



*He kura te tangata*

## **aotearoa new zealand evaluation association**

[www.anzea.org.nz](http://www.anzea.org.nz)

0800 EVALUATE (0800 382582)

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### **NEWSLETTER February 2008**

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## Convenor's kōrero

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Summer greetings to you all - may 2008 be a fantastic year for you!

Like everyone else, those of us involved with **anzea** activity have taken time out over the summer to lounge around and eat too much – but plans have been percolating for a range of activities in 2008.

Much of our focus this year again will be on presenting a high calibre Conference to you. We've had excellent success in recruiting Ernie House, Sulley Gariba and Russell Bishop as keynote speakers, and are now in the process of inviting several other local 'experts' to present workshops and panel forums on a range of topics requested by **anzea** members.

Our other priority focus is making the website more sophisticated and even more useful to members, so log in regularly to keep up to date with developments.

We'll also have a draft Strategic Plan for **anzea** on the website soon for your comments. Meantime make the most of the golden weather!

Pam

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## Quotable quote

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*'...portrayal paints a picture of the individual in the here and now, as they live, work and reason and enter into social exchange. Portrayal allows us to interpret pasts and measure the future significance of futures through the lenses of the immediate. It allows us to discipline the general with the particular.'*

Saville Kushner (2000, *Personalising Evaluation*. p.63)

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## anzea Conference 2008

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**Shaping evaluation for Aotearoa New Zealand – Weaving in relationships, culture and peoples / Ka whakatāreia te arotakenga mo Aotearoa – E raranga ana, i ngā whanaungatanga, ngā tikanga me ngā iwi hoki. Tihei mauri ora!**

We've chosen this theme to reflect some of the core reasons why **anzea** was established and to meet the clear preferences given in feedback from **anzea** members and people who attended the 2007 Conference.

### Speakers

We're delighted to announce that **Ernie House**, **Sulley Gariba** and **Russell Bishop** have all agreed to speak at the 2008 Conference! **Ernie House** is Emeritus Professor at the School of Education, University of Colorado at Boulder and has written widely on 'democratic evaluation', including its practice in multi-cultural contexts. **Sulley Gariba** is an evaluation specialist with over 20 years experience in the design and implementation of systems for institution building, organization development, social policy analysis, training,

monitoring and evaluation of development effectiveness. He is the Director of the Institute for Policy Alternatives, Ghana, and was the founding President of IDEAS – the International Development Evaluation Association. **Russell Bishop** (Tainui, Ngāti Awa) is Foundation Professor of Māori Education and Assistant Dean of Education at the University of Waikato, and heads the Māori Educational Research Unit (MERU) at Wilf Malcolm Institute of Educational Research.

Further keynotes are being invited. Several quality pre-conference workshops will also be offered, including workshops by each keynote speaker, as well as the following:

Kataraina Pipi (FEM Ltd)	Using the 'PATH' (Planning Alternative (Futures) with Hope) as an evaluation tool
Pam Oliver (Independent Evaluator)	How to construct winning evaluation proposals
Geoff Stone (Ministry of Social Development)	E-technologies for evaluation (how to make your work easier and more fun)
Lloyd Jowsey (Ministry for Culture & Heritage) and Kate Averill (Evaluation Consultant)	Digital storytelling – How to communicate the real value of evaluation findings
Robyn Bailey (Robyn Bailey Evaluation Research Ltd)	Moving beyond 'what's so' to 'so what?' Understanding and improving evaluative analysis
Nan Wehipeihana (REC Ltd)	Costing evaluation projects – an art, not a science

## Venue

We've located the Conference in Rotorua, partly to give better access to **anzea's** northern and eastern members this time, while still being accessible to the rest of the country, but also because it's such a great place for a Conference! The Kingsgate Hotel has been providing an excellent venue for conferences for many years, and has recently been refurbished for conference purposes, with open fires as well as a heated pool. And we've managed to keep the Conference cost at the 2007 cost - just \$625 + GST, including all accommodation, food, and **anzea's** fabulous free happy hours!

## Dates

We're letting you know now so you can book the dates into your diaries, and book flights if needed. The programme times are as follows:

Pre-conference workshops	Noon Sunday 13th – Noon Monday 14th July
Conference	Noon Monday 14th – 1.00 Wednesday 16 <sup>th</sup> July
<b>anzea</b> AGM	1.00 – 2.00 Wednesday 16 <sup>th</sup> July

Air New Zealand still has well priced fares available. Or talk to your friends and colleagues about carpooling.

## Call for contributions

A first call for contributions will be out shortly – or go to the **anzea** website. ***The deadline for proposals is 15 April 2008.***

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## anzea Membership

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The number of **anzea** members at January 2008 was 156. The table below provides the number of current members per **anzea** region.

<b>anzea region</b>	<b>Number of members</b>
Northland	1
Auckland	53
Waikato/BOP	15
Central	3
Eastern	1
Wellington	57
Upper South Island	22
Lower South Island	4
Overseas	1
<b>TOTAL</b>	<b>156</b>

The **anzea** membership is currently around three quarters women, mostly Pākehā but with steadily increasing Māori membership in particular, mostly Wellington or Auckland based and around a third each of members are independent consultants or central government staff.

A membership drive will be undertaken in April/May 2008 to coincide with the next **anzea** Conference and the membership year (July to June). A specific focus of this drive will be on supporting branch membership and Māori and Pacific membership.

If you know of anyone who may be interested in becoming a member **please** direct them to [http://www.anzea.org.nz/member\\_docs.htm](http://www.anzea.org.nz/member_docs.htm).

A members survey in May 2007 provided valuable information for **anzea** planning. A further survey is likely later in the year.

The more members we have the more services we can offer and the stronger our evaluation community and practice in Aotearoa will be. Please contact Rachael Trotman (**anzea** Membership Secretary) with any membership queries via [info@anzea.org.nz](mailto:info@anzea.org.nz).

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## Guest editorial

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### **Evaluators as technicians? Our true calling as questioners and thinkers**

Jane Davidson, Davidson Consulting Ltd.

The drive to build evaluation capacity in organisations is something of a double-edged sword. On the one hand, it helps clients become more effective at the proposal evaluation and then the negotiating and planning tables, clarifying their expectations of what information is needed and also questioning and evaluating proposed designs and analysis strategies. This has been a long-awaited and hard-won advance that is starting to emerge more and more across New Zealand. Too often we have seen examples where the brief has been little more than “Evaluate this for us” and the resulting product has left clients

wading in a sea of qualitative and/or quantitative data, none the wiser about what they really needed to know. Some clarity up front goes a long way toward helping both evaluators and clients deliver and receive what they really need.

There is, however, a potential downside to increased evaluation capacity in client organisations. A trend that I have seen in recent years is an increasing tendency to specify in considerable detail exactly what aspects of an evaluand will be in and out of scope for a particular evaluation, what methods must be used, even what sources of data will and will not be used. Often the evaluation questions are specified as well, which can be a good or a bad thing.

Let's start with the practice of specifying evaluation questions. Done well, this can be a powerful tool that maximises the likelihood that the evaluator clearly understands the client's information needs and is therefore more likely to meet them. Done poorly, it can limit the scope of an evaluation so much that it becomes a technical, data gathering exercise and little more.

A weak set of questions is typically descriptive (rather than evaluative) in nature; focuses on process, outputs and/or only a limited number of outcomes; and, as a set, fails to capture what is really important about the programme. It may capture what the client wants to know now for immediate operational purposes, but it generally doesn't come close to asking the really important issues or aspects of a programme. Like, was it needed in the first place? Is it being targeted correctly? Has it been well conceptualised, designed and implemented? How valuable are the outcomes for recipients, their communities and society as a whole? How does it compare with alternative ways of addressing the need, particularly in terms of cost-effectiveness? Is it worth the resources that go into it?

When a narrow and limiting set of questions is coupled with 'no go' areas for investigation and restrictions on methods and data sources, the result is effectively a requirement to do either a simple, technical data gathering-exercise *or* a few weak fragments of an evaluation. This has several effects, presumably unintended. First, competent evaluators are repelled by the RFP because (a) it looks like boring work and (b) it has the potential to damage the evaluator's reputation for producing incisive work that gets to the real issues.

Second, such prescriptive scoping of the work often translates into extremely close supervision while the project is in progress. This would seem to me to be blurring and perhaps crossing the line between contractor and employee. Part of the legal definition of an independent contractor is that he or she – not the client – determines how the work should be carried out. If there is no scope to do this, then one wonders why the organisation didn't just hire a Master's student to do such a straightforward task. Where is the room for the evaluator's value added?

And therein lies the point. What is it that makes an evaluator's contribution valuable? A good evaluator can:

- help identify primary intended users for evaluation findings and what they need to know
- help the client formulate a powerful and incisive set of 'big picture' questions to guide the evaluation, or clarify/modify an initial set developed by the client
- define (using needs assessment, logic models and other tools) what it is that makes an initiative 'high quality' or 'valuable' (in terms of process, outcomes, costs, etc)
- identify key sources and types of data that will provide the most robust and cost-effective evidence for answering the evaluation questions
- bring an outside perspective to the interpretation of findings that includes questioning the status quo and applying critical and outside-the-box thinking

Whether an evaluation is conducted in typical ‘capacity-building’ mode (i.e. involving high participation) or more independently, it is important for the evaluator to bear in mind what it is that makes our unique skills valuable to organisations. These are the ways in which we contribute more than just a report of findings. What we produce should be thought-provoking, mind-expanding, fresh, insightful and incisive. It should be more than what organisational insiders can produce by brainstorming around a whiteboard, otherwise isn’t that what they’d have done in the first place?

We can make a difference at two levels – helping organisations learn from their successes and failures (and works in progress) and helping them learn how to learn.

Highly learning-enabled organisational cultures are characterised by ‘evaluative thinking’, which consists of two components – the ‘evaluative attitude (the relentless pursuit of truth about quality and performance; a commitment to knowing the truth) and ‘evaluative know-how’ (critical and evaluative thinking; the effective use of evaluative tools and strategies; the ability to use evaluation for strategic as well as operational decision making).

Both participatory and independent evaluations can contribute to building learning capacity in each of these components, and our goal should be to take every possible opportunity in every evaluation to do so! Not only does it make the evaluations more useful on multiple dimensions; it makes the work more interesting for both parties.

On the client side of the fence, my hope is that we see more use of not just the tools and strategies that have been taken on board so far, but also the critical and evaluative thinking and the seeking out of new and useful perspectives that can expand the organisation’s evaluative repertoire.

There is huge scope here for evaluators to make a meaningful contribution, provided they can front up with the kind of true value-added that goes straight to the heart of client needs, and provided clients shape projects in ways that maximise the potential for evaluators to do what they do best.

1. Davidson, E. J. (2005). *Evaluative thinking and learning-enabled organizational cultures*. Presentation at the CES/AEA conference, Toronto, Canada.

[http://www.davidsonconsulting.co.nz/index\\_files/presentations.htm](http://www.davidsonconsulting.co.nz/index_files/presentations.htm)

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## Board news

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### **anzea Strategic Planning**

Late last year the Board began work on a three year Strategic Plan for **anzea**, which is currently being developed up into a draft that will be circulated for members’ comment shortly. After half a day of discussing some really exciting ideas for future development, the Board recognised that our first priority has to be consolidating **anzea** infrastructure, and in particular getting the Board’s roles and portfolios clarified – sounds a wee bit banal, but it’s actually the backbone of **anzea**’s work, and important at this stage because Board elections will be held again in the middle of this year.

### **Board elections**

Board elections will be held in May this year, to elect a new Board for the next two years. If you are interested in nominating yourself for a Board position, feel very welcome to contact Convenor Pam Oliver or any of the other Board members to talk about the Board’s work.

**anzea** Board members to date have found their participation to be highly rewarding and a great way of increasing their own evaluation knowledge, networks and capability.

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## Auckland Branch news

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### Recent branch events

#### Evaluation in Developing Countries - 15 OCTOBER

*Panellists: Nancy Sheehan, Principal Consultant, Nancy Sheehan & Associates, Eve Coxon, Senior Lecturer, Development Studies & Pacific Studies, University of Auckland, Karen Johns, working as part of a team at University of Auckland.*

The three panellists shared a presentation about their work with different organisations in developing countries.

Nancy Sheehan provided valuable insights on current issues in development evaluation internationally and specifically in the Pacific region. She spoke about the DAC Network on Development Evaluation, which is a subsidiary of the Development Assistance Committee at the OECD. The network's purpose is to support robust, informed and independent evaluation to promote the effectiveness of international development programmes. Nancy presented the DAC evaluation quality standards and principles of development assistance, including impartiality, independence, credibility and usefulness. [www.oecd.org/dataoecd/31/12/2755284.pdf](http://www.oecd.org/dataoecd/31/12/2755284.pdf) Nancy concluded her presentation by noting that in NZ, the development NGO sector is small yet strongly interested about adequate evaluation and reporting on projects and programmes. The sector enjoys a close relationship with NZAID, which is open to innovation and supports excellent practice in the sector.

Eve Coxon has for many years been involved in aid delivery to education systems in developing countries. She shared her experiences of aid-funded educational activities referring to strategies for evaluating project effectiveness and the importance of an increased focus on development impact and outcomes. Eve critiqued conventional monitoring and evaluation (M&E) approaches. She noted a limited conceptualisation of the use and role of M&E, lack of local stakeholder participation, lack of M&E focus on development results, lack of evaluation capacity building, planning and quality control of M&E. Eve concluded with a set of M&E principles that could increase the usefulness of M&E for local stakeholders and enhance the effectiveness of projects under evaluation.

Karen Johns spoke of her involvement in a team, as a part of the Pacific Invasives Initiative (PII) based at University of Auckland. The initiative's goal is to conserve island biodiversity and enhance the sustainability of Pacific people's livelihoods. It's objective is to reduce negative impacts of invasive species. Karen talked about two rat eradication projects in Fiji and the monitoring and evaluation processes associated with them. A highlight was the way in which the team tried to capture the local voice. Strategies used included contracting a local Fijian, using culturally appropriate methodology, accessing the community through leaders, observing protocols and taking time for people to converse in a comfortable setting.

Karen's conclusions echoed the previous two speakers by stressing the need to ensure that M&E will work for the local community involved with a particular project by engaging all parties in the designing of M&E and by using appropriate methods to meet the needs of donors, agency and community.

*Jane Carroll*

#### Xmas get together – 1<sup>st</sup> December

A big thanks to Rina Tagore for opening up her home for our Xmas party. About twelve people gathered to celebrate yet another successful year in Auckland evaluation. The food was plentiful and tasty, beverages delightful and the company was cheerful and chatty. It

was good to spend time with old and new acquaintances, friends and colleagues and to learn more of each other's work and personal background.

### **2008 Auckland Branch events**

For 2008, the Auckland Branch Committee has put together a calendar of interesting events, as follows:

- Feb 21            **WORKSHOP** – *Using programme logic models in evaluation*  
*Presenter: Anne Dowden, Research New Zealand*
- March 26        **WORKSHOP** – *New resources for evaluators*  
*Presenter: Post graduate evaluation students present web resources and other innovative evaluation tools*
- April 23         *“What’s in it for us?” Programme clients talk about their experiences of participating in programme evaluation*
- May 22           **WORKSHOP** –            *Set your outcomes models free!*  
*Presenter: Paul Duignan, Parker Duignan Ltd.*
- June 25          **WORKSHOP** – *Using storytelling in evaluation – three local evaluators show how to use storytelling*  
*Presenters: To be announced*
- August 14       **AGM** - *Integrating evaluation and community development – A “Westie” story*  
*Presenter: Alex Woodley, independent contractor*
- October 22      *The journey to sustainability: Empowerment through evaluation*  
*Presenter: Alison Greenaway, Landcare Research*

For detail on the topics and speakers for each event, go to the **anzea** website.

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## **Waikato Branch news**

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As a Branch committee we are looking forward to an interesting year ahead. Our focus this year is getting to know our membership and providing a number of workshops where people will be able to learn effective evaluative skills.

To meet the needs of our membership we will be offering workshops both in Hamilton and Tauranga. Our membership stretches from Rotorua, Whakatane through to Tauranga and Hamilton and so we are hoping that workshops in two regions will mean that all our members will be able to participate in the Waikato/Bay of Plenty **anzea** events.

Our first event for 2008 is scheduled for the 13<sup>th</sup> March and will take place over lunch, in a café in Hamilton (exact venue still to be confirmed). This event is about whakawhanautanga/relationship building. We will be encouraging all our members and others to come along and use the time to network, discuss the year ahead, and how we can best serve our members.

Other Branch events will be organised for May and September. Speakers, venues and exact dates are yet to be confirmed; however they will all involve the application and utilisation of evaluation tools such as outcomes models and web resources.

We are also pleased to announce that Tony Waldegrave is the newly appointed Convenor for the Branch and any enquiries about the Waikato/Bay of Plenty Committee can be directed to [Tony.Waldegrave@dol.govt.nz](mailto:Tony.Waldegrave@dol.govt.nz).

Other committee members include Jacqui Henry, ([HenryJ@waikatodhb.co.nz](mailto:HenryJ@waikatodhb.co.nz)), Jo Cottrell ([CottrelJ@waikatodhb.co.nz](mailto:CottrelJ@waikatodhb.co.nz)) and Kellie Spee ([Kellz@xtra.co.nz](mailto:Kellz@xtra.co.nz)).

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## Christchurch/Upper South Island Branch news

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- March 7      **WORKSHOP** – *Managing the evaluation journey*  
(a) looking at the unpredictable, the complexities, the uncertainty, the contractors' expectations and the terms of references and how they change  
(b) sharing tools for managing relationships and information  
(c) working with logic models (local discussion and application)  
(d) what things we are doing well in evaluation
- May 2            *Evaluation scene in NZ and evaluation outcomes and frameworks.*  
*Presenter: Paul Duignan, Parker Duignan Ltd.*
- September 6    **WORKSHOP** - Purchasers and Providers - Contracts and insurance etc
- November 7    Topic to be decided

For detail on the topics and speakers for each event, go to the **anzea** website.

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## anzea Board contact list

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Name	Phone/s	Email
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Jane Carroll	09 3746434	<a href="mailto:jane.carroll@ero.govt.nz">jane.carroll@ero.govt.nz</a>
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Tania Wolfgramm	021 389169	<a href="mailto:tania.wolfgramm@xtra.co.nz">tania.wolfgramm@xtra.co.nz</a>

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## **Resources, conferences, journals**

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### **NEWS relevant to evaluation and evaluators**

To keep yourself informed about professional development events and other news relevant to evaluators, check in to the following websites each month:

Royal Society News: [www.rsnz.govt.nz](http://www.rsnz.govt.nz) or [www.rsnz.org.nz](http://www.rsnz.org.nz)

Social Policy Evaluation and Research (SPEaR): [www.spear.govt.nz](http://www.spear.govt.nz)

The National Centre of Mental Health Research. Information and Workforce Development: [www.tepou.co.nz/](http://www.tepou.co.nz/)

### **Developing evaluation resources for developing countries**

This project is about evaluation training or consulting in developing countries. This would offer free training or free consulting to projects in developing countries. More information is available here.

Free evaluation resources for developing countries:  
<http://earth.prohosting.com/elecon/evaldevel/evaldevelopment.html>

One possibility is for training classes specifically prepared for program people in developing countries. The training material would be available on the web, in forms easily available for people with limited internet connection.

This is a call for folks to participate in this project, for example, by working in teams to prepare some of the on line classes, joining the project email list, or contributing any other way of interest.

Contact Gene Shackman Ph.D. for further information, contact info on the website.

The Global Social Change Research Project: <http://gsociology.icaap.org>

Free Resources in social research methods: <http://gsociology.icaap.org/methods>

### **The Australia New Zealand Third Sector Research (ANZTSR) Conference**

This conference is to be held in Auckland on the 18th and 19th of November. Planning is well underway and we will send an update with a web address as soon as this is 'live'. The theme of the conferences is "DEMONSTRATE"! Please come and demonstrate the value of research to the way in which the Third Sector contributes to enhancing the lives of people and of Earth.

We have high hope that many people working in the Tangata Whenua, Pasifika, Migrant and Refugee areas will come. We plan to give some profile to elders in the research field and space and encouragement to youth research(ers). We hope that the event will be a vibrant demonstration of all expressions of research outcomes: song, dance, film – and of course, presentation and publication of those academic papers that many of us need to feed the PBRF monster!

Themes we are planning to develop include the regular work of the ANZTSR on the organization and management of the Community/NGO Not-for-Profit (Third) sector and the

enhancement of Civil Society, as well as work being done in the area of Responsibilities and Rights for Human and Planetary Wellbeing, The Emergence and Effect of Social Enterprise and the many Public and Private Partnerships formed to serve our communities. We will also have an opportunity to discuss the emerging findings of the work that forms part of the New Zealand contribution to the Johns Hopkins project that seeks to articulate the scope and contribution of the Third Sector in many countries.

We hope that you will forward this Newsletter to colleagues and friends who may have an interest in either of these two items – perhaps working in community organisations, or wider spheres of social development within local bodies, ministries and corporations, in New Zealand, Australia and The Pacific.

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## Get involved!

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Ways that you can get involved in **anzea** activity over the next few months include:

- *Joining the **anzea** 2008 Conference Committee* – contact the Conference Convenor, Laurie Porima (06 3673655)
- *Building regional membership* – contact Rachael Trotman 09 8183531
- *Help with redesigning the **anzea** website* – contact Manu Caddie at [manu@ahi.co.nz](mailto:manu@ahi.co.nz) or 0274 202957

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## Members' forum

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**anzea** invites you to write to the Editor with news, ideas, grumbles, bouquets, or anything else likely to be stimulating or interesting to **anzea** members.

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## Classified

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The newsletter is a forum for advertisements relevant to evaluation – job vacancies, services offered, events – and there's no cost. To place an ad, contact the Editor, Jane Carroll via [info@anzea.org.nz](mailto:info@anzea.org.nz)



**PROJECT MANAGEMENT**  
**PROOF-READING**  
**ADMINISTRATIVE SUPPORT**  
Contact **Jackie Pivach**  
**09 8339593 Mob 0274918200**  
**servicesolutions@xtra.co.nz**

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## How to join anzea

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Membership in **anzea** is open to anyone with an interest in evaluation – there are no other eligibility criteria (why would we need any....). The fee is just \$62 (inc. GST) per annum and only \$40 for student or unwaged members. If you'd like more information about **anzea**, contact the membership secretary Rachael Trotman, or any other member of the **anzea** Board (contact details above in this Newsletter). To join, all you have to do is complete the attached membership form and send it with your payment to: **anzea** membership, PO Box 106732, Auckland. (If you prefer to pay electronically, see details on the membership form.)



**aotearoa new zealand evaluation association**

**PO Box 106732**

**Auckland**

**0800 EVALUATE (0800 382582)**

[info@anzea.org.nz](mailto:info@anzea.org.nz)

[www.anzea.org.nz](http://www.anzea.org.nz)

## **anzea membership form 2007-2008**

### DECLARATION

I wish to become a member of **anzea**.

I agree to abide by the **anzea** Constitution and by-laws.

My membership status is (tick one):

- Ordinary member      \$62 (inc GST)  
 Student member\*      \$40 (inc GST)

\*Requires evidence of full-time current student status as an accredited academic institution (please enclose photocopy of current enrolment confirmation).

Optional donation \$\_\_\_\_\_

Total enclosed \$\_\_\_\_\_ (Please make cheques payable to '**anzea**')  
**OR**

I have paid \$\_\_\_\_\_ by direct credit into the **anzea** bank account:

Name:      Aotearoa New Zealand Evaluation Association

Bank:      Kiwibank Ponsonby

Account:      389006 0153121 00

in the name of \_\_\_\_\_

[insert your account name]

NAME:	POSTAL ADDRESS:
PHONE:	
EMAIL:	
SIGNED:	DATE:

I give permission for my personal information above to be published in the on-line directory of **anzea** members.

I give permission for **anzea** to include me in emails that are sent to the **anzea** national or regional membership.

**NB** The following information is sought in order for **anzea** to suitably support a diverse membership and to facilitate the professional development of evaluators. Your answers will become part of a publicly available membership profile. Answering these questions is optional, but will be valuable in **anzea's** planning.

<b>CURRENT PRIMARY EMPLOYMENT</b> Position:  Organisation:	<b>TRAINING AND QUALIFICATIONS</b>
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<b>GENDER:</b> <input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Other	<b>AGE:</b> <input type="checkbox"/> 18-25 <input type="checkbox"/> 26-35 <input type="checkbox"/> 36-45 <input type="checkbox"/> 46-55 <input type="checkbox"/> Over
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**ETHNICITY/IES:**  
 NZ Maori  NZ European/Pakeha  Other European  Cook Island Maori  Samoan  
 Tongan  Nuiean  Chinese  Indian  Other \_\_\_\_\_

**IWI OR TRIBAL AFFILIATIONS (WITHIN YOUR COUNTRY OF ORIGIN):**

N.B. This information is to help us identify members with specific cultural knowledge.

**MAIN PRACTICE INTERESTS**

**SECTORS WORKED IN (LIST UP TO FIVE) - E.G. HEALTH, EDUCATION, LOCAL AUTHORITIES ETC.**

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**AREAS OF EVALUATION EXPERTISE - E.G. METHODOLOGIES (INCLUDING CULTURALLY SPECIFIC, OR CROSS-CULTURAL APPROACHES), SUBJECT MATTER AREAS, ETC.**

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**AREAS OF PARTICULAR INTEREST (IN ADDITION TO THE ABOVE)**

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