

Issue 195. April 2023

Round about.

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Newton Cutting:
Cut to Perfection

Event Base
Raises the Roof at Muriwai

ASB PolyFest 2023
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Cover: Newton Cutting co-owners Nick Scholtens and Melanie Becroft.

With thanks to our partners ...



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From My Perspective

Phil Clode, Business Development Manager, phil@rosebankbusiness.co.nz



As Chair of the RBA Executive Board, Stefan Crooks is a passionate business leader with a heart for the community. Now, thanks to his hard-won health transformation, he can also inspire us to better our lives.

Back in 2015, Stefan received a call he hadn't expected. As Managing Director of Westie Food Group (famous for its fresh, chilled food products, including affordable savouries, ready-to-eat snacks, and family meal solutions), Stefan was enjoying a well-deserved holiday when his doctor reached him



with confronting news: Stefan's weight had climbed to 160kg, and he had type 2 diabetes.

Stefan being Stefan, he embarked on a journey to improve his physical and mental health by making small changes. First, he started eating better. Six months in, he had lost 15kgs, his blood results had returned to normal levels, and he was able to cut his medication to the minimum.

Now the battle against diabetes was on in earnest. Stefan wanted to lose more weight, get fit, and feel good about himself. In 2020, he set a resolution to have functional kidneys and eliminate all medications. Stefan put aside one hour a day for himself and started walking - no phone and no interruptions. The hour quickly turned into two.

As Covid-19 took hold, our organisation was in a state of change. We knew the impact the pandemic was having on Stefan, his business, and our business, yet he persisted with his weight loss goals. Stefan was a fantastic guide throughout that time, and we are grateful for his continued support as our Chairman and friend.

Today, the changes in Stefan's life have been transformational. Not only in terms of weight loss - over 55kgs now - but

he has added the goal of completing a marathon. I have run a few marathons myself without any of the weight and health issues Stefan has been battling, and I have found it fascinating to watch the process Stefan has gone through. As you read this, Stefan will have achieved his goal and competed in the 2023 Paris Marathon on April 2.

I'm glad Stefan has found something that both brings him happiness and such a positive outcome for his health and wellbeing. Stefan is always paying it forward, and he is generous with his time. He now feeds kids 60,000 lunches each week in over 150 schools, he has created a transitional zero-sugar drink called VIBE, and he is a Diabetes New Zealand Sponsor. His business has gone from strength to strength. Stefan has taken control of the outcomes in his life and got on with it, and now his family will enjoy more time with their husband and dad.

Exercising reduces the stress in your life, makes you feel great, and gives you good health outcomes. So take the time to go for a walk today and enjoy the positives.

Regards,
Phil Clode,
Business Development Manager



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Dr Grant Hewison

Auckland's Urban Vehicle Kilometres Travelled (VKT) Reduction Programme

Central government's Emissions Reduction Plan (ERP) was released in May 2022 and its pathway to carbon neutrality received bipartisan Parliamentary support. The plan details how New Zealand will achieve net zero emissions by 2050 and includes a range of interim targets for 2035 to ensure the country is on track to achieve its net zero goal.

The ERP includes four targets related to transport. One of these targets is to 'Reduce total kilometres travelled by the light fleet by 20 per cent by 2035 through improved urban form and providing better travel options, particularly in our largest cities.' The VKT reduction target is measured relative to baseline projections for 2035.

To support the national target, Te Manatū Waka (Ministry of Transport) will release a set of sub-national targets, expected in June 2023. It is anticipated that major urban areas such as Auckland will receive reduction targets which are higher than the 20% national average, to reflect their greater potential to reduce VKT and achieve mode shift compared to more rural regions.

Each city throughout New Zealand is required to develop an Urban VKT Reduction Programme to detail how they will achieve their VKT reduction targets by 2035. Auckland must have its programme complete by December 2023.

The focus of these programmes is solely on reducing light vehicle VKT. Freight and heavy vehicles are addressed by separate parts of the ERP so are not within the scope of these VKT targets. However, light vehicles used for business purposes are included. The Urban VKT Reduction Programmes are also explicitly focused on urban environments.

Waka Kotahi (NZTA) is expanding their existing mode shift plan, Keeping Cities Moving, into a National VKT Reduction Plan, to ensure alignment between central government and local authorities regarding the scale and pace of VKT reduction. The final version of this plan is expected to be released in June 2023.

In accordance with this national direction, Auckland's Urban VKT Reduction Programme must detail how the city will achieve the specific sub-national VKT reduction target assigned by Te Manatū Waka, which will in turn support the ERP's national target of a 20% reduction in light vehicle VKT by 2035.

Auckland's programme must also adhere to various Waka Kotahi requirements. This includes being framed around three specific strategic shifts and seven focus areas, expected to also form the basis of Waka Kotahi's upcoming National VKT Reduction Plan. The three strategic shifts are: • Shaping urban form; • Make shared and active modes more attractive; • Influence travel demand. There also seven more detailed focus areas.

Waka Kotahi stipulates that programmes must include information on the 'timing, lead agency and costs' of specific investment proposals, and that these need to be 'evidenced and documented in a form that can be incorporated into Regional Land Transport Plans.' Each city's programme must also include an analysis of the gap between the current state, forecast trends and the 2035 target, as well as identify the barriers to achieving the target.

A key feature of the programmes is that interventions to reduce VKT must not compromise accessibility, especially for people experiencing transport disadvantage. This means a key focus of the work must be on improving alternatives to car use and engaging with local communities to understand their specific transport needs.

While the overall direction is shaped by central government policy, including the National VKT Reduction Plan, the specific content of Auckland's programme will be determined in partnership with relevant agencies, Māori and community stakeholders. There will be an opportunity for business associations, such as Rosebank, to have their say on these proposals.

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Max McCarthy, David Hazewinkel



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Kim's Corner

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



Pathways to the Future Trust

When employees are rewarded, they feel like they trust their employer and feel supported. Building trust between employers and employees is critical not only for wellbeing but for the workplace as a whole.

It is through this favourable employer/employee relationship that Pathways to the Future Trust (PTTFT) asks Rosebank and West Auckland businesses to nominate candidates for their 2023 Awards.

The Trust's objective is to reward young employees (aged 18-35) who show genuine leadership, good attitude, and aptitude towards their employment role.

The Trust's intention is to encourage pride in workmanship in all industries and vocations along with a sense of community pride in individual achievements.

Employers are given the opportunity to recognise employees who display qualities worthy of recognition and the award.



Let's look at some reasons why reward is important to motivate employees:

- Improved productivity - when you set incentive programmes it motivates employees to produce higher quality work in order to reach personal and shared goals.
- Reduced employee turnover - by creating incentives to keep employees satisfied.
- Company loyalty - Give your employee a reason to stay and show appreciation for their commitment to the company.
- Lower production costs - by creating good incentives, you will in the long run reduce employee turnover, recruitment costs, and cut down productivity loss due to absenteeism.
- Increased employee engagement - it is important that employees don't feel disengaged from their company as this has negative impacts on productivity and quality reduction.

One way you can be rewarding your employees is to show trust and belief, and a want to help them get ahead.

Last year Pathways to the Future Trust helped 15 of our local Rosebank / West Auckland businesses acknowledge up-and-coming employees, as businesses now more than ever recognize the worth of good employees who show genuine leadership and contribute to their business's success.

PTTFT had the pleasure of working with several educational institutes as well as forming partnerships with The Business Apprenticeship and The Icehouse who created a bespoke leadership programme. Being able to expand our network of providers opens the door for more opportunities for our Rosebank / West Auckland businesses.

If you would like to nominate an employee contact Kim Watts at kim@rosebankbusiness.co.nz or 021 639 509 for more information.



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As businesses grow, you need new roles and people to fill them. To find the right talent, you need a good organisational design, so you know what to do to build the business and what roles you need to fill. This design work is essential in this tight labour market, where hiring mistakes can be costly.

Join MyHR's Lead HR Consultant, Sylvie Thrush Marsh for a discussion on getting the fundamentals of organisation design right and how businesses can leverage their 'SME Advantage' to find and retain top talent.

MyHR workshop

Where: 50 Rosebank Road, Avondale

When: Thursday, 27th March, 2023

Time: 7.45am - 9.30am

RSVP: anouschka@rosebankbusiness.co.nz

Spark Business Hub Waitakere present the 'Internet of Things'

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There will also be the opportunity to ask your burning questions about the Spark IoT with technology specialists that will be with us for the morning.

Don't miss this one! Book your spot today.

Breakfast will be provided.

Spark - Internet of Things

Where: 50 Rosebank Road, Avondale

When: Thursday, 4th May, 2023

Time: 7.45am - 9.30am

RSVP: anouschka@rosebankbusiness.co.nz

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Competition runs from 14 March - 13 April 2023



The Tongan group, beautifully attired in Avondale College's black and white



The Filipino group: We will always be proud Filipinos

ASB PolyFest 2023

Avondale College stands out amongst phenomenal talent

After four years of disruption - including cancellations, videoed entries, and socially isolated performances without crowds - Avondale College groups once again proudly took to the stage at ASB Polyfest, the 48th Auckland Secondary Schools Māori and Pacific Islands Cultural Festival in March. The festival's theme for 2023 is "Mana Motuhake", which translates into creating one's own destiny.

Among an astonishing plethora of talent from schools all over Auckland, there were some truly outstanding Avondale performances.

On the Samoan stage, the College's highly-rated Samoan Group gained a number of awards amongst the co-ed schools, including second place overall. The audience was enchanted by the cheeky energy of Ben Viliamu Yandall the *fuataimi* who guided the entire group with confidence and charm, conducting the choir and keeping everyone in time as they danced and sang the stories of their culture with incredible joy and pride.

The performance was a progression, beginning with *ulufale* (the entrance), followed by *pese o le aso* (song), *sasa* (a dance marked by beating or slapping the floor) and *taualuga*, (the apex of the performance), ending with *ulufafo* (the outgoing). The energy, timing, and vibrancy was remarkable, and must have taken hours of practice to achieve. Not a single one was out of time or step, showing complete focus and engagement to the intricate, complicated beat.

Avondale College also shone on the Tongan stage, coming first in the *Lakalaka* for the third year in a row, as well as placing second in the *Soke*. Their *lakalaka* (traditional song and dance) was beautiful: the joy and engagement on the faces of the choir, voices ringing out true and clear as one, with many closing their eyes in reverence; the transcendence of harmonising voices was almost a religious experience.

The Tongan group's ensemble was striking, beautifully attired in Avondale College's black and white. As the men performed an energetic dance on the right while never moving from their spot, the women likewise executed graceful dance steps co-ordinated with elegant hand gestures on the left, the whole performance being an impressive spectacle of intricate co-ordination. The *soke*, performed the next day, was a stunning and engaging performance marked by the men and women hitting sticks together in an intricate and mesmerising dance, accompanied by



The Samoan group, led by *fuataimi* Ben Viliamu Yandall

Photos by Ben Campbell

the choir.

Although the College didn't bring a Niuean performance group to the festival this year, Year 11 student Nevelynn Pavihi won both the Senior Girls and the Overall award in the Niuean speech competition. Nevelynn spoke with confidence and presence. A quietly spoken girl, she projected her voice with confidence and purpose. She knew her topic and it was obvious she had spent many hours practicing.

On the Diversity Stage, Avondale College groups also shone, with their African Fusion group winning the Africa Continent Awards and the Fusion Award. Also coming first was their high-energy Filipino Group, which placed first equal in the Asian Continent, and second for Interpretation of Theme.

The African Fusion group presented a playful, high-energy performance, incorporating traditional African dances from Angola, Nigeria, the Democratic Republic of Congo, South Africa, and Ghana into a modernised school theme. The group took care to honour the roots of the dances' origins, while citing the idea that "knowledge and a sense of community can play a key role in one creating and driving our own destiny".

The Filipino group based their performance around four unique dances that originated in four different cultures. They wove their choreography with skill, incorporating a contemporary Filipino song into the mix. They interpreted their performance with the idea that, "No matter which path we choose to take, which fate we choose to rewrite, and which destiny we choose to create, we will always be proud Filipinos".

The College's Sri Lankan Group won the Judges' Choice Award, came second overall, and were awarded third place for Interpretation of Theme.

As always, the significance of the event for Avondale College included the connections made within the wider school community in the lead-up to the event, as students, staff and whānau came together to pursue excellence in cultural performance.

“What was really noticeable this year was the number of former students who came back to help lead and prepare our 10 different groups,” said Avondale College Principal Lyndy Watkinson.

“Our Samoan, Tongan, Filipino and African groups all had ex-students come in to teach and share their knowledge with our current students.”

Also of note this year was the number of awards that Avondale College groups received across the different cultural stages.

“It was really special to see such a range of our groups receive prizes this year,” said Mrs Watkinson, “and the Kapa Haka competition is yet to take place!”



The Sri Lankan group won Judges' Choice Award

AVONDALE COLLEGE POLYFEST 2023 AWARDS

Niuean Stage Speech Competition:

Senior Girls • 1st Place Nevlynn Pavihi Avondale College
Overall Senior • 1st Place Nevlynn Pavihi Avondale College

Diversity Stage:

Africa Continent Award

- 1st Place - Avondale College - African Fusion Group

Asia Continent Award

- 1st Place Equal - Avondale College - Filipino Group Fusion Award

• 1st Place - Avondale College - African Fusion Interpretation of Theme Award

- 2nd Place - Avondale College - Filipino Group

- 3rd Place - Avondale College - Sri Lankan Group

Overall Winner

- 2nd Place - Avondale College - Sri Lankan Group

Judges' Choice Awards

- Avondale College - Sri Lankan Group

Samoan Stage:

Ulufale • 2nd place

Ulufafo • 3rd place

Sasa • 3rd place

Fuataimi • 2nd place (Ben Viliamu Yandall)

Pese o le Aso • 2nd place

Overall placing for Co-ed. Schools • 2nd place

Tongan Stage:

Lakalaka • 1st place

Soke • 2nd place



New Addition to Rosebank

Tipazo Luamanu has been with Matrix Security Group for 13 years, massing an extensive career in security which began with him completing a three-month course to learn about the industry and to secure his Certificate of Approval (an essential certification for anyone working in the security industry).

He began work with Matrix Security as a static guard before moving into various roles in patrols, the contact centre, Operations Manager Day/Night shifts and was most recently promoted to the position of Operations Manager for Waitemata.

Tipazo is responsible for managing the mobile and foot patrols in the area which he does from the Operations Base on Rosebank Road.

When a new client requires patrol services, Tipazo will visit the site and meet with the customer to review and identify high risks areas, doors that need to be checked, and other checkpoints that need to be cleared. He sets up the tour in the patrol App using GPS points and/or NFC tags so the officers know exactly what to do and the customer has proof of service. He supports, trains, and rosters the team of patrol officers ensuring they are compliant with best practices, including health and safety requirements.

Tipazo is a member of the Rosebank Crime Prevention Working Group run by Kim Watts from the Rosebank Business Association and shares insights on observations and trends he is seeing in the area. Boy racers and rubbish dumping present key challenges for the patrols currently. When the boy racers are spotted in the area, the officer will inform their 24/7/365 contact centre, which then contacts the police. Any information detailing any course of action taken, including photos taken where applicable, is stored in the patrol App.

Tipazo finds the most rewarding part of his role is engaging with the community. So if you see him or any of his team out on a patrol, please introduce yourself.

Tipazo's tip of the day: Keep all valuables out of sight and have good lighting outside your premises. *Story by Kerrie Subritzky.*



Event Base Raises the Roof at Muriwai

Cyclone-displaced families sheltering at Muriwai Beach Campground can now enjoy the autumn sunshine from the comfort of a new outdoor lounge - thanks to a collaboration between Event Base and Rollercoaster Design.

Working together with Rollercoaster owner Greg Skinner, Event Base business partners Simon Hakaraia and Jason Crawford recently installed a “truss and stretch” structure over the campground’s large, exposed deck, creating a sheltered communal hub for Muriwai residents in temporary accommodation there.

“We wanted to do something practical,” says Simon of his team’s reaction to the damage wrought by Cyclone Gabrielle. “Muriwai is close to our hearts - Jason and I had both spent time living there years ago. We work with Rollercoaster in the event industry, so we reached out to Greg Skinner.”

A Muriwai local, Greg nominated the Muriwai Beach Campground - its uncovered deck, in particular - as the best match for the expert help that Event Base could provide. The idea, Simon explains, was to create a community hub.

“Somewhere for people to come together,” he says.

Established in 2009, Event Base’s primary focus is delivering world-class infrastructure for brands and major events—think the main stage at the America’s Cup Village, or a gleaming Aston Martin in a glass case at the foot of the Sky Tower, or a giant, ribbon-wrapped, Tiffany-blue box in Britomart’s Tukutai Square. But that’s not all; Event Base also leases infrastructure

for commercial use, pop-up Covid-19 clinics and assessment spaces, and truss roof systems for warehouse yards and public spaces. They assemble property display suites using Spacecube, their modular building system, and offer modular portable buildings solutions through Pacific Portable Buildings, which they acquired last year.

“We strive to be world-class in what we do,” says Simon. “As a team, we give a damn about what we’re doing. We care a lot about our event structures—we’re not just banging up marquees.”

After visiting the campground and discussing with Greg a range of options, Simon and Jason decided on a truss and stretch installation - and, with the help of their team, sorted it quick smart. The whole process, from the initial idea to the completed project, took merely a week.

“It’s a pretty simple thing to do, really,” says Simon. “It’s what we do every day.”

“The families think it’s great,” says Denise Mackle, who leases and runs Muriwai Beach Campground with Cheryl Beatty. Currently closed to the public, the campground is operating as temporary accommodation for families whose homes were red stickered in the aftermath of Cyclone Gabrielle.

Plans for a covered deck had been part of the deal when Denise and Cheryl took over the lease for the campground six years ago. “Our plan was to enclose it in with drop-down sides,” says Denise, “since we don’t have a TV room or anything like that.”

But due to various hiccups with contractors and council, the

promised cover had evaporated, leaving the deck fully exposed and virtually unusable.

“In the heat of summer, we could have a campground with 300 people and no one would be sitting on the deck because it was so hot.”

Now, thanks to sturdy protection from the elements provided by Event Base and Greg’s addition of windbreak walls and beanbag chairs, the deck has been transformed into a welcoming communal retreat.

“They’ve been awesome,” says Cheryl of the team effort.

“We were amazed,” adds Denise. “They just came with a couple of big trucks and set it up, free of charge.”

There are approximately 35 people housed at the campground in caravans and campervans, unable to return to their red-stickered homes and mired in uncertainty. Denise and Cheryl are happy to host; they’re a logical choice, they say. From the very beginning, the community seemed to feel the same way.

As Muriwai residents evacuated to the surf club in the frightening wee hours of February 14, they found themselves at an impasse—the road to the club was flooded. Plan B quickly became to park at the nearby campground and walk over.

“We got the evacuation alert at 1:30am,” recalls Cheryl. “So we got up, and there were all these lights coming up the driveway.”

And in the morning? “We looked out, and there was a bloody caravan out there,” she laughs.

Of course, the caravan was welcome to stay - it belonged, as it turned out, to a family that had just returned from holiday and still had it rigged to their car. And from that day onwards, says Denise, despite the campground having lost power in the storm, their doors stayed firmly open.

“People turned up, and we said, ‘Come in.’ When we have no power here, we have no toilets, no showers - nothing. We were bucketing the water into the toilets to flush them. But at least they had somewhere to go. Eventually, we got the word out that if you had a caravan or could borrow one, the campground was taking people in. And it just grew from there.”



Now officially managed as temporary accommodation by Temporary Accommodation Services (TAS), the campground expects to have families staying for the next 3-6 months. The aftermath of the storm has cost Cheryl and Denise nearly their entire peak season, but their focus remains on their community.

“Some of them have left the area out of necessity,” says Denise, “but most of them just want to stay close by. This is their community. It’s not just their house that’s broken - it’s the whole community that’s broken.”

Now, the campground’s new outdoor lounge is helping to lift the spirits of those staying there, much to the delight of Denise and Cheryl.

“The Sunday after the guys put it up, a local band put on a concert,” says

Denise. “They played some reggae music in the sunshine, and everybody came along, and it was really laid back and relaxed. It was something nice for the community.”

The good vibes are flowing both ways.

“It’s a good feeling for the team,” says Simon. Although the team at Event Base “works pretty fast and hard” throughout the summer season, they never hesitate to put in more work for a community cause. “It’s pretty amazing,” he says.

Denise and Cheryl agree. “They’re such awesome people, and we just couldn’t thank them enough.”

Anyone interested in contributing to relief efforts in the Muriwai area is invited to make a donation by direct deposit to the Muriwai Community Recovery Charitable Trust: 020108 0155100 02.

Pathways to the Future Trust

Inspiring excellence, creating opportunities



Awards to give away

Funding grants will be awarded over the next 12 months to recipients of the award for contributions to vocational courses, textbooks or tools of the trade.

History

Pathways to the Future Trust was established in 2007 as a joint venture between the Rosebank Business Association and the Rotary Club of New Lynn, with the intention of rewarding the efforts of young employees who demonstrate talent, leadership and initiative within their employment roles.

To date, the Pathways to the Future Trust has contributed more than \$250,000 to over 100 young people working in the West Auckland area.



Benefits

Do you have a young go-getter in your workplace? An employee you'd like to reward for her or his contribution to the team? The Trust encourages and rewards young employees who contribute to the success of their employer's business. Successful nominees receive funding from the Trust to advance their vocational careers further and are presented with a trophy at an awards presentation.

By assisting an employee to attend study or acquire equipment to aid them in their current employment, the aim is to give them a "leg up" in their career, allowing them to excel in their current role, and pursue opportunities for advancement their employer may offer.





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Newton Cutting:

Cut to Perfection

What do dining chairs, board games, and a display stand for car air fresheners have in common?

They're just some of the products and prototypes recently cut by Newton Cutting Formes Services on Rosebank Road. For over four decades, Newton Cutting has specialised in die cutting, CNC router cutting and laser cutting on a wide range of materials, including paper, rubber, foam, metal, MDF, acrylics, wood, and more.

"There can be a lot of variety," says Nick Scholtens, co-owner of the family-run business. "We service manufacturing, signage, and people at home who want to cut out a custom wooden table." With a range of machines providing different levels of precision, the team is poised to deliver quality work to the most exacting specifications, from panels to stencils to

fine, detailed work. And they get the job done fast. "Our turnaround time is quite good. It's busy across the industry, and we're available to help."

Founded in 1977 by Dutch transplant Reinier Scholtens, Newton Cutting has slowly grown from a husband-and-wife operation to a multi-generational family enterprise. The business first launched from a location that might surprise those unfamiliar with the finer details of Auckland's history: K Road.

"We started in St. Kevin's Arcade," says Nick, referring to K Road's bright and eclectic two-story retail mall. "It was a bit of a business area back then - not so much now, with the bars and bistros. The business started where [music venue] The Wine Cellar is now."

After decades of growth, Newton Cutting moved into the Rosebank Road area in

2008, and then settled into their current location in 2020. Although Reinier has since passed away, his legacy has been proudly upheld by his children, Nick and Melanie, who now share ownership of the business.

Nick joined the ranks at age 18 and never left (although he did weave in a two-year OE, during which he connected with his father's Dutch family in The Netherlands). After 25 years in the business, Nick still enjoys the people he works with, the challenge of specialty jobs, and the daily satisfaction of doing excellent work for his customers. With his generally laid-back attitude and hands-on approach, he says his style matches well with sister Melanie's high standards, sharp bird's-eye view and attention to detail.

"She does job bookings, accounts,

and general day-to-day stuff, and I deal with sales, production, machine maintenance and repairs” says Nick. “We make a good team.”

As for the next generation of Scholtens joining the family business?

“Melanie has two kids, they’re 14 and 12, so we’re not sure at this stage - we don’t want to push them too hard,” chuckles Nick. His own daughter is only 19 months old, so she’s not quite ready for the workshop either. But if the youngest Scholtens did ever decide to take up the family trade, they would enjoy the benefit of a well-oiled workplace and a flexible work-life balance.

“It’s a family business, and we’re all pretty close,” says Nick of his team of 12, some of whom have been with Newton Cutting upwards of 30 years. Thanks to a system of staggered early starts, much of the team is able to finish up their workday by mid-afternoon. “As a business, we start at 6am and finish at 5pm,”



Nick Scholtens and Melanie Becroft



explains Nick. “Some people start at 6 in the morning, and others at 8 and 9.”

An early riser himself, Nick likes to welcome each day on the water, fitting in a few lungfuls of salty sea air between work and daycare drop-off. “I try to get out on the water in the morning if I can,” he says. “I do a lot of kite boarding, surfing, paddleboarding and spear fishing. Anything on the water, really.”

With their rich history, expert experience and long-term tenure on Rosebank Road, Newton Cutting is the perfect choice for local businesses looking for CNC and laser cutting services. With many CNC providers sitting at full capacity with orders, Newton Cutting is ready to get the job done now. “We’re here,” says Nick, “and we’re ready to help.”

The Newton Cutting team welcomes you to get in touch via phone on (09) 376 2734, email at sales@newtoncutting.co.nz or via their website: <https://newtoncutting.co.nz/>

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Willory Hosting

Thank you to the terrific team at Willory Agencies for an awesome hosting on the 8th March.

Some lucky guests walked away with pots as spot prizes, and many met and made meaningful connections with their fellow neighbours in our Rosebank Business Community. There was also some fabulous pot shopping!

Congratulations to Pathways to the Future Trust awardees Michael Page from Sheet Metal Solutions, Jackson Hurihanganui from Shoreload and Propping, and Joshua Earl from NZ Advice Group.



Host Marcus Barnes and Brett Macleod



The Willory team



Angela Wilson and Janine Roberts



Mark Carley, Lucia Gardner, Janine Roberts and Keryn Ryan



Greg Armstrong, Bernie McCrean and Nick Baird



Rob Woolner and Michele Mill



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Aaron Martin
NZ Immigration Law

Wake up, Government - time to overhaul and innovate

Government recently admitted that their \$500,000 campaign to attract nurses had resulted in only three interviews. This demonstrates a government unable to work in partnership effectively with the private sector. The private sector can do much better, much quicker - I'm aware of one placement agency that has over 10 nurses engaged with the Nursing Council and being considered for recruitment by various hospitals.

In the context of immigration, the government is right about recruitment: it should be employer driven. It is employers who can quickly locate and recruit the necessary talent. The government should be concerned with the efficient processing of visa applications and with creating user-friendly policies and pathways for entry that don't change with the governing party's ideology.

Migration to New Zealand under the current settings is far too restrictive at a time when international competition from other labour markets is at an all-time high. New Zealand has suffered significant reputational damage because of the latter stages of its approach to the pandemic. Certainly, the treatment of those holding temporary visas didn't help.

The creation of the Green List saw marginal innovation in the creation of policies and pathways toward residence. This, however, is narrowly prescribed. Work-to-residence pathways based on pay rate have the potential to cause issues for applicants if pay increases over the two years haven't kept pace with the corresponding increase in median wage.

The points system, which is the only option left for those not on the Green List, is mired in technical problems. Immigration decisions have been overturned almost 50% of the time based on flawed assessments of skill in an applicant's job offer—a problem that still hasn't been addressed. Last year, the pass mark was increased to 180, which has made it significantly more difficult for people not on the Green List to migrate to New Zealand, even if they have a job offer. The proposed replacement points system does not appear to make this pathway any easier.

Our labour shortage is just that: a shortage of labour, not merely what Government considers 'skills.' Yet even the poor response to their own campaign to attract nurses hasn't made them realise the need to shift their thinking. The Minister's response of "She'll be right; it just might take a bit of time" was far too casual.

Although Government continues to point to statistics showing

record levels of work visa approvals, that helps neither the work visa holder nor the employer when they can't see a clear pathway to residency.

This brings us to the issue of visa processing. When immigration processing is a person's first interface with a foreign government, it creates an impression of how the country is managed. Our immigration system is riddled with redundancies and duplicate processes, making visa processing a cumbersome and inefficient exercise. Millions of dollars were spent with the promise of a new, automated system that would process applications faster. Unfortunately, this hasn't been the experience of most end users, and this has left people with very low expectations in this sector.

One of the biggest bugbears is the requirement for national security checks. This is frequently done multiple times: often in the first visa application, and then again when a person applies for residency, even if they haven't left New Zealand in the interim. This level of repetitive redundancy - and the six-month wait for each check - delays processing unnecessarily.

Another example is the repeated need for medical referrals to an assessment panel about the same medical issue, first for a temporary visa and then again for a residence visa. Likewise for the character waiver process when an applicant has historic minor convictions. The character process is conducted on a temporary visa application, and then again in a residence application, often for exactly the same issue. This unnecessary duplication causes significant frustration and adds unnecessarily to the time it takes for visas to be processed.

What's needed is a long-term, systemic review of our visa system - not tinkering with visa criteria. There needs to be innovative thinking in regards to policy creation and a significant overhaul of the functions conducted during the visa process, looking at the entire life cycle of a migration process.

Sadly, Government seems more concerned with 'the look,' not the substance. We all live in hope that a new administration might get a better grasp of the issues that need addressing.



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Kate de Lautour
The Icehouse

Imposter Syndrome: Volume Two

There's a good reason why The Icehouse regularly reports on Imposter Syndrome. We hear about it a lot on-programme, and throughout our conversations with business owners, alumni, and the wider Kiwi business community.

Amid a burgeoning body of research and academic study aimed at determining the depth of the problem, we know it's out there and it's real. 'I'm just working through it,' is a common on-programme response.

So what is it? And, most importantly, what can you do about it if you're suffering the effects?

The University of Auckland asks, 'Do you find yourself constantly doubting your achievements, or fearing that you will be exposed as a fraud? [Imposter syndrome] is a wide-spread but rarely discussed condition, that centres on a person's feelings of fear because they feel they don't deserve their personal achievements.'

The reassuring news is that you're in good company. According to Dr Valerie Young, there are five imposter personality types; the expert, the perfectionist, the soloist, the natural genius and the Superhero.

Psychologically, there's some evidence to suggest that imposter syndrome can manifest as a result of multiple factors. Of course, there's the aforementioned personality types, but could family and environment also play a part?

"I grew up in a humble home. My father was a plumber, my mother was a nurse. My whole family are trades people or the traditional 1960s family. Nobody really was an entrepreneur, nobody's done anything that I've ventured into," says Johnnie Saunders, Founder and Managing Director of NZ Proud and an Owner Manager Programme (OMP) alumni.

If imposter syndrome is about self-doubt (even in areas where you're brilliant), creating stress and anxiety and one hundred other limiting emotions (complete with the debilitating effect of letting those emotions take grip), you're not alone.

"I did suffer a little bit from this whole impostor syndrome. It seems to be spoken about a lot more now. I'd never known what the hell it was until I went to The Icehouse! It is something that you do struggle with as a business owner in New Zealand. You end up holding a pretty privileged position... but I think I've come to accept that I've earned the right," says Hamish White, owner of telco NOW and an OMP alumni.

So, what can be done? Talk to people you trust? Challenge it head-on? Simply accept it and move forwards? If it's really beginning to affect you, it's time to fight back. Professional learning and personal development can help.

"I wasn't aware of it up until probably a couple of years ago, when I took on a business coach. And then he started to say, 'hey, just chill out, you're actually really good at what you do'. I'm never going to shake it. I know that personally. Some people will be really good at overcoming it. It is something I'll eat every day," says Johnnie.

"I entered the OMP experience with this huge weighted amount of impostor syndrome but OMP really taught me that it's very normal. Every business owner has it, but it's actually an emotion that has sharpened my senses."

OMP helps participants realise that imposter syndrome is normal, as all business owners and leaders have similar challenges, wins, opportunities and doubts.

"From an Icehouse perspective, it's important that we acknowledge that imposter syndrome is "there" for a lot of our customers says Liz Wotherspoon, CEO of The Icehouse. "The environment that we try to create is one that enables them to embrace the experience, build their confidence, learn a lot and leverage their investment"

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Scott Carter
Matrix Security

Mobile Security Patrols

The demand for Matrix Security mobile patrols in Auckland (for both business and residential) has increased significantly in the past 12 months.

Mobile patrols are a security solution that helps to deter and prevent criminal activity and provides peace of mind for individuals working or living at the location. They provide a tailored and cost-effective option when a traditional full-time security presence is not practical.

Six key benefits are discussed below:

1. Visibly Deter Crime and Promote Safety

Patrolling officers in marked cars, wearing professional well branded uniforms are easily identifiable. This visual presence acts as a strong deterrent to criminal activity.

2. Surveillance of Multiple Locations

Patrol officers can patrol on foot or by car, which means that they can monitor multiple areas during a shift. Through randomised but consistent rotations, they can keep an eye on several areas and help ensure that the premises and community are secure. Patrol officers can cover ground quickly, get to an alarm activation in a timely manner, and potentially catch criminals in the act.

3. Perform a Range of Security Checks

In addition to responding to alarms, patrol officers can deliver a wide range of security checks including carrying out external and internal inspections, ensuring doors and windows are locked and that there are no unauthorised people onsite, escorting employees to vehicles at night and looking for any signs of



vandalism or damage. The scope of the checks and response actions is tailored to the need of the client.

4. Drive Actionable Insight with Data

Security patrol software (Matrix Security use ActiveGuard) is used to collect, analyse, and report data (including photos) on incidents allowing insights for mitigating future risk. The use of data enables everyone involved in the decision-making process to understand which factors have contributed to past security problems allowing for the development of an effective security strategy. The areas that have seen the highest number of incidents should naturally have their security needs addressed first. A closer look at the types of incidents that have affected the premises should have a direct impact on threat mitigation planning.

5. Cost Effective Option

The business or homeowner can choose the scope of the officers' work and the frequency of visits to site which are charged in units of time. Cost saving can also be achieved through reduced losses and liabilities from break-ins, vandalism, and other damage.

6. Peace of Mind

Mobile security patrols are a good choice for business owners who own several companies or buildings, or larger premises, as patrols can cover a wider area faster and more efficiently than traditional static security guards. Patrol officers offer around-the-clock protection in a designated area to ensure that the premises are safe and secure. They also offer peace of mind to employees especially for businesses that operate a 24 hour, 7 days a week shift.

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Linda Sturgess
Head of Private Capital BNZ

Opinion: Private Capital for Step Change Growth

Private Capital Investment is on the rise; which New Zealand businesses will step up for growth?

New Zealanders are known for our 'DIY' attitude the world over. This is how we begin our entrepreneurship journey, and it serves us well, but there's a point in time when all business owners need to consider the value of a strategic partnership to unlock their growth potential.

My advice for ambitious New Zealand businesses ready for step-change growth in 2023 is to think seriously about Private Capital investment.

Yes, economic conditions are challenging, but this is exactly why a Private Capital partnership may be well-timed, offering both resilience and step-change growth.

New Zealand companies turned global success stories such as Xero, TradeMe, Rocket Lab, and Vend have all leaned into Private Capital, but it's not just for the elite few.

It would not be overstating matters to say that Private Capital has hit new heights in the last 12 months, and that figure is set to rise.

According to The New Zealand Private Capital Monitor produced by EY, Private Capital is at record levels. The total Private Capital injection into New Zealand business increased to \$4.3 billion in 2021, up from \$2.5 billion in 2020. Early-stage venture capital activity alone was up 3.9 times on the prior year, to \$495.2 million.

The pandemic has undoubtedly accelerated this, with investment pouring into both the innovations and the efforts to bolster competitiveness in existing businesses.

Add to this Immigration New Zealand's new Active Investor Policy, introduced this year to attract high-value investors bringing growth opportunities to New Zealand businesses, and the conditions couldn't be better for Private Capital growth.

What do businesses need to know? Here are my top five tips:

1. Clearly articulate your step-change growth plan. You will need professionally prepared financial statements and forecasts, ensure your IP is appropriately secured, and that you have a clear strategic plan.

2. The right fit is key. Like any relationship, a long-term commitment requires a good fit. Do your research on the provider of the Private Capital and make sure your risk appetites are aligned. If you are going to need further follow-on capital in the future, make sure you are taking this into consideration too.

3. Plan for changing economic conditions. While there's heightened opportunity in the Private Capital world, there are also challenging times ahead with inflationary pressure being top of the list. When developing your business growth plan, ensure you factor in all conditions.

4. Get independent expert advice. Make sure you're surrounded by experienced professionals to guide you through the process. There's no substitute for advisors who have been through the process, many times, and can identify both the risks and opportunities.

5. Be clear on the scope of the relationship. In addition to funding, are you looking for governance, connections, knowledge, and experience? How could the investor support your broader business goals?

At BNZ, we connect businesses with the right professionals to help them become investment ready and, when the time is right, introduce them to investors looking for opportunities.

I know from talking with investors, both here and around the world, that the desire to invest in New Zealand is strong. High-net-worth families and entrepreneurs want to invest in every sense of the word, with funding, advice, support, and the wealth of their network.

Whether New Zealand businesses are wanting to launch into new markets, or expand their local customer base, the combination of funding and expertise can be a game changer. What business doesn't want a strong balance sheet, great knowledge, valuable networks, and experience? And with so many Private Capital opportunities on offer, I'm excited to see the future impact of this investment here in New Zealand, for both businesses and the economy overall.

This article is solely for information purposes. It's not financial or other professional advice. For help, please contact BNZ or your professional adviser.

No party, including BNZ, is liable for direct or indirect loss or damage resulting from the content of this article. Any opinions in this article are not necessarily shared by BNZ or anyone else.

LINDA STURGESS

Head of Private Capital

Linda Sturgess is a passionate leader in the financial services industry; with a career spanning over 30 years, she specialises in Private Banking and Business Banking. Linda holds a Masters in Tech Futures, Post Graduate Diploma in Personal Financial Planning and is a Chartered Member of the Institute of Directors.



Taina Henderson
Henderson Reeves

Divorce Café Episode 1: Can you DIY a relationship property division?

Local lawyers Shelley Funnell and Taina Henderson have launched a podcast to demystify, detangle and hopefully detox the legal process that follows a separation. Listen

to the interview with Family Court veteran Stuart Henderson at Divorce Café on Spotify, Youtube or www.hendersonreeves.co.nz

The end of a relationship is one of the most stressful experiences you will ever have. But if you have an amicable relationship with your ex, can you do your own relationship property division?

“Of course you can!”

says Stuart Henderson, family law veteran of 50+ years and director at Henderson Reeves Lawyers

“...but!”

Starting down the path of negotiating a division of assets can create more conflict and cost in the long run if you don't start by finding out what is fair in the eyes of the law i.e. how the law would divide your assets. An agreement that doesn't meet the formalities of the Property (Relationships) Act may be unpicked later on when one person goes to a lawyer and says: Can you get me out of this?

Stuart says the best protection for an agreement that you do yourself is for it to be fair - and what is fair is in the eyes of the law - which is not necessarily what you might think.

So yes, he says, negotiate directly with your ex - it's the respectful thing to do - but first get the best advice you can from an experienced family lawyer on what a “just division” looks like and the best way to negotiate your way to it.

Do I need a formal agreement?

The law doesn't require you to have your agreement documented or signed off by a lawyer. You can divide your assets informally,

but the agreement won't be enforceable under the Act unless it meets the formalities of section 21F. The formalities require it to be in writing, signed by both parties, and certified by a lawyer for each party after both parties have had independent legal advice and understand its effects and implications.

You don't have to have a formal agreement, but your bank might require you to e.g. if you need a mortgage to buy your partner out of the house, or to purchase a new home. An enforceable agreement reassures the bank that your ex has no further claims against your assets.

Do I need some help?

It isn't always possible to reach agreement on your own – whether because you are both stressed, one person is trying to push through a quick settlement, or because you need to focus on more immediate priorities.

It is worth considering whether you are in the right frame of mind to be resolving a final division of property, or whether the process should be slowed down. When your immediate priority is how your ex is going to react at handover, or how to pay the rent now you don't share incomes, your primary need is for the conflict to stop, for everyone's sake. And that is rarely consistent with being able to advocate for a fair outcome for yourself on property and money issues.

A property division does not always have to happen immediately - if immediate issues like living arrangements and short term finances can be resolved by agreement, it might be better to allow time to get your head straight or to discuss how you were both affected by the separation.

If the pressure of direct communications is too much, or is creating conflict at child-handover, ask for emails to go via your lawyer so there is an intermediary for non-urgent things like the property division.

How does the law divide property after separation?

New Zealand has pretty good laws dealing with property and finances after a separation. It helps to be able to point to an objective standard as to what is fair – and in this case “fair” is the way the Family Courts apply the Property (Relationships) Act 1976 and the Family Proceedings Act 1980. These are laws formulated and tweaked over decades by law makers who see and respond to the issues before the courts every day. The law dealing with relationship property is underpinned by principles set out in



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sections 1M and 1N which enshrine the underlying ethos of the Act: that all contributions to a relationship are considered equal and that a just division has regard to the economic advantages or disadvantages to the parties arising from the relationship (or its ending). Fair is what the Family Court would say is fair – and family lawyers can tell you what that is.

Your ex’s lawyer also knows the law, and will be telling your ex the same thing your lawyer does. Some people say: “I hope my ex gets a terrible lawyer!”.

“No!” says Stuart: he says you want your ex to go to the best lawyer they can find: “Because a good lawyer will be telling them the same things we are telling you.” It may not feel like everyone’s advice is aligned when you speak to your ex however! Be aware of where your advice is coming from – your ex may not like the advice they have been given. Your ex may be counting on you eventually agreeing with them about what is fair, because they know the buttons to press to influence your decisions.

Dealing with the pressure!

Stuart’s observation is that pressure from an ex-partner shows up in the following ways:

1. There is **personal belligerence**: one person pressuring the other...whether that is benign, or heavy: the guilt trip, “This is what my parents want...what your parents want”, “look at all I have done for you...”). Personal pressure may also include actual or threatened violence. You have a right to protection from the sort of behaviour which comes within the definition of family violence - apply for a protection order.
2. **Financial pressure**: perhaps freezing the accounts, withdrawing money from joint accounts, taking the money away and saying “there’s no money, and you’re not going to get any anyway...”. You may need to apply for spousal maintenance if finances are used as a means of pressure.
3. **Pressure through the children**: for example the parent who only saw them in the weekend suddenly becoming parent of the year, wanting them 50:50, talking to the kids about it, threatening to take the children, accusing you of being a terrible parent;
4. **Legal threats**: saying you have no right to a share of property e.g. “You came with nothing, you leave with nothing.” This may include threats to evict you from the family home “... because I paid for it and you only looked after the kids...”. The remedy for threats around the house, especially if it should be preserved as the children’s home, is to apply for occupation of the home until the property is divided;

5. **“You’re mad”**: telling you (or your friends and family) that you are losing it. That can include gaslighting, and is intended to throw you off balance and to distract you from the issues really needing to get resolved.

Most people need to get personal counselling to cope with such a demoralising situation. Going to see a lawyer is another way to get through. Legal advice can dispel myths about what a Court might do or not do, or to stop unacceptable behaviour.

Once you have been to a lawyer, getting them to give you a written assessment that you can discuss with your ex can be a great tool for your negotiation.

What other help is available?

If you aren’t making progress doing it yourselves, go back to your lawyer for advice. There are other third party interventions that can help too:

- Family Dispute Resolution is a subsidised mediation service put in place by the Ministry for Justice to help people resolve separation related issues such as decisions relating to children, money and property.
- You may find doing the Parenting Through Separation course useful to give you strategies for dealing with issues without unduly affecting the children.
- Mediation may be a good way to achieve a resolution, particularly where the issues are complicated, or there are a number of matters to resolve.

If your partner will not engage with you, or you are in dire straits financially as a result of the separation, you may need to apply to the Family Court for spousal maintenance, the right to remain in the family home, or to decide how assets should be divided.

There is more information available at justice.govt.nz under Separation and Divorce.

If you want to know more, listen to or watch the full Divorce Café episode with Stuart available in audio on www.divorcecafe.co.nz, or by searching in Spotify and Apple Podcasts, or on Youtube <https://www.youtube.com/@divorcecafe/>.

Taina and Stuart Henderson are directors at Henderson Reeves. Taina is a relationship property and spousal maintenance lawyer and co-presents the Divorce Café podcast with friend and fellow director Shelley Funnell. You can contact the Divorce Café team on divorcecafe@hendersonreeves.co.nz and you can speak to any of our lawyers by calling 09 430 4350.

A series of podcasts brought to you by Henderson Reeves

Hosted by our own Taina Henderson and Shelley Funnell. Divorce Cafe aims to demystify, detangle and (hopefully) detox the legal process that follows a separation.

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