

# Round about.

LOCAL BUSINESS IS OUR BUSINESS

Issue 174. May 2021

## Managing Capital

Geoff Bascand  
and Leon Grandy

## Two cultures, one place

Connell Brothers Farm

## Moira Smith

Retiring after thirty years



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**Rosebank**  
Business Association

# ALL OVER ROSEBANK ROAD

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Industrial

**For Lease**



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Floor area: 669sqm

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Industrial

**For Lease**



**419E Rosebank Road, Avondale**

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Industrial

**For Lease**



**726 State Highway 16, Kumeu**

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Industrial

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Industrial

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Mark Preston 027 393 9286 [mark.preston@bayleys.co.nz](mailto:mark.preston@bayleys.co.nz)

**LEASED**



**3/4 Laurenson Road, Hobsonville**

Sam Raines 021 0286 6812 [sam.raines@bayleys.co.nz](mailto:sam.raines@bayleys.co.nz)

Stuart Bode 027 493 6223 [stuart.bode@bayleys.co.nz](mailto:stuart.bode@bayleys.co.nz)

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**Cover:** Leon Grandy, Bernie McCrea, Geoff Bascand and Mike Gibson



With thanks to our partners ...



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# From My Perspective

RBA CEO **Mike Gibson** gives his perspective



**Mike Gibson,**  
RBA CEO

And so it is as this week, the Rosebank management and executives will celebrate over a quiet cup of coffee, the announcement from Auckland Transport that they are about to commence the installation of four refuge islands and one bus stop on Rosebank Road.

This is unquestionably the best transport news we have had from AT since the introduction of the Flush Median before one Auckland City Council was ordained in 2011. In that time daily vehicle traffic counts have risen from about 15,000 to 20,000 daily to unprecedented levels of between 20,000 to over 30,000.

Most of this has been driven from the Waterview tunnel introduction whereby

## Patience is a virtue, Good things come to those who wait, and Go out and get them!!!!

Rosebank Road has become the main thoroughfare for traffic exiting or entering the tunnel on their way to either SH20 or to the Airport.

The Refuge Island construction will comprise four sites located travelling in a Northerly direction adjacent to 320, 362, 470, (549 Bus Stop) and 607 Rosebank Road.

Refuge Islands are designed to allow pedestrians to safely cross the road in both directions. More importantly however, they will automatically help control speed and will prohibit the ability for motorists to use the flush median as a passing lane.

During the construction phase all motorists will need to be vigilant adopting a 360-degree focus to ensure traffic is controlled and safe. Patience and tolerance towards each other as motorists will be an absolute must for there are no alternatives. Smart drivers will plan their journeys to avoid peak times and to limit their necessity to travel, not easy but can be and will need to be practised.

Timing: Work with contractor Higgins is expected to commence in mid-May and will take a couple of months to complete (their words not mine).

In addition to this, the Draft Auckland

Regional Ten Year Land Transport Plan is out for consultation [https://at.govt.nz/media/1985273/attachment-1\\_draft-rltp-2021-31.pdf](https://at.govt.nz/media/1985273/attachment-1_draft-rltp-2021-31.pdf)

The RBA has made a submission on behalf of all its members and ratepayers highlighting the importance of transport to all.

NOTE: Over 1000 containers weekly are moved in and out of Rosebank, and vehicle numbers therein since the introduction of the Waterview Tunnel have increased with a daily traffic count reaching in excess of 30,000.

The efficiency and effectiveness of Rosebank and Patiki Roads being able to service the community in a safe and effective manner is paramount, as is the supply of an efficient and capable public transport network. Much work is still to be done in this space.

The full submission is available to be read in this Roundabout issue and will be online at [www.rosebankbusiness.co.nz](http://www.rosebankbusiness.co.nz)

Any and all comments and contributions will be much appreciated.

Cheers and best wishes,

Mike Gibson  
Chief Executive  
Rosebank Business Association

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**0800 BUSINESS**

# From My Perspective

RBA Board Member **Michelle Maitland** gives an insight into her world



## Michelle Maitland

Michelle Maitland is the owner of George Walkers Auctions (now George Walkers Office Furniture) which was established originally in 1908 as an Auctioneers. Michelle is also an RBA board member.

Throughout the years George Walkers has pivoted in the arena of loss, opportunity, sustainability, and community and while their philosophy hasn't changed much, their process has.

Today George Walkers is a family business which has moved away from auctions to offer both instore and online retail and boasts the largest range of ex-corporate office furniture in New Zealand. As a retail store, the company works with corporate companies, communities and organisations who are sustainably focused on growth and their environmental initiatives create a circular economy.

### What does this mean?

Regenerating/recycling - Quality furniture is reinvented in a customized form to a state even better than before.

Sharing - working together in a time of transition that makes a difference for businesses and communities alike.

Exchanging - More recently George Walkers purchased Office Furniture Hire as a great match, further adding to their toolkit of sustainable options for project managers, site office startups and film crews. George Walkers offer an overwhelming choice of furniture that can be utilized right now with no wait time and no waste, saving cash flow for clients.

Optimization - Relationships and problem solving are fundamental to any business. Innovation is the new currency. In Michelle's opinion this is the time when reinventions hold the limelight not just in products but how we can work together to help each other going forward.

Corporate Responsibility - There is an increasing amount of New Zealand companies who take circular economy and waste seriously. Both government departments and corporates choose George Walkers to do their whole fit out including planning and customizing from ten to over 300 people resulting in thousands of furniture items being recycled avoiding thousands of tonnes of unnecessary waste.

### What I love about retailing office furniture the most

Used, secondhand, cheap as a language has transformed to "better than new!!" Quality furniture is bought once and supports many environmental benefits and regulations.

George Walkers has always worked with communities and charities as a business culture, albeit under the radar. "I get to work with some of the most amazing people and hear extraordinary compassionate and interesting stories daily - that is you the people reading this. Know that you are appreciated, valued and make a massive difference!!"

### Why the RBA Board?

"I love people and care about business, that is why I am on the RBA Board - business and businesspeople are fun, they are the most resourceful, resilient humans I know." Michelle says "The board members are a gift to Rosebank sharing knowledge, resources and strong listening skills to what is possible, it is a privilege to be in this space."

### Challenges?

Covid obviously - loss versus opportunity, a bit like which came first the chicken or the egg.

Logistics have been holding many of us up i.e. traffic congestion reduces productivity and affects customer relationships due to frustration.

Management time dealing with HR issues and staffing divert any growth time. Business has and never will be for the faint hearted. Michelle says, "I see it as my school of self-development - being on the court will always make you a master rather than the observer with opinions!!"

### What else?

Just before covid Michelle was semi-retired with her daughter Serena at the helm and her mum in her 80's (Michelle's true treasured friend) working on the sales floor, taking over many of Michelle's roles and supporting Serena in a true family culture. However lately she has been the van driver and general fire fighter.

"I have been on the Auctioneers Association NZ organization for a number of years. We deal with public enquires and complaints acting mainly as mediators and communicate Auction standards and ethics alongside MBIE."

# Gin

## ESSENTIAL GUIDE

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1 Lime Wedge  
1 Lemon Peel

**METHOD:**  
Pour 45ml of Bombay Sapphire from the freezer into a balloon glass.  
Fill balloon glass with ice.  
Squeeze and drop in a lime wedge, top with tonic water and stir. Garnish with lemon peel, expressing the oils over the drink.

**Bombay Bramble**

This simple twist on the modern classic, beautifully demonstrates the inherent fruit flavours found at the heart of Bombay Bramble.

**INGREDIENTS:**  
50ml Bombay Bramble  
25ml Fresh Lemon Juice  
12ml Sugar Syrup  
1 Lemon Peel  
1 Blackberry

**METHOD:**  
Pour 50ml of Bombay Bramble from the freezer into a rocks glass.  
Build ingredients over crushed ice.  
Garnish with lemon peel and a blackberry.

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ENGLAND | 15

# Rosebank Advocates

With **Dr Grant Hewison**, specialising in local government consultancy and legal services



Dr Grant Hewison

## Auckland draft 10-Year Regional Land Transport Plan is out for public consultation

Auckland Transport's Board of Directors have approved for consultation a draft Regional Land Transport Plan for the next 10 years.

The draft plan is a program of activities and investments that will help address Auckland's transport challenges. It is now open for feedback.

The draft Regional Land Transport Plan focuses on areas which Auckland Transport, Waka Kotahi NZ Transport Agency and KiwiRail will respond to - so as to help solve the region's transport challenges.

The draft plan is guided heavily by central and local government policies, strategies and decisions, such as the Auckland Transport Alignment Program (ATAP) announced in early April. The draft Plan outlines the proposed 10-year investment program for specific transport projects that will help Auckland achieve its transport objectives, such as increasing public transport trips, and walking and cycling to reduce peak hour congestion and carbon emissions, upgrading old infrastructure and reducing Auckland's road toll.

\$36 billion of investment has been budgeted for the period 2021-2031, with all projects outlined in the draft Plan. This money is to fund the transport system, renewals and maintenance, and to deliver new projects as well as those currently under construction. The draft plan also addresses some of the challenges of climate change by electrifying the rail line to Pukekohe, increasing the number of electric/hydrogen buses (with recent examples including Waiheke and the AirportLink fleets), starting the decarbonisation of the ferry fleet, as well as funding to support the uptake of electric vehicles (EVs). However to achieve even greater emission reductions and climate targets, more

government involvement in the form of legislation and funding is needed around greener fuels, vehicle imports, subsidising the cost of electric vehicles and the introduction of road pricing.

For the first time, the draft Transport Plan includes a program of activities targeted at policy and regulatory interventions in addition to projects and services, which will provide Auckland with better outcomes for the transport system. The draft transport plan reflects and aligns the outcomes sought by the Auckland Plan, and the objectives and recommendations of four separate, but interconnected plans undergoing a refresh which are: the Auckland Transport Alignment Project (ATAP), the Long-term Plan (LTP), the Regional Fuel Tax (RFT) and the National Land Transport Program (NLTP).

The Rosebank Business Association has made a submission on behalf of members highlighting the importance to the Association and its members of transport through the business precinct, with the efficiency and effectiveness of Rosebank and Patiki Roads (and their connections to SH16) being of paramount importance. Also, of importance is that the precinct be well served by public transport.

The submission highlights the concern to the Association that the Rosebank Road upgrade (upgrading the existing Rosebank Road to improve vehicle and freight access to and from State Highway 16) be progressed. On the issue of public transport, the Association noted its support for bus-links from New Lynn via Rosebank to Henderson and their return as well as rapid transit along SH16. The RLTP notes that rapid transit

is proposed to the north-west to support substantial growth along the corridor and in the broader North West, to address the projected decline in employment access, to provide a travel alternative to congestion on State Highway 16, and to improve public transport mode share. One ongoing concern of the Association is that there is no station at Rosebank, despite the need to address the projected decline in employment access.

Consultation on the draft RLTP is taking place from 29 March to 2 May and there are a number of ways for members to have their say. See <https://at.govt.nz/rltp>

**\$36 billion  
of investment  
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the period  
2021 - 2031**

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# IT'S HOW GOOD HAPPENS IN WEST AUCKLAND



## For lease



15 Totara Avenue, New Lynn

Max McCarthy & Sam Russell



Unit B & C, 12 Amokura Street, Henderson

Meir Alfassi



2/5 Northside Drive, Westgate

Peter Jeromson



1/3040 Great North Road, New Lynn

Meir Alfassi

## Recent transactions



**SOLD**

23 Bancroft Crescent, Glendene



**SOLD**

17 View Road, Henderson



**SOLD**

7/253 Lincoln Road, Henderson



**SOLD**

6/15 Heremai Street, Henderson



**LEASED**

29 Portage Road, New Lynn



**LEASED**

6-12 The Concourse, Henderson



**LEASED**

21 Culperry Road, Glendene



**LEASED**

1/157 Mcleod Rd, Te Atatu

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Colin Stewart  
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Max McCarthy  
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Peter Jeromson  
021 904 050



Scott Whitten  
021 685 063



Sam Russell  
021 253 6421

# Kim's Corner

**Kim Watts** RBA Membership Engagement Manager  
Phone: 021 639 509, kim@rosebankbusiness.co.nz



I'm not sure if many of you realise that you have a little gem sitting in your Rosebank backyard. I'm talking about the Kurt Brehmer Walkway which runs from the West End Rowing Club situated at the Saunders Reserve all the way along to Charann Place, Avondale.

In the winter of 2015 due to damage caused by development work done on private land adjoining the Kurt Brehmer Walkway, a ruptured stormwater line caused a 400m wide land slip to occur. The council then closed the Kurt Brehmer Walkway and fenced off access through the slip site area.

On the 28th April 2021 Gilbert Brakey (The Whau River Catchment Trust) and myself will present a deputation to the

Whau Local Board on "Why open the Kurt Brehmer Walkway?" I will be speaking with my Rosebank Wellbeing Collab hat on and pointing out the benefits for workers and residents in our Rosebank community.

We all know that if we look after our physical health it will have an impact on our mental wellbeing, and that workplaces impact on the health and wellbeing of staff and their whanau, along with communities and the wider society around them. Workplace wellbeing is a key driver of engagement and is strongly linked to employee attention, retention, productivity, improved safety, and positive workplace behaviour.

Research has shown that physical activity can improve mood, reduce stress and anxiety, and help prevent mental health problems. It also demonstrates that how we engage with our physical environment, like spending time outside with nature and focusing on our surroundings can impact on our mental wellbeing.

Most of the businesses along Rosebank Road don't have the facility for staff to be able to sit outside and eat their lunch. What they do have is the Kurt Brehmer Walkway at their fingertips. Imagine being able to offer our 9000 Full Time Employees the opportunity to get out of the four walls of their workplace for 20

minutes to half an hour a day and just breathe in some fresh air and relax while eating their lunch. It doesn't stop there, the Kurt Brehmer Walkway is the ideal place to be able to walk or run without having to breathe in carbon monoxide fumes from the constant traffic moving along Rosebank Road.

Statistics supplied by the Ministry of Health show that one person in eight (12.5%) of adults are physically active for less than 30 minutes per week!

Evidence indicates that physical activity improves muscle and heart function, increases blood flow to the brain and promotes better sleep.

For workplaces who increased regular non-work-related physical activity opportunities for their staff, they saw the following benefits:

- Overall mental wellbeing increased by 30%
- Job satisfaction improved by 32%
- Cognitive responses increased by 22%
- Experienced less work-related injuries

There is no better time than now to start looking at what we can be doing to change both our existing environment and how we can help local workers and residents improve physical and mental wellbeing.



# Rosebank Events

Find out about the latest **May / June RBA** Events.

## RBA together with The Icehouse present: Future focus of business in New Zealand

Featured presenter

**Gavin Lennox,**  
Group CEO  
The ICEHOUSE



The RBA and The Icehouse welcome you to attend this insightful presentation on the future of business in New Zealand from Gavin Lennox, Group CEO of The Icehouse.

Small to medium businesses, the backbone of New Zealand's economy, face many challenges to grow and thrive as part of our society. As Kiwi business owners strive to meet the needs of all in a fair, equitable and sustainable way, last century's economic models, grounded in the idea of endless economic growth, are being challenged.

Many enterprises are rethinking how they create, promote

and distribute products so as to contribute to a regenerative economy.

This session will highlight some of the things that Business Owners should be thinking about, some of the questions they should be asking and some tips and ideas.

**Date:** Wednesday, 12 May 2021

**Time:** 7.45am - 9.30am

**Venue:** Encounter, 495 Rosebank Road, Rosebank

**RSVP:** [anouschka@rosebankbusiness.co.nz](mailto:anouschka@rosebankbusiness.co.nz)

## Is your business impacted by shipping import / export issues?

Featured presenter

**Wayne Brown**  
Far North Mayor



**Is your business impacted by shipping import issues? Come to this presentation and talk with Wayne Brown on the Ports of Auckland.**

Are the unresolved issues of the Port of Auckland as well as continued shipping congestion and delays impacting on your business? Come to this public meeting to hear engineer and Mayor of the Far North Wayne Brown's in-depth insights and

knowledge around the Ports of Auckland, and to discuss the issues that many are facing at the moment.

**Date:** Tuesday, 18th May 2021

**Time:** 10am - 11am

**Venue:** Eurotech, 604 Rosebank Road, Rosebank

**RSVP:** [anouschka@rosebankbusiness.co.nz](mailto:anouschka@rosebankbusiness.co.nz)

# Rosebank News

News, views and any other tidbits from the Rosebank Business Community.

## RBA welcome you to join us for a hosting with The Tile Depot

Wednesday  
26th May, 2021

Stronger Together



Join us to meet the team at The Tile depot and like-minded businesspeople from the Rosebank community to share and connect.

The Tile Depot is a family business established in 1995 when the first Tile Depot Store was opened in Panmure with a range of just 23 tiles and one owner/operator staff member. They now have 14 locations from Whangarei to Queenstown and their team of over 90 staff still very much includes the family of owners.

Big importers, the Tile Depot land over 400 containers per annum and hold approximately \$4.5m of inventory. Their large format stores allow displays of their significant tile range (over 1000 stocked lines) and now extends to Laminate, Neptune SPC flooring and a wide range of bathware from leading brands.

In 2016 they became the first NZ tile retailer to gain Consumer Trusted Accreditation, which fits well with their team culture and ethos about ensuring the customer is put first. They have continued this Consumer Trusted accreditation every year since.

In 2019 they were immensely proud to have won the Readers Digest Quality Service award for tile retailers.

The Tile Depot welcomes you to their Hosting with the RBA, and we both look forward to seeing you there.

**Date:** Wednesday, 26th May 2021

**Time:** 5pm to 7pm

**Venue:** The Tile Depot, 662 Rosebank Road

**RSVP:** [anouschka@rosebankbusiness.co.nz](mailto:anouschka@rosebankbusiness.co.nz)



### New build for Rosebank

Stride Property Ltd have purchased and are redeveloping the site at 437-439 Rosbank Road formally the site of Allegion.

Allegion have developed a new state of the art building in the back of their previous site.

Three buildings are planned for the new build with one warehouse over 3600sq metres and two sized over 1000sq metres.



# April Hosting with Total Property Services

A large crowd of the Rosebank Business community gathered at Total Property Services for a hosting on Wednesday 21st April.

General Manager Ash Thomas, spoke to attendees on the wide range of innovative services Total Property Services offer from commercial and specialist cleaning to plumbing, electrical and building services. He proudly announced their use of circular waste economies through onsite composting and worm farms, and the use of enzymes that keep the environment safer for your staff.

Ash introduced Craig Burston, GM of Will&Able, one of TPS's social enterprise partners who are empowering people with disabilities, and Craig's son Thomas Burston. This is a truly incredible and inspiring company with a goal to create 100+ jobs by mid-2021 for people with disabilities. They also provide the only eco range of cleaning products in New Zealand and use 100% recycled NZ milk bottles.

Spot prizes of their phenomenal cleaning products were given away, and guests were treated to canapes catered by Columbus Coffee and wine from Babich.



Ash Taylor, GM of Total Property Services



Samantha Samania, TPS  
John Rehman Lenco and  
David Priestley, Tackwest



Kim Watts RBA and  
Debbie Tane, TPS



Suresh Sukumaran and  
Tim Livingstone



Jessica Morrison, Alvin Kumar  
and Colin Frankham, TPS



Pepi Biddle, TSB and  
Elu Mailata TPS



Debbie Tane, TPS, Craig and Thomas  
Burston Will&Able



Udani Hapuarachchi, Window Control  
and Joanna Woodhatch, TPS



# Two cultures, one place

Bob, Daniel and Roy Connell, harvesting cabbages 1993. Neville Exler photo, Avondale-Waterview Historical Society collection.

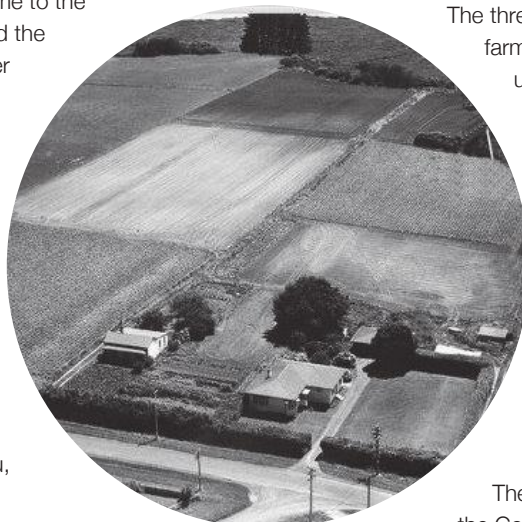
## Connell Brothers Farm (Jomac Place) by John Subritzky

The hearse pulled up outside Chrysalis Childcare Centre. Bob Connell had come back for the last time to the site of the original homestead. The oak and the pohutukawa, planted about 80 years earlier by his family, were now magnificent trees. The Connells had grown up with the trees and now the family stopped to collect acorns for Bob's funeral.

In pre-European times, Maori had lived for awhile here, on the shore of the Whau River. Shell middens with traces of charcoal from their fires were mapped by archaeologists. They tell us that cockles were the main shellfish eaten, but a range of other sea creatures were also locally sourced and on the menu, likely eaten between 1540 and 1670AD.

In an amazing link back to those early Maori, their mahi was uncovered in the form of two postholes, 1 m apart. The circular postholes were of a very regular shape, measured 30cm in diameter x 33cm deep and 15cm diameter x 12cm deep and had flat bases.

There was a succession of European owners before the Connell Family bought the property in 1921. All that was left from that period for the archaeologists to find was the remains of a small brick house or hut, and a scattering of early 20th century bottles broken bricks and other debris visible on the foreshore.



The Connell Brothers Farm before development

The Connells were market gardeners on the 10ha site that is now Jomac Place. They grew potatoes and kumara for many years. Bob Connell claimed that for a while after WWII, they were probably the biggest kumara growers in the country.

The three brothers and their sisters grew up on the farm, playing in the Whau River. Bob said, "We used to swim down there when we were kids, but it was mighty muddy!" They also had small boats and went fishing. One time they netted 740 flounder in one day, giving the surplus away to neighbours. "They were very nice flounder," said Bob.

In December 1959 the three boys, Daniel, Roy and Robert became tenants in common on the farm. In 1996 Roy's share went to Daniel and Bob, who by then were both retired.

The original homestead was pulled down by the Connell brothers in 1951. Bob said that it had been built from kauri and had individually-made blacksmith nails. After that the site was farmed as part of the market garden, and a new house was built. The house was located approximately where the street is now (Jomac Place).

In 1993, Neville Exler filmed the three brothers on his Sony Handicam, giving an insight into their last few years market gardening. They had started selling off other parcels of land from 1965. The writing was on the wall as their land was surrounded by industrial buildings.

Bob noted, “We don’t have much compost in the soil now; we have worked it out. We have mined the soil. We know it’s going to factories and we won’t last much longer. It’s like the house. It’s going to be pushed down in a year or two. It’s not worth spending money on.”

The Exler film shows them harvesting cabbages, loading the boxes onto the tray of their trusty Massey Ferguson tractor before taking the boxes to their truck to load for the markets. Asked about how they grew the cabbages, Bob said that they propagated the cabbages from seed they grew themselves. They selected about 100 of the best cabbage plants each year and transplanted them into a garden together. To avoid the bees crosspollinating the cabbages with cauliflowers and Brussels sprouts, they would cover the plants with scrim to keep the bees out. Then they would crawl under the scrim and worked them with little brushes to pollenate the cabbages themselves. Bob claimed that this gave them some of the finest seed in the country.

By the time the land was sold to Jomac Properties in 2008, it was no longer being actively farmed. Bob was living in the house and he was feeding so many ducks that people referred to it as “The Duck Farm”. That didn’t seem to bother Bob. He kept a bag of poultry food at the front door and would regularly throw some to the assembled flock. When challenged that he was creating a nuisance with wild ducks, he would claim that they were all his birds.

Jomac Properties developed and subdivided the land. Their first preference for the road name was Connell Place, after Bob and his family. However, as there were many other roads around Auckland with that name it was declined, so they settled on Jomac Place. The Avondale Historical Society suggested four other names to the Avondale Community Board, but these were turned down. Deputy Mayor at the time, David Hay, felt that the developers were entitled to name the street after themselves and the Board agreed.

Approximately half the sections were sold. Jomac built on some sections and continues to lease them out. Ironically, the company that owns and leases these properties is called Connell Place Properties. It was named in the expectation that it would mirror the road name.



In 2009, it looked like the magnificent pohutukawa and oak trees would be felled, so a protest was mounted with a petition gathering about 1,200 signatures. The battle was led by Sigrid Shayer, a former Avondale resident who was chair of the Tree Council at the time, Imi Tovia, and Nina Patel, with support from Catherine Farmer.

The conflict dragged on, coming close to the time when the end of tree protection was in sight. Auckland Council had granted non-notified consent to fell the trees, then backtracked and sought to protect them. In late 2010, Jomac Construction was asking the courts to call off the Tree Council’s crusade against them felling the pohutukawa and oak. It was reported that the developer had previously offered to keep both trees to mitigate the removal of 25 other generally protected trees on the main site.

Darius Singh purchased the lot with the trees on it for a childcare centre. He says it’s one thing to protest the removal of trees, but actually protecting and incorporating them into a development is another challenge. He sees the two trees – a native and an exotic - as being biculturally symbolic. The trees’ canopies have almost grown together, or touching each other as Darius says. The place where the Connell children grew up and played is the same place where a multitude of other children are now doing the same thing.

The Chrysalis building curves around the trees like a cocoon. Early on, they were visited by a cloud of monarch butterflies. This confirmed to Darius that the centre’s name was right. Under the oak tree is a bench seat with a plaque dedicated to the Connell brothers, “For starting a dream, planting the seeds of an oak and a pohutukawa, side by side”. Now a diverse group of children are growing up together, side by side.



The Chrysalis building curves around the Connell Bros trees like a cocoon



# Managing Capital for your business: RBA Event



Geoff Bascand, Deputy Governor of the Reserve Bank of New Zealand

**If only there was a crystal ball for business owners to foresee obstacles in the future - forecasting, preparation and growth would be much simpler. A recent Rosebank Business Association event with Deputy Governor of the Reserve Bank of New Zealand speaking, had RBA members hoping for a glimmer of what the future may hold.**

The RBA lunch 'Managing capital for your business', was a huge success with 150 RBA members attending. The mood in the room was abuzz as members gathered to hear guest speakers Geoff Bascand and Leon Grandy.

Geoff Bascand is the Deputy Governor of the Reserve Bank of New Zealand and Leon Grandy is a Senior Fellow of the Financial Services Institute of Australasia (FINSIA) and NZ's only Chartered Banker.

Following the recent housing announcements from the government on 23 March, many local business owners were keen to hear what both had to say on the current condition of the economic market. Many RBA members were hopeful they would grasp some foresight on where the economy is heading, too.

While the Reserve Bank does not have the capacity to engage with business

associations frequently, Geoff says the opportunities to have conversations with SMEs and strengthen relationships with the RBA is valuable.

"We can't make policy without speaking to people at the grass roots level," says Geoff. "We appreciate the relationship and the opportunity to be here as well."

Throughout the presentation, Geoff looked back at New Zealand's economy since Covid-19 hit, just over one year ago. In Geoff's role he leads the

Reserve Bank's Financial Stability Group, overseeing policy and analysis and supervision, and providing support through data and statistics.

While the New Zealand economy has certainly rebounded stronger than the Reserve Bank could have foreseen, Geoff believes we are not out of the woods yet. The economy is doing well, and he argues this is partly because monetary and fiscal policy are supporting this.



Managing Capital Presenting Partners, Bernie McCrean FINSIA, Jamie Pickford, Lisa McShane, Vandy Joshi and Shail Kumar, BNZ, Geoff Bascand RBNZ, Leon Grady and Mike Gibson RBA



For business owners wondering what risks are around the corner, the message from Geoff was positive, with a sailing analogy for the Auckland audience. Likening the economy to a sailing boat, Geoff said it was important to not pull the wind out from the sail too early.

While we are currently on a moderate growth path, Geoff says the economy celebrations need to hang on as we are not there yet.

“We won’t lift interest rates until we are really confident inflation, and the economy, is where it should be.”

Regarding housing, Geoff says there are some financial policy tools that could potentially be used and indeed dampen risky lending. In May, the Reserve Bank is set to give policy advice to the government on interest only loans.

Sophia Bristow, Eurotech Managing Director and RBA member was keen to hear Geoff and Leon speak for the expertise they each brought to the presentation.

“I think events like this are really important so I can stay current with the business issues from their perspective. I’ve been taking notes and already have some ideas as a result of these learnings,” says Sophia. “The speakers are stellar quality.”

As an importing company with products from America, Europe and Asia, Eurotech has been directly impacted by changes from the pandemic. Delays with manufacturing, scheduling and shipping has meant the company’s normal cycle

to convert purchase orders into cash has at least doubled. This has meant the company needed to reassess the way it does things and be responsive to the changes very quickly.

“Policies made by the Reserve Bank affects New Zealand financial institutions and has a flow on impact to Eurotech as a SME business,” Sophia says.

Around the room, many other business owners were keen to hear how upcoming changes could potentially impact them.

In an uncertain world, Geoff said the Reserve Bank wants to remove barriers that do not need to be there, to create more certainty.

“If we (the Reserve Bank) can provide more information and be trusted to be stable, then this can give an anchor for them (SMEs),” he says.

Leon Grandy spoke with the audience about the bridge from banking to the boardroom. His informative talk covered growth through acquisition where he stressed the importance of getting real equity for your business and not using the equity of personal housing. He believes there is no lack of capital in New Zealand for businesses to do well thought through things with a proper plan.

Leon also spoke on executing governance within a business and understanding shareholders’ interests, including the importance of understanding all the stakeholders.

Following both presentations, RBA members were given the opportunity to take to the floor and ask questions. There was no holding back as members asked the hard questions of the Reserve Bank.

The event, hosted by the RBA and BNZ, was a huge success and informative for all who attended. Thanks to local Rosebank Road bakery, eatery and deli, Piccolina for the catering and Encounter Christian Fellowship for the use of the venue.



Presenter Leon Grandy

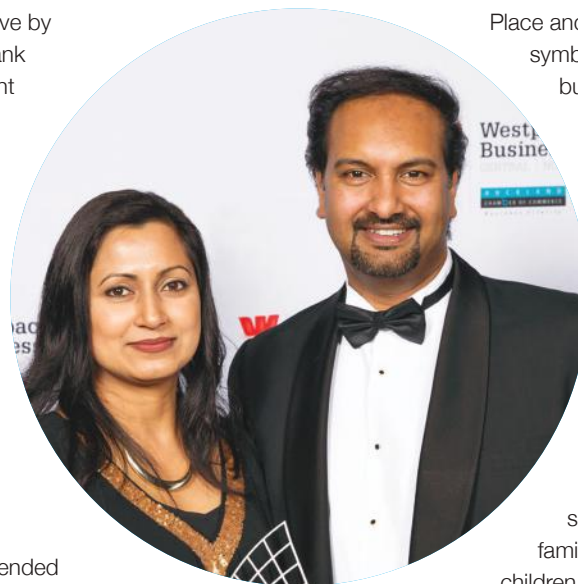


# Chrysalis Early Learning

Recovering, Restoring, Rebuilding with a New Education Philosophy - right here in Rosebank

Take a closer look the next time you drive by the corner of Jomac Place and Rosebank Road. A breakthrough is happening right in our backyard which has already made publication headlines in 2019 at education conferences across Europe, Sweden, China, USA and Australia as well as with the Ministry of Education and TV3 in NZ (<https://youtu.be/rLpp8JKdATw>). This is the new **Gaia (Earth) inspired education philosophy**, founded by owners of the Chrysalis Group of Early Learning Centres, husband and wife team, Nikeeta and Dr Darius Singh. It is of note that the largest Earth Science gathering in the world, where over 65,000 scientists attended the American Geophysical Union summit in 2019, were interested in the Gaia (Earth) Philosophy which has been developed in New Zealand for pre-schoolers to boost future learning and engagement into a world of Earth Sciences.

The Singh's flagship early learning centre was built on Jomac



Nikeeta and  
Dr Darius Singh

Place and filled with stories of meaning and symbols of hope for local communities. The building replicates a giant curved waka powered by 100 sails representing 100 cultures in New Zealand. Powered by nature, the building is solar powered and harvests its rainwater for all laundry, bathroom and outdoor playground streams. Even air flows in and out naturally through classrooms, biomimicking a breathing system like fish gills!

Built under the heritage Oak and Pohutukawa trees in 2015, Nikeeta, Darius and their teaching teams have served over 500 neighbouring and RBA families and lifted the trajectories of their children towards a lifetime love of learning "from nature" and not just "about nature".

When COVID impacts struck their families from Rosebank, Avondale, West, Central, CBD and Northwest Auckland, they were quick to respond to help restore, recover and rebuild the community by waiving nearly half a year of fees.

“We don’t want to win if it means you have to lose” was the way Nikeeta and Darius approached it, and so their recovery modelled the rising of the tide - to ensure their families and communities could all rise with them together.

Even today, with impact ripples still evident, the new launch of their Earth based education philosophy is becoming a highly sought-after experience by parents for their preschool children to deliver the essential “Vitamin N (Nature)” into their lives. Chrysalis continues to honour the easy accessibility of its award-winning and premium early learning services for 0-5 year olds by offering a **10% discount to RBA members and their staff, fee matching scholarships, one month free deals like “Enrol-A-Friend”, sibling discounts, and flexible half day, part day, full day booking options** to suit recovering families with multiple part time jobs.

When you drive by next time, turn into Jomac Place and pop inside the black waka building with 100 sails to meet the team and tour the journey they are on every day.



In 2020 / 2021 we waived childcare fees for nearly half a year for all our loyal families.

Rebuild and Recover with us...

Enrol with us for FREE sessions and up to 30% off standard fees\*

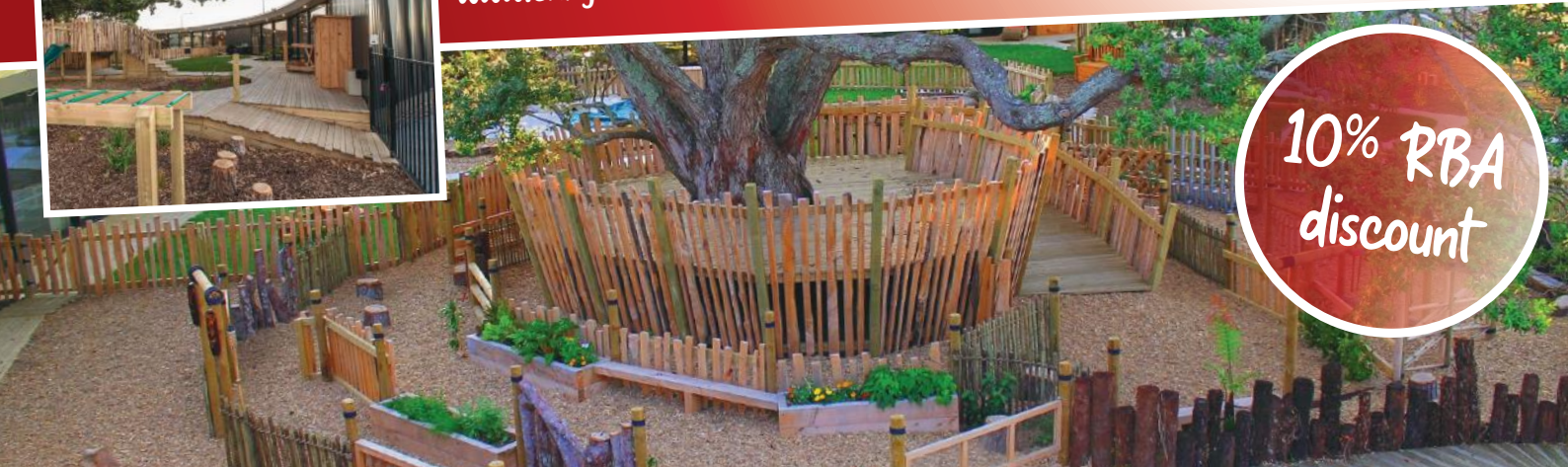
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## Retiring after thirty years at Blum

**On April 28, Moira Smith will hang up her hat after thirty years working with Blum. Retiring on her 65th birthday, the well-respected architect and design consultant reflects on a great career with the company.**

In 1991, while working part-time at the local bottle shop and raising young children, Moira was headhunted to work for Sanco New Zealand Limited. In the early days, Sanco was based in Saunders Place, Avondale. The company was owned by Stu and Mel Sanders, who had the sole agency for Blum in New Zealand.

With a background in accounts, Moira initially worked part-time at the company in the accounts department.

"In the early days, we recorded everything manually in a docket book," Moira recalls. "Things have definitely changed since then."

Moira's personable nature and understanding of the Blum product saw her move into an architect and design consultant role. She travelled the North Island, keeping them informed of new products.

Eleven years ago, the Sanco owners retired. Blum Austria took over, and Blum New Zealand Ltd was established. Already having formed such close relationships with Blum Austria, Moira was delighted to stay on in the role and Mike Hawkins, who had also been at Sanco, became the Managing Director of Blum New Zealand Ltd.

Throughout her thirty years in the industry, Moira says she has loved meeting a wide range of people and presenting new and innovative products. Her career highlights, she says, have always been the travel involved.

Moira has been part of a team taking groups of industry partners to the Blum headquarters in Austria to experience the factories. From there, the group would travel to Milan for the EuroCucina kitchen trade fair, the largest in Europe. This trip included travelling through the Swiss Alps together.

"It was always a great trip. Blum was very hospitable, and

everyone loved seeing the factories, not to mention all the beautiful scenery and food. It was a great way to give customers a real understanding of both the volume of the plants and the unique development of the product," she says.

Moira has built strong relationships in the industry and has a great connection with Blum Sales Manager Joseph Eggels. They have worked together for nearly all of her thirty years, and Joe says he is going to miss their working relationship.

"Moira is a real people person who is always the one to socialise with the customers and the last one to leave," he says. "She has an on the front foot manner and introduces herself to anyone new in the industry to provide support and make them feel welcome. I will miss her friendly nature and character where any request is never too much trouble. She always delivers with a can-do attitude."

For Moira, building relationships with people comes naturally. "With Architects and Designers, it is important not to waste their time," she says. "I'd contact them when there was a new product to show. I would always ensure I was informative and timely, as well as presenting working models to demonstrate the technology in action".

Kate Ward has spent the last few years working closely with Moira and has already formed strong relationships with the Architects and Designers. "Leaving feels easy as I know Kate is capable and well-liked," says Moira. "It's a nice feeling to know the relationships I have worked so hard on will continue to grow". Kate comes with a high level of experience and was recruited within Blum. She understands the company and products well.

Moira says she is looking forward to retiring and having the freedom to explore interests and spend time with family and friends. "I feel very lucky," says Moira. "I've been able to work with a wonderful product, great people, and I've had a great experience."

Blum New Zealand and the design industry will miss Moira's knowledge and positive, above and beyond approach.



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# Sustainability



REDUCE



REUSE



RECYCLE



BIODEGRADABLE



COMPOSTABLE



RECYCLABLE



André Hendriks  
Off The Wall Marketing

## It's time to cut carbon, Climate Action Toolbox now available!

### What is CO2?

CO2 is short for carbon dioxide. CO2 is the main greenhouse gas and causes more than half of the enhanced greenhouse effect. Other important greenhouse gases are methane, nitrous oxide and water vapor. CO2 is stored in fossil fuels (petroleum, coal, natural gas) and is released when burned again. CO2 is also stored in trees and is released when the wood burns or rots. Conversely, more trees and plants cause more CO2 to be extracted from the air.

### Why do CO2 emissions have to be reduced?

CO2 is a greenhouse gas. Greenhouse gases occur naturally in the atmosphere. These gases retain the heat of the sun. Since the industrial revolution, we have been emitting more and more greenhouse gases. They retain extra heat, which has caused the temperature to rise for 140 years. This warming is changing our climate.

### Consequences worldwide

As it gets warmer, it will become drier in much of the world, while in other areas it will get wetter. This has all kinds of consequences:

- More flooding as sea levels rise. In particular densely populated coastal areas and river deltas will be affected.
- Food shortages will occur in areas where it becomes drier, resulting in hunger and malnutrition.
- Shortage of drinking water and water for irrigation will happen in areas where it becomes drier.
- A decrease in biodiversity (the number of different species) due to the extinction of animal and plant species. This also has a negative impact on fisheries for example.
- The oceans are becoming more acidic. Coral reefs are therefore at risk of dying. Coral is an important habitat for fish and plants.
- There will be more forest fires and more deserts.
- There is a chance of more and longer heat waves. This is mainly a risk for the elderly and other vulnerable groups.

Tropical areas in particular will suffer from climate change. There, for example, problems arise due to water shortages, floods, diseases and poorer harvests. Densely populated coastal areas and river

deltas in poor countries are particularly vulnerable. It is precisely these countries that do not have the money and technology to adapt to climate change.

In June 2020 we wrote an article about "Moving towards a better future" for Rosebank's Roundabout issue 165.

In this article we talked about how businesses are able to make a change and help towards reducing our environmental impact.

The latest statistics show that New Zealand greenhouse gas emissions have been relatively unchanged since 2005. In 2018 New Zealand's gross greenhouse gas (GHG) emissions were 78.9 million tonnes of CO2-e, 24% higher than in 1990 and 1% lower than 2017.

Of course, we all know about climate change and what it does, but why not take action and see how your business could make a positive change and in turn create more business opportunities and a better work environment for you?

### New toolbox to help small businesses take climate action

Small businesses in New Zealand now have an easy-to-use, free tool to help them reduce their carbon emissions.

The tool, called the Climate Action Toolbox, has been created through a major collaboration between the public and private sector involving the Sustainable Business Network, business.govt.nz, Waka Kotahi (New Zealand Transport Agency), New Zealand Trade & Enterprise, Energy Efficiency & Conservation Authority (EECA), BNZ, Meridian Energy and design agency DNA.

### Why the Climate Action Toolbox was created

Small-to-medium businesses make up a large part of New Zealand's economy and their combined efforts on climate change can have a significant effect on the country's emissions.

### View the Climate Action Toolbox:

<https://www.tools.business.govt.nz/climate/>

### About us

Off The Wall Marketing translates the growing demand for sustainability into practical tools and working methods for companies, industry associations, and governments. We want to make a change in doing business, not only because it contributes to a sustainable world, but also because organisations themselves benefit from it.

**Andre Hendriks, 021 073 4711**  
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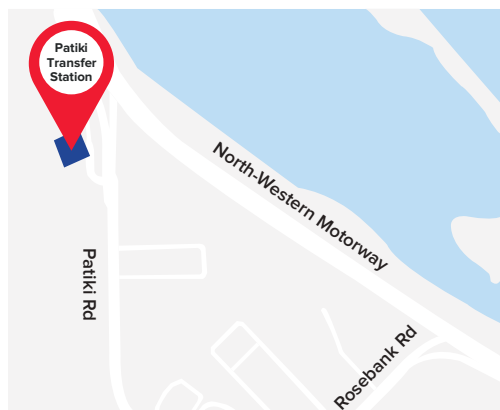
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# Rosebank School

**Rosebank School is very much a part of the Rosebank Business Association (RBA) and is a valued and loyal member.**

In this edition, we catch up with school principal Paul Pirihi who shares with us his, and the schools story:

Paul says “I started as Principal of Rosebank School in mid 2017, moving from Glenavon School which is in Blockhouse Bay. I was born and bred in Mt Roskill, living on Dominion Road under the Mt Roskill maunga and attending the local Primary, Intermediate and College there. I also whakapapa back (through my father) to the settlement of Takahiwai - which is 30 minutes south of Whangarei. I’ve been in education for nearly 30 years and when this opportunity came up to ‘take the reins’ at Rosebank, I jumped at it, as I knew Rosebank had so much potential.”

“One thing I’ve strived to do in this short time, is to ensure I’m only employing high quality staff here at Rosebank - whether they are teachers, Associate/Deputy Principals or support staff, they have to be the best at what they do - as that is what our students and our community deserve and I can honestly say, that the new staff who have come in during this time are all first class and desperate to make a real difference here at Rosebank - which certainly makes my job a lot easier!” says Paul.

“Having these skilled staff members on site has also enabled me to work outside of the school - on various executive boards and recently I have been offered a position working alongside ERO (Education Review Office) as a school reviewer. I have completed my masters in education with honours and am hoping to begin my Doctorate in the next 1-2 years.”

A little bit of history about Rosebank School, it opened back in

1961, with seven classrooms and a small staff of nine and has certainly grown over the years - at one point nearing 800 students. There have been 10 principals prior to my arrival, and each has certainly left their own mark on the school.

Rosebank School Principal Paul Pirihi, with his students

As the history of our school is so important, a display has been created of the founding year (pictures of all staff, students and buildings) in the main foyer - this display also explains the meaning of their school logo!

The number of students at Rosebank has increased significantly in the past two/three years, moving from the late 300’s to a roll that is now close to 500 students. Paul says “We are very lucky that the Board of Trustees, staff and community have supported each new initiative that we have wanted to introduce at Rosebank - including a lot more colour and signage around the school (so it actually looks like a school), a school uniform that has instilled pride and a sense of belonging here, higher expectations in EVERYTHING we do, better resourcing and a new vision of ‘Dream, Believe, Succeed’ which was developed alongside the staff, students and community - we dream BIG, believe in ourselves and expect success - whatever that may look like.”

“One of our next BIG dreams is to cover our entire new turf area with a large shade canopy - enabling us to use the turf every day of the school year - regardless of the weather - watch this space!”

Our sincere thank you to the RBA and local community, which we have already received support from. We look forward to meeting up with all RBA members in the coming months.



## Pizza dough - Makes 4 individual pizzas

by Fran Mazza from Piccolina Cafe, 610 Rosebank Rd

I believe everyone should have a good pizza dough recipe to pull out on the nights when you have nothing left to eat in your cupboard or fridge except the basics. Pizza is such a simple dish, of course most people don't have a wood fired pizza oven at home, but you can still get a great homemade pizza using your home oven. Even better if you have a pizza stone you can heat up before putting in the oven.

### INGREDIENTS:

- 40gms fresh yeast or 20gm dry active yeast
- 550 Tipo 00 flour
- 2 tsp salt
- 2 tbsp extra virgin olive oil
- 325 mls warm water

### The tomato sauce

- 1 x 400gm can of Italian grown tomatoes
- 3 cloves of garlic, minced
- 2 tbsp extra virgin olive oil
- salt and pepper
- ½ tsp dried oregano

### METHOD FOR THE PIZZA

Place the flour, oil, salt and yeast into a mixing bowl. Using a dough hook attachment, mix the ingredients for a minute to bring it all together. Add the water and mix on a slow setting until a dough forms, this will take at least 8 minutes. When the dough is ready, it will be smooth and have a stretchy texture.

Place the dough in a greased stainless bowl, cover with a tea towel, and place somewhere warm for 40 minutes or until the dough has become twice the original size.

Pre heat the oven to 220C. When the pizza dough has proved, take out of bowl and place on a well-floured bench and cut the dough into four even pieces. Make a ball out of each piece of dough, take one and cover the rest with a tea towel. Dust the dough with flour, and using a rolling pin roll the dough out into a 20cm disc, the dough should be quite thin. Place onto a pizza stone dusted with coarse semolina, and make a crust on the rim of the pizza with your fingers. Take the cooled tomato sauce and spread it over the base. Now add whatever topping you like from here. Bake for 8-10 minutes until cooked.

### For the sauce

Place the oil in a frying pan, heat on medium then add the garlic. When the garlic starts to sizzle immediately add the can of tomatoes, simmer on a low heat for 20 minutes until the oil rises to the surface. Add salt and pepper as needed.



# feed me feed me

By Fran Mazza

From the owners of Piccolina at 610 Rosebank Rd, this beautiful book offers over 100 great recipes for people who enjoy tasty food that can be cooked at home with readily available ingredients.

AVAILABLE IN-STORE OR AT PICCOLINA.CO.NZ \$40



# Member Profiles

We profile **New Members** of the Rosebank Business Association



## Mace IT Services

### Your Trusted IT Advisors

Founded in 2008 by Directors Firoz Wadhwanian and Pinky Wadhwanian, Mace IT Services is a New Zealand owned and operated company who has been delivering a full range of IT Services and Solutions for over 13 years to small and medium businesses.

"We have always envisioned ourselves as a 'Total ICT Solutions Provider' and, standing by its word, the company has continuously evolved by adding IT solutions and services in response to the ever-changing market needs" says Director Firoz Wadhwanian.

Their New Lynn based team is reputed for its talent to work closely with clients to deliver the best IT solution possible. This is backed by the highest level of customer service. Mace IT's clients benefit from their huge technical expertise which has helped in them steadily building a vast base of loyal clients.

Mace IT can assess your business needs, evaluate your goals, and suggest scalable technology that is right for your business. Their team of certified engineers build and implement solutions to help maintain IT infrastructure you can rely on. They can work with you to streamline your business processes and remove the hassle out of maintaining an IT infrastructure. "Having a tailored IT solution for your company can save you time and money" says Firoz.

Their proactive approach helps minimise downtime saving you \$\$\$ in the long run.

Everyday Mace IT Services supports more than 250 businesses, providing cost-cutting and innovative IT solutions. Mace IT Services supports the IT needs of a wide range of companies including Chrysalis Group, Celine Beauty, Te Ngahere, Aranui Home and Hospital, Bright Spark Henderson, Kaikaha Group, SDM Law, Davies Law, ACS Law, Chelsea Contracting and many others.

If you would like to find out how Mace IT Services can help your business, contact them below.

Mace IT Services  
Phone: 09 950 3244,  
Email: [info@maceit.co.nz](mailto:info@maceit.co.nz)  
[www.maceit.co.nz](http://www.maceit.co.nz)

## The Alternative Board

Bruce Roberts has extensive executive experience from an array of senior management positions which have been held across a variety of national and multinational companies, and within industries ranging from printing and publishing, breweries, fast-moving consumer goods, and furniture. Bruce has a fantastic success rate in problem-solving, growing businesses, and improving bottom lines.

Going into business as a TAB Facilitator Coach allowed Bruce to live his life based on his core ethics and work in a highly collaborative way with his clients.

Bruce feels privileged to leverage his broad corporate experience to help small and medium sized business owners improve profitability, and positively impact the lives of their staff. In 1:1 coaching sessions Bruce listens intuitively, sees patterns, and offers innovative ideas, enabling business owners to enact their personal and professional visions. In this role, he offers his voice with detachment while encouraging passionate forward movement.

Alongside his business and life partner Karen, he creates and facilitates Business Owner Advisory Board Meetings where owners help each other solve problems and seize opportunities. At present he is an integral part of more than 20 companies and is excited to be coaching them towards business and developmental growth.

Outside of business, Bruce and Karen have four adult children and six grand kids. He is passionate about sport and in particular follows Liverpool Football Club and Lydia Ko. Like most Kiwis he owns a small boat and loves fishing, diving and snorkelling and exploring the NZ coastline.

Bruce feels fortunate to live in New Zealand, he is proud of our leadership in things COVID and witnesses most days Kiwi's doing great work. The number 8 fencing wire is alive and well, and these testing times have shown that we are up to the challenges being thrown at us.

Bruce believes New Zealand will continue to do well in these uncertain economic times. Low debt to GDP as well as our reputation as a safe, economically sound country and one of the top three of the world for honesty in business, we are well placed as a country to attract the right investment.



The Alternative Board  
Phone: 09 817 2215  
Email: [BRoberts@thealternativeboard.co.nz](mailto:BRoberts@thealternativeboard.co.nz)  
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## Mainfreight

Mainfreight is a global supply chain provider. Put simply, they partner with their customers to provide a full spectrum of international air and ocean, warehousing, and domestic transport services.

With real global capability, an ever-intensifying network and aggressive growth targets, they are well-positioned to help their customers to get their products where they need to be, anywhere in the world.

Mainfreight was founded in 1978 by Executive Chairman, Bruce Plested, with just a 1969 Bedford JI Truck and \$2700 in paid up capital. Today, Mainfreight has over 280 branches in 26 countries across the globe, offering sophisticated total supply chain solutions in and out of some of the most dynamic economies in the world.

### Domestic Transport

Through their domestic freight network, they control your freight from door to door, ensuring a constantly high standard of service. With their dedicated line-haul program and extensive branch network, Mainfreight delivers to over 400 destinations daily, becoming an important part of these communities.

### Air & Ocean

As the #1 ranked IATA accredited cargo agent in New Zealand, their Air and Ocean team offer a total international shipping import and export service via seafreight and airfreight. Their comprehensive global network avoids 3rd party involvement and ensures a local contact at each point of the supply chain.

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# Business Nuts & Bolts

Business to Business advice from **RBA Members**



Janine Roberts  
Accounting Associate at Haven

## What do the latest housing tax changes mean for property investors?

As you might be aware, the government has recently announced some changes to the housing policy in New Zealand.

These changes have been introduced in an attempt to address the current housing crisis and the supply and demand for residential properties. Particularly affected by the introduction of these changes are those who currently own investment properties.

### What are the changes?

Firstly, there has been an extension of the bright-line test - a rule that requires people who sell a residential property to pay income tax on any profit. Previously, the bright-line test has required that if you sell your residential property within five years of ownership, you would need to pay capital gains tax on any profit made, but this has now been increased to 10 years of ownership.

This extension doesn't apply to what are considered "new builds" however, but the definition of what a "new build" is has not been made clear just yet.

Alongside this, there has also been a modification of the main home exemption rule - the rule that prevents the house you live in being taxed. With this modification, if you stop living in your main home for a period of time, any gains made in that proportion of time will be taxed.

Secondly, from October 1st this year, there will be a removal of interest deductibility for residential investment. This will initially apply to properties purchased after 27th March 2021 but will apply to all residential properties by 2025 - again, new builds may be excluded from this.

So, if you purchased a property before 27th March 2021, you

are still able to claim interest on pre-existing loans as an expense against your residential property income, but this is going to be phased out over the next five years.

### What does this mean for you?

If you're planning to move into a new home and rent out your previous property, you'll need to consider whether you will be likely to sell your previous home within the next 10 years. If you need to sell a property urgently, there's not a lot to be done regarding the bright-line test and tax to be paid. But if you are able to hold onto it for a longer period of time, this might be a good option.

When you're purchasing a property, you'll need to have the expectation that you won't be selling it within the next 10 years. If you're using the property for rental income purposes, you'll need to consider the tax implications and factor in the cost of these changes.

If you're considering purchasing an investment property, it might be a good idea to purchase a new build to bypass the main effects of the changes.

Many investors are taking a good look at their properties and weighing up the pros and cons in light of these changes. If you'd like to take a look at your options or get a better idea of your rental financial situation, our expert property accountants can help. Get in touch with us today!

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Aaron Martin  
NZ Immigration Law

**New Zealand employers who have been unable to recruit for skill they cannot fill locally should immediately look at whom they can poach from our Australian cousins.**

## Trans-Tasman bubble

**While the excitement about being able to travel is understandable, the trans-Tasman bubble has another major impact that hasn't yet gotten much press: the potential boost to New Zealand employers starved of skills due to COVID border closures, but look out for the potential hook!**

From April 19, we will see greater freedom of movement between New Zealand and Australia without the need for quarantine or managed isolation.

Since the pandemic, the number of critical workers entering New Zealand has been minimal, leaving many employers scrambling to fill jobs – and significantly hampering economic recovery.

The current "Critical Worker" visa regime to allow workers to enter is incredibly restrictive. Immigration New Zealand have declined structural engineers who have job offers with New Zealand engineering firms engaged in major infrastructure projects; have declined intra-corporate transfers to support the New Zealand division of a multinational operation, even though they would shore up the company's market presence and help save jobs. We have all heard of the luxury

motor vessel going to Australia for refit work because some of the ship's crew couldn't be granted critical worker visas.

It's clear that the regime is not concerned with economic development or recovery - only protection from Covid. A recent ACE report highlighted difficulties facing the engineering and consulting sector, with 68% being unsure of whether they will be able to recruit enough qualified staff.

Now the gateway to Australia is set to open, employers will be able to try and lure workers from Australia to New Zealand. That will include Australian citizens, Australian resident visa holders and other temporary visa holders, such as those holding Australian work visas.

**Since the pandemic, the number of critical workers entering New Zealand has been minimal.**

New Zealand employers who have been unable to recruit for skills they cannot fill locally should immediately look at whom they can poach from our Australian cousins. It might take a bit of temptation through the wage packet, but the bubble at least allows employers access to a greater pool of talent than we've ever had since COVID hit.

However, a note of caution - our Australian cousins will be looking to do the same thing.

The bubble might therefore turn into a drain if Australian businesses are able to tempt New Zealanders through better wages and conditions.

So, while the bubble is welcome, and businesses should take advantage of it, be mindful that it may create greater competition and employers should focus on the retention of existing staff as well as the recruitment of new.

## KEEP IT SIMPLE – PRACTICAL IMMIGRATION ADVICE FOR EMPLOYERS



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Gina Jansen  
GINA JANSEN LAWYERS

## Contracting-out (or Pre-Nup) Agreements: At the start of a new relationship, protect your assets!

Getting into a new relationship can be exciting and scary, and especially the latter where one or both parties have accumulated assets of worth.

Some people think it is unromantic or will

have a “negative” effect on the relationship, if the parties discuss what is commonly known as a “Pre-Nup” (otherwise known by lawyers as a contracting-out agreement). However, this need not be the case! Particularly with second marriages and de facto relationships later in life, one or both parties may want their assets, or monetary funds, recognised as their own from the outset of the relationship. Contracting-out agreements do not necessarily leave one party with nothing, but conversely may make things much fairer in terms of assets, whilst also showing the parties intent to make the relationship work. Often a new relationship creates a merged family, and therefore each party has an obligation to their own biological children in the event of their death.

### What Type of Relationships?

Whether a particular relationship could lead to a claim under the Property (Relationships) Act is a grey area and is always determined on the facts of each case. The Act sets out various principles, in particular one of equal sharing, i.e. a 50/50 division after three years in a relationship (or earlier in some circumstances) if the relationship ends.

The types of property that can be classified as relationship property is quite extensive and can include: the family home, family chattels, furniture, motor vehicles used for family purposes, income and assets or investments such as KiwiSaver. It can also extend to inheritances: for example, if one person uses an inheritance to reduce or pay off the mortgage on the family home, or to buy a boat or vehicle that is jointly used. You don’t have to be getting married to enter into a contracting out agreement. The PRA, and contracting out agreements, apply to marriages, de facto relationships and civil unions, including same-sex relationships. As a general rule a relationship that is not more than a genuine friendship would not be subject to property relationship issues. Whereas where two people are seen as a couple, there is financial sharing, or there is intimacy in the relationship

similar to a marriage, the Courts may consider the relationship as a de facto relationship after three years, (possibly even when the parties do not live in the same house) and thus the equal sharing principle may apply. Departures from the three-year rule may apply where there is a child of the de facto relationship or one person has made substantial contributions to the de facto relationship.

**The PRA, and contracting out agreements, apply to marriages, de facto relationships and civil unions, including same-sex relationships**

### Considerations of a sound contracting-out agreement

To be enforceable, the agreement needs to be fair. To be fair, the agreement must be in line with the principles in the Property (Relationships) Act. The asset which is generally the most important is the family home and any agreement should set out a fair division of the family home in the event of a party’s death, or in the event of separation. One example is when one party owns the house, the agreement can state the value at the time of signing the agreement is preserved in favour of that party and is their separate property, but any increase in the property’s value is jointly shared. If any of these situations apply to you, then unless you are happy for there to be an equal division of relationship property, you should always seek legal advice about a contracting out agreement.

NB: This article is not intended to be relied on as legal advice. In all instances, professional advice should be sought.


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Warwick Russell  
SMEtric Insights

## Take the tech leap: Why your business needs to implement first and ask questions later

87% of business leaders say they want to digitise their business, yet only 40% succeed.

Emerging business software solutions are coming thick and fast, and while some might greatly benefit the competitive positioning of your business, others might not. It's this variability that's unfortunately prohibiting many businesses from taking the leap to digital transformation causing many to fall short against their competition.

If you're struggling to drive the digital change needed to keep your business running on a competitive level, you're not alone. Gartner reports 87% of senior business leaders say digitalisation is a priority, yet only 40% of businesses have brought digital initiatives to scale.

To stay competitive in any industry, digital transformation is not a choice but a necessity.

Across industries, there is a broad consensus that the opportunities to reduce costs and digitally transform are the biggest factors behind the shift to more rapid implementation, followed by competitive fear. Yet, there is still a large gap between

ambition and achievement. Why? The answer is mindset. Even though technology has rapidly evolved since the 90's, many IT specialists and business owners continue to evaluate, scope and implement IT projects at the same pace they did 30 years ago.

### Technology has changed so why hasn't your mindset?

Traditional approaches to IT investment attempt to identify projects with the best profit potential, and supporters of the investment must "make the business case" to senior management in order to utilise the program. But as the structure of software solutions has changed, so too has the processes and requirements needed for its implementation. For example, rather than massive, enterprise-wide systems that cost millions and take years to implement, software today is cloud-based and relatively inexpensive.

Today, new technologies drive requirements. New models assume many companies have no clear idea what they will do with specific technologies but believe that there's huge potential in the technology that will become clear over time and that businesses want to adopt emerging technology quickly to remain competitive.

To close the gap between digital ambition and achievement you need to implement first and ask questions later. Technology has changed and therefore the method, reasoning, and approach you need to take when addressing these needs and implementing a solution for them needs to as well.

The heightened strategic importance of IT solutions in business has forced this dynamic shift and as more SaaS applications enter the market, you need to be open to trialling new applications to accurately understand their use cases and value to your business.

Gone are the days of yearlong project scopes and analysis. Move fast, try lots of things and accept that there will be some failures. But, unlike 30 years ago these failures will not affect your budget as drastically, and will instead offer value in helping you discover what tools work best for your business and also determine solutions through the implementation process rather than in advance of it.



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