$70 Half page (horizontal) 185 x 130mm</p> <p>\$70 Half page (vertical) 89x262mm</p> <p>\$60 Quarter page (vertical only) 89x131mm</p> <p>\$50 Third page (vertical) 57 x 262mm</p> <p>\$30 Marketplace Large 57 x 87mm</p> <p>\$30 Third page (Horizontal) 87 x 185mm</p> <p>\$25 Marketplace Small 57 x 44mm</p> <p>Notes:</p> <ol style="list-style-type: none"> 1. Payment is due prior to publication. 2. As a general guide, the space devoted to advertising should not exceed about 20 per cent of the journal. 3. The marketplace advertisements, would all appear on a market place page together; similar to classified advertisements 	October 2014
3.05	The position of <i>Pānui</i> Editor will be appointed to manage the quarterly publication with a fee for services to be negotiated by the President and confirmed by the National Executive.	February 2014
3.06	The proof of each edition of <i>Pānui</i> is to be signed off by the President or designated Executive member.	February 2014
3.07	The official PMS colours to be used are black and 583 green	October 2014

Number	Subject	Adopted
3.08	Anything of a commercial nature and unrelated to a member's celebrancy business cannot be advertised on the CANZ website nor share reciprocal links.	February 2014
3.09	Frequently Asked Questions (FAQ's) are to be posted on the website in two sections – one for the general public and the other for members only.	October 2014
3.10	Only a member who is appointed by Births Deaths & Marriages (BDM) as either a Marriage Celebrant or a Civil Union Celebrant can list weddings as a service offered on the CANZ website	October 2014
3.13	The President or a member specifically designated by the President shall be the spokesperson for the Association.	October 2014
4.01	Conference and Education Forum The AGM papers are to be posted on the members' only section of the Association's website	February 2014
4.02	Papers presented at the Conference and Education Forum are to be posted on the members' only section of the Association's website	February 2014
4.03	Conference Committee will be refunded 50% of their registration fee if the budget is met.	
4.04	Where the conference chair/s are living outside the conference area, their accommodation for two nights during the conference is paid by the National Executive.	February 2014
4.05	The Conference and Education Forum Guidelines are the guiding document for Conference committees	October 2014
5.01	Education The Accreditation process which began in 2009 is in abeyance until reviewed in 2014/15	October 2014
6.01	Finance, Legal and Administration The financial year of the association is 1 January to 31 December	February 2014
6.02	CANZ membership year is from 1 April to 31 March	February 2014

Number	Subject	Adopted
6.03	<p>Supporting Evidence for Expense claims:</p> <ul style="list-style-type: none"> a. For travel in private motor vehicles no documentary evidence is required, however the expense claim is to specify where from and where to; the reason for the travel (so that the cost can be allocated) and the kilometres travelled in the direct round trip. b. For travel in private motor vehicles the reimbursement rate shall be the current Inland Revenue Rate. c. For airfares the member is expected to utilise the least expensive option, which does not impose an unreasonable personal hardship in terms of travel time. d. For airfares the airline page showing the cost and the page showing the date and to/from are required. CANZ reimburses the cost of "Grab a Set" plus bag for Air New Zealand and the equivalent for other airlines. Reimbursement of the additional cost for Air New Zealand "Smart Saver" or "Flexi Plus" options or the equivalent for other airlines is at the discretion of either the Management Committee Chair or President. CANZ meets the costs of credit card payment flight insurance and bags. e. The cost of air travel may be reimbursed as soon as the member has incurred the expenditure, on the understanding that should the member not travel the cost may be claimed back by CANZ. <p>All other items on an expense claim must be supported by documentary evidence.</p>	October 2014
6.04	<p>Payment of invoices and expense claims under \$400 submitted by a member of the National Executive and relating to their area of responsibility.</p> <p>The signature of the Executive member on the invoice or expense claim is sufficient evidence for the Finance Officer to load and approve the transaction at the BNZ. The second bank payment approval is by an authorised member of the National Executive, other than the claimant. Where the approving National Executive member does not have access to a scanner and accompanying email from them is sufficient.</p>	October 2014
6.05	<p>Transfers between CANZ accounts at the BNZ, excluding withdrawals from Investment accounts, are done on the authority of the Finance Officer and another signatory on the bank accounts</p>	February 2014
6.06	<p>For members of the National Executive and the Finance Officer their travel and first night's accommodation (Bed & Breakfast) prior to Conference or Education Forum will be paid by CANZ</p>	February 2014

Number	Subject	Adopted
6.07	<ol style="list-style-type: none"> 1. That the beneficial owners of the Celebrants Association of New Zealand Incorporated bank accounts shall be any four of the persons holding the offices of: President; Vice President; Immediate Past President; National Executive Chair and Finance Officer. 2. That the beneficial owners of the Celebrants Association of New Zealand Incorporated bank account at the BNZ are currently (February 2014) Elizabeth Bennett, Carol Gunn, Richard Tankersley and Murray Coutts, respectively. 3. Any subsequent addition to or deletion from these names will require the signatures of any two beneficial owners. 4. That this resolution be provided to the BNZ under the association's common seal 	February 2014
6.08	The current signatories on the CANZ bank accounts are Elizabeth Bennett, Carol Gunn, Ho Yoong Hoh and Murray Coutts. This policy is to be reviewed at the first face to face meeting after the AGM each year.	October 2014
6.09	New members on joining, pay one twelfth of the annual subscription, rounded up to the next 50cents per month for the remaining full months remaining in the CANZ subscription year.	October 2014
6.10	The CANZ name has been officially registered, renewable every ten years.	October 2014
6.11	The CANZ logo is registered as a trademark with the Intellectual Property Office of New Zealand	October 2014
6.12	Branch Finances were updated, circulated to branches, and all branch cheque books were recalled. Future branch payments to be made by the national organisation using internet banking.	September 2014
6.13	Each branch was allocated a petty cash float of \$100 to be established when their cheque books are received.	September 2014
6.14	The Finance officer is to furnish a monthly report from Xero to all branches, during the week of Executive meetings.	September 2014
6.15	Branches retain all monies in their account but are reminded branch funds are to be spent for the benefit of branch members	September 2014
6.16	Ten percent of the annual subscription shall be paid to a branch each month in respect of those new members who joined the branch in the previous month.	September 2014
7.01	<p>Membership</p> <p>Each member on joining the Association will receive a CANZ Pen with the New Member Pack.</p>	October 2014

Number	Subject	Adopted
7.02	The Executive to send a letter to non-renewing members seeking their feedback on non-renewal	February 2014
8.01	<p>Online Media</p> <p>Each member joining online media e.g. CANZ Chat, will receive a copy (or link) of the Online Media Policy</p>	November 2015
8.02	All CANZ online communication facilities are setup for use by current financial CANZ members.	November 2015
8.03	All postings on CANZ designated communication facilities must be consistent with the purposes of CANZ	November 2015
8.04	Any posting that is not consistent with the purposes of CANZ will be subject to deletion by the administrator.	November 2015
8.05	All CANZ official online media sites will be managed by designated personnel with oversight by an Executive member.	November 2015
8.06	The Facebook CANZ Chat Group is a Closed Group on Facebook that is for only current financial members of CANZ. Once approved by the Facebook CANZ Chat Group Administrator, a member can post to this group.	November 2015
8.07	<p>The CANZ Facebook Page is a public space and anyone with a Facebook profile can post to it. This serves as a link for public to the CANZ Website and for CANZ Members to CANZ Chat.</p> <p>Posts to the page will only show up on the bottom of the page and only show on the main timeline if the CANZ Facebook Page Administrator chooses to highlight them.</p>	November 2015
8.08	<p>The Event Calendar is used for posting events organised by CANZ Branches and National Executive. Non-CANZ Events will not be posted on this page.</p> <p>The Events Calendar is managed by IT support person designated by the CANZ National Executive.</p> <p>Postings are sent to the IT support person who will then load onto the Events calendar.</p>	November 2015
8.09	<p>The Message Board is to promote information sharing and can be used to post questions, comments, feedback or any items of interest to CANZ members.</p> <p>The Message Board is available for current CANZ financial members only. Comments added to this page are posted straight onto the website message board.</p> <p>All Message Board postings should be for the benefit of the members of CANZ and shall be for the enhancement of skills and knowledge of fellow celebrants, promoting celebrancy and influencing the place of ceremony in New Zealand.</p>	November 2015

Appendix D: Historical Policy Statements

(now superseded, in chronological order)

26 NOVEMBER 2000

The annual membership fee if paid before 31 December be \$100.00 and thereafter \$120.00.

Members joining from 1 October will be exempt from paying that calendar year's fee.

Associate Membership – Celebrants who have been members of the Association for a minimum of two (2) years may make application to the National Executive to become an associate member. This will be granted at the discretion of the National Executive.

25 MARCH 2001

A capitation levy of \$20.00 per member of this Association will be paid to newly formed branches where the Association member is a branch member.

16 SEPTEMBER 2001

The fee for a member joining from 1 July will be \$60.00 (half annual fee) for the current year in which the new member joins.

The appointment of a Branch Development Officer from within the Executive was approved.

The publication is to be known as "*Celebranz Pānui*".

That quarterly media statements will be presented to the President for approval.

The appointment of a Media Officer from within the Executive was approved.

28 NOVEMBER 2001

Half the capitation levy (\$10.00) will be paid to branches where a new member only pays half the annual subscription to the Association.

The Association has two sets of bromides held by the Secretary, with one set being retained at all times.

One set of bromides is available to a branch/financial member for a maximum period of twenty-one (21) days.

The official PMS colours to be used are black and 583 green.

Should the set not be returned within the specified period, the cost of replacement will be borne by the borrower/s

24 MARCH 2002

An establishment grant of \$500.00 will be given to branches when the Secretary receives formal notification of the formation of a branch.

The AGM Minutes and Annual Report of each branch shall be forwarded to the Secretary of the Association.

9 JULY 2002

Regional boundaries have been based on the NZ Postal codes. These boundaries have been defined and are attached to the minutes of this meeting.

Media Release Guidelines have been adopted and are attached to the minutes of this meeting.

1 SEPTEMBER 2002

The capitation levy paid to all branches will be based on the membership of each branch at 31 March annually.

The mileage rate has been amended to 42 cents per km

4 FEBRUARY 2003

Advertising Terms and Conditions were adopted and are attached to these minutes.

6 MARCH 2003

Subscription for new and/or renewing members will be payable by cheque or Visa/MasterCard, with the latter subject to a booking fee, to be determined once the Treasurer has ascertained the information. This proved to be too expensive – see minutes of 6 May 2003 meeting.

Postal Voting paper was presented and is on file for future reference.

17 JUNE 2003

The Supervision Policy was adopted and is attached to these minutes.

25 JULY 2003

The Education Forum 2004 is to be held in Christchurch in conjunction with the AGM. A North Island Forum will be held on a marae in the same year.

26 JULY 2003 (AGM)

The membership fee for 2004 was set at \$120.00 per annum per member with no reduced rate for payment on time.

Capitation levy was reduced from \$20.00 to \$15.00 per member, effective 1 January 2004.

23 SEPTEMBER 2003

Each branch of the Association is to submit a copy of the following to the Secretary each year:

- Annual Report
- AGM Minutes
- Annual Balance Sheet

18 NOVEMBER 2003

Members will be given the opportunity to pay their subscriptions by directly banking into the CANZ account after requesting the bank account number from the Treasurer by email/mail. This process will be reviewed in six months.

10 MARCH 2004

CANZ will subscribe to online banking as from January 2005.

Effective 2005 renewing members will not be charged for January – March 2005.

The Branch Development Officer (BDO) is to have a budget of up to \$500.00 per annum and this can be negotiated.

4 MAY 2004

The half-yearly subscriptions date is amended to 1 October. New members joining after 1 January each year have their membership through to 31 March the following year (15 months).

Members who are not Registered Civil Celebrants but wish to officiate at weddings and have this listed on the CANZ website will need to have "in association with a Registered Civil Celebrant" added after this listing. This is to ensure that the public is aware that legal requirements are being met – revoked on advice of BDM.

30 JULY 2004

A Memorandum of Understanding is to be developed between CANZ and the website designer Susan Neil.

Advertisements in the "Bride and Groom" publication are to commence, subject to content and costing being approved by the Executive.

Laminated membership cards will be produced for 2005/06 membership year.

31 JULY 2004

(AGM) – Constitutional amendments

New Clause – Corporate Membership

The National Executive may at its discretion make provision for the admission of Corporate Members with the corporate fee being set at \$500.00 (incl GST) reviewable annually."

Clause 9.9 – Branch Representatives was deleted.

New Clause – Honorary Solicitor

The solicitor of the Association shall be a Member of the New Zealand Law Society and shall be appointed by the Association at an Annual General Meeting. Any casual vacancy in the office of solicitor shall be filled by appointment of the National Executive.

19 SEPTEMBER 2004

Memorandum of Understanding (MOU) was drawn up between CANZ and SOUXX (website designer).

Capitation levy will be paid to branches bi-annually after 1 May and 1 November each year.

Branch boundaries were reviewed and amended.

Branches must hold their AGM by 31 March each year, forwarding the annual report and audited financial statements to the Secretary thereafter.

7 MARCH 2005

Annual Work Plan has been drawn up and will be an agenda item for review at each Executive Meeting.

28 JULY 2005

Draft Tool Kit was presented. The Outgoing President will write the Foreword, then the documentation will be professionally typed and formatted – publishing 7 copies (one per branch) with the master copy retained by the Secretary.

Executive to engage the Marketing Department of Massey University to survey the current and resigned membership.

Outgoing President will continue and finalise the Draft Accreditation Programme.

Tool Kit Index will be posted on the website for member to access and purchase parts thereof.

29 JULY 2005

The Association is to maintain a \$20,000.00 risk management base on call, with the interest earned from these monies to be used for operational purposes.

30 JULY 2005

AGM Constitutional Amendments as follows:

Clause 7.6 – Associate Membership – was deleted in its entirety

Clause 10.4.5 – Vacation of Office of an Officer or a Member of the National Executive - the word 'three' was deleted and the word 'two' was inserted; and the remainder of the sentence 'unless he or she has tendered an apology to the National Executive' was deleted

New Clause 10.4.6 - Vacation of Office of an Officer or a Member of the National Executive – 'is absent from a face-to-face meeting without the prior consent of the President' – was inserted.

CANZ submit to Government the need for a comprehensive review of the Marriage Act 1955.

CANZ submit to Government the need for a set of Regulations to the Marriage Act 1955 (and any updating) to establish appropriate and modern practices in the application of the Act.

CANZ seek to establish a set of guidelines for the establishment and operation of branches in consultation with Branch Presidents.

CANZ review its rules, particularly to provide for specific procedures, or that it implement a system of Regulations or By-Laws.

31 JULY 2005

The Treasurer is to set up the teleconference meeting process.

14 AUGUST 2005

\$15,000.00 will be placed on call for 150 days with BNZ @ 6.95%

Conference accounts are to be audited separately

Branches are to be independently reviewed/audited

Mileage rate is to be increased to 0.55 per km

Gifts to be given on recommendation of the Executive to a value not exceeding \$100.00 per person

Honorarium of \$750.00 pa to be paid to the Secretary and \$250.00 pa to the Treasurer

The Biennial Conference for 2007 will be held in Dunedin

15 NOVEMBER 2005

Advertising in "Bride and Groom" magazine to continue for 12 months – to be reviewed in February 2007.

7 FEBRUARY 2006

Members will be offered the opportunity to have a recent photo of themselves posted on the CANZ website free of charge if full subscription is received by 31 March 2006 for ensuing membership year. This will be offered for 2006/07 only and thereafter members must pay for this service.

2 APRIL 2006

An additional up-to-date cash flow report to 31 May will be prepared and presented by the Treasurer at each AGM.

Credentialing Paper as presented by Tineke Stokes was adopted in principle. Tineke agreed to undertake the project management role for Phase 1 and a budget of \$500.00 was allocated for this purpose.

Website designer's proposals re upgrading CANZ website were approved.

Branches are invited to seek up to two appropriate advertisers (to be approved by the National Executive) for their branch page to assist with these costs.

Anonymous donation of \$5,000.00 from a member is to be used for educational purposes.

Southern Region Branch is to be invited to host the next biennial conference in Dunedin on 27 – 29 July 2007.

Amended and approved Branch Annual Work Plan is to be sent to all branches for their use.

30 MAY 2006

Hard copies of the Tool Kit will be presented to branches at the launch at the Education Forum in July 2006. Copies on CD Rom will be given to members attending.

Future relationship with NZ Funeral Directors is to be explored.

28 JULY 2006

The Auditor will be requested to provide more detail in key categories as notes to the accounts. The Treasurer will provide graphs to accompany these in the AGM Booklet.

29 JULY 2006

AGM

Annual subscription for 2006/07 remains at \$120.00 inclusive of branch capitation fee of \$15.00 per member.

Constitutional amendments:

Clause 3 – residence of Secretary inserted as opposed to address

New Clauses 2.1 and 2.2 – Name and Logo

New Clauses 9.3.1 and 9.3.2 – Branch Capitation Levy

Clause 9.3 – Branch ('Constitution' deleted) Rules

New Clause 13.1.1 - Nominations

10 SEPTEMBER 2006

The ability to trademark the name and logo of the Association is to be explored with a budget of \$200.00 allocated for this purpose.

CD-ROM of the CANZ Tool Kit is to be provided free of charge to all members-at-large.

A maximum of two relevant advertisements on each branch page of the website will be allowed in the form of a banner/small display for a cost of \$200.00 for period of three months.

13 November 2006

The Branch and Member-at-Large regions have been redefined.

Members will be surveyed regarding the Marriage Act via the December issue of *Pānui*.

Honorarium payments to the Secretary (\$750.00 pa) and Treasurer (\$250.00) are approved.

25 February 2007

Signatories on the Conference Back account will be any two of the following four – comprising the Executive Secretary/Treasurer, Conference Convenor/Committee member.

Results of the Marriage Survey did not support a change to be initiated by CANZ with BDM.

The Branch Rules were adopted.

All members' website photos must be renewed by 31 March 2008 and replaced by a current photo (uncovered head and shoulders) which will be valid for a further two years.

26 March 2007

A generic statement will be developed for any independent person (as guidelines) who reviews a branch's annual financial statement, to sign as a true and correct record of the account.

31 May 2007

Authorisation has been given to action the database development of the CANZ website.

Branch page advertisements on the website have been reduced to \$50.00 per quarter.

28 July 2007

AGM

The annual subscription for 2007/08 remains at \$120.00 inclusive of branch capitation levy of \$15.00 per member; half yearly fee will be \$70.00 with the proviso that it be on a once only basis.

10 February 2008

Cost of member's photo on website will be \$25.00 and this will remain on the site for two years – guidelines established

Conference Guidelines and Education Forum Guidelines adopted

9 April 2008

Conference portfolios and guidelines were re-aligned
Memorandum of Understanding with Relationship Services approved for signing

13 April 2008

Conference in Auckland, personnel and theme approved.

25 July 2008

Incorporated Seal is now with the Secretary
Conference venue approved

26 July 2008

AGM

The annual subscription for 2009/10 was set at \$130.00 per member inclusive of branch capitation fee of \$15.00, and the half yearly fee was set at \$75.00 with the proviso that it be on a once only basis.

New Clause 10.1 added re closure of a branch

10.14 and 11.2.6 were amended (branch financial statements to be reviewed as opposed to audited)

Presentation of draft Accreditation Programme

3 October 2008

Set criteria to be established in recognition of exceptional service to CANZ by member/s

Strategic Plan for 2009 – 2011 was adopted

CANZ Brochure revamped to double-sided card for members approved

15 December 2008

Monies set aside for CANZ Membership/Conference promotion

Registration for conference approved at \$345.00 for members

15 February 2009

CANZ brochure to be included in Conference registration mail-out as a promotional activity and paid for by CANZ (not a conference cost).

The Accreditation paper on Recognition of Prior Learning (RPL) was accepted in principle.

Addition to 7.1 of Branch Rules re branch obtaining and providing an audit certificate from their bank dated 31 December each year.

Executive Officer's position will be held in abeyance.

Any past member or non-member who continues to use the name of CANZ and/or the logo be advised in writing to withdraw from such use.

23 March 2009

Approved for the Accreditation RPL process as per all the documentation provided to progress in 2009.

A specific conference website was approved

Only the name CANZ is trademarked, not the logo.

30 March 2009

The budget for the RPL process was approved and the fee per member set at \$250.00

Those three members trialling the process will also pay the fee.

11 May 2009

The quote from Utopia (website builder) was approved

29 June 2009

Canterbury Branch's application to go into recess held in abeyance until after the AGM pending the proposed remit that will affect this.

24 July 2009

The annual fee for 2009/10 subscription year be set at \$130.00 per member inclusive of one website photo of the celebrant subject to meeting CANZ criteria.

25 July 2009

AGM

Constitution clause 7.7 (Honorary Life Members) was replaced by a new clause and criteria.

New 9.3.3 added, requiring branches to submit a bank-audit statement with the review of their annual accounts.

New 9.9 added, re application for recess of a branch

Previous 9.9 becomes 9.10

New 10.1.4 re the Immediate Past President remaining a full member of the CANZ Executive for a period of 12 months.

31 July 2010

AGM

The annual subscription for the financial year 2011/12 was set at \$130.00 per member, subject to meeting CANZ criteria, and inclusive of one website photo, and a branch capitation fee of \$15.00; the half yearly fee was set at \$75.00, with the proviso that it be on a once only basis.



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