Annual Report

Financial Year 2026

Building Institute Aotearoa

Growing Our People

Front cover and above image courtesy Hawkins

Building Institute Aotearoa
Growing Our People

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Our Industry. Connected.

Building Institute Aotearoa exists to connect, support, develop and promote the people who shape New Zealand's building and construction sector.

We bring people together across disciplines, regions and career stages, creating opportunities to strengthen capability, build relationships and contribute to a more professional, inclusive and future-ready industry.

Image courtesy Naylor Love

Our objectives are to:

- Recognise qualifications, experience and professional contribution through clear membership pathways
- Uphold best practice, professional behaviour and strong ethical standards
- Celebrate and recognise excellence across the sector
- Support education, mentoring, training and continuing professional development
- Advocate on issues that matter to the building and construction industry
- Create opportunities for connection, collaboration and knowledge sharing
- Grow inclusion and representation across age, region, gender and ethnicity
- Support clear pathways for the next generation of industry leaders
- Champion innovation as an essential part of industry progress.

Key metrics:

1,651 Total membership

88 Events delivered

74 2025 awards entries

518 2025 awards attendees

230 Buildup26 attendees

13 Presenters

Chair's report

The past 12 months have remained challenging, with a brief uplift in optimism tempered by the start and ongoing impact of the Iran War, which continues to place pressure on the sector.

In September, we welcomed our new Chief Executive, Kirsten Magnusson, who stepped into the role following four years as a Board member and Deputy Chair. We also strengthened our focus on strategies that enhance membership value, including support for members who have found this period challenging.

Our Constitution was refreshed, ensuring compliance with the Incorporated Societies Act 2022. My thanks to the Constitution Committee for its focus and determination in developing a robust document that will guide the Institute well into the future. Work on the associated membership and grading framework continues.

Another significant project completed during the year was the Built Environment Career Streams project, delivered in partnership with the University of Canterbury's Building Innovation Partnership and funded by the Construction Growth Fund. The project provides tools and guidance for individuals, employers and education professionals.

Updating our membership and events system has proved to be a larger undertaking than anticipated. While the project involved challenges, the completed system will improve how members manage their memberships and interact with Institute events and services. Kirsten's experience in digital systems has been valuable in helping bring this project to completion.

Membership numbers have remained steady despite cost of living pressures, with many new members joining as Professional members. It is encouraging to see growing interest in what the Institute offers, particularly from professionals who have a choice about which organisation best represents them. Our broad, cross-disciplinary network remains one of our key strengths.

Finances have been tight this year, with expenditure at times exceeding income. Several unbudgeted costs were incurred, particularly for the membership and events system development; however, once underway, we had little choice but to complete the project. Our financial year result of -$34,231 against an initial budget of $12,273 reflects these headwinds.

Our National team has focused on communication and engagement. I would like to thank each of them for their contribution to ensuring we have the support needed to deliver industry-leading events and networking opportunities.

Our 2025 strategy day identified several areas for development, focusing on strengthening membership and the Institute's financial capacity. We intend to progress these priorities in a staged way, within the financial headroom set by the Board. We also see opportunities to work with partners whose objectives align with our strategy and to explore additional funding sources.

We are now into the second year of the staggered three-year Board term, and several people are departing our Board, including Nigel Dong, John Hemi and Natasha Possenniskie. I would like to thank them for their contribution over the years. Terry Buchan, Christina de Boer, Craig Hopkins and Tirth Patel remain, and we look forward to welcoming our new Board members in September.

I have enjoyed my year as Chair and would like to thank my Deputy Chairs, Craig and Natasha, along with everyone else for their support and dedication in helping Building Institute Aotearoa continue to grow membership and strengthen our industry brand.

Graeme Earl
Board Chair
Southern Region Representative

Chief Executive's report

This year has been one of change.

While the sector continues to face pressure, the Institute has remained focused on connecting people, building capability, and creating opportunities for members to grow and succeed. We have continued investing in the Institute's long-term future, even when that has meant tackling complex challenges behind the scenes.

One of the most significant projects has been the development of our new membership and events system. What began as a technology project became a broader review of how we engage with members, deliver value, manage events, and support the member journey. The project has taken longer than anticipated but will deliver a better member experience, supported by improved data, processes, and tools for the National Team.

This year we took the opportunity to consider what the Institute needs to become over the next decade. Through our strategy refresh, we have focused on strengthening membership pathways, refining our value proposition, improving systems, and ensuring our events, communications, and partnerships deliver value. The result is a clearer direction and stronger foundation for growth.

We have also continued to strengthen our relationship with the Australian Institute of Building. Discussions have focused on shared challenges and practical opportunities for collaboration across New Zealand and Australia. There is real value in sharing knowledge, resources, and ideas while maintaining our respective identities.

Despite a challenging economic environment, our events programme continued to thrive. BuildUP26 brought professionals together to explore the themes of people, performance, and productivity. The Building People Awards celebrated excellence across the sector, while regional events, site visits, webinars, and social activities created opportunities for connection, learning, and professional development. These activities demonstrate one of the Institute's greatest strengths: bringing people together across disciplines, regions, and career stages.

We have also continued to invest in the future workforce. BE Career Streams has evolved beyond its original framework, helping people better understand opportunities across the built environment. MentorMIX, our Next Gen activities, and partnerships with industry and education providers remain important parts of our commitment to growing future leaders.

While we can be proud of what has been achieved this year, there is still much to do.

The coming year will focus on delivery. We will complete the implementation of our new

systems, improve the member experience and expand industry partnerships.

We will also strengthen our advocacy, raising the profile of the Institute and our voice on issues affecting the building and construction sector. Our goal is to grow membership, deliver greater value, and ensure the Institute remains the professional home for the built environment.

None of this would be possible without the commitment of our volunteers, committees, Board members, sponsors, partners, and the National team. Most importantly, thank you to our members. Your support and participation are what make this organisation possible.

We have laid important foundations this year. Next year is about building on them, and I am confident the Institute is well positioned for an even stronger year ahead.

Kirsten Magnusson
Chief Executive
Building Institute Aotearoa

Creating connections across the country.

BuildUP26, attracted 230 participants to Christchurch for a dynamic programme centred on the theme People, Performance and Productivity.

Awards and recognition

The 2025 Building People Awards, held at Tākina in Wellington, celebrated the exceptional people driving New Zealand's construction industry forward. Sponsored by Winstone Wallboards (GIB), the Building Institute's National Partner, the awards attracted 74 entries across a broad range of categories, with 20 winners being recognised before an audience of 515 industry professionals.

The introduction of the new Site Manager of the Year category recognised the critical role site leaders play in project success. The programme also marked an historic first, with the Supreme Winner emerging from the Emerging Leader category, highlighting both the calibre of future industry leaders and the importance of investing in the next generation of talent.

Through recognising excellence, the awards continue to elevate professional standards and celebrate the people shaping the future of the built environment.

Education and training

The Building Institute's education and training programme continued to support professional development across the construction sector through a range of high-quality learning and knowledge-sharing opportunities.

BuildUP26, attracted 230 participants to Christchurch for a dynamic programme centred on the theme People, Performance and Productivity. Featuring keynote presentations, panel discussions, roundtable sessions and a dedicated student stream, the conference received exceptionally positive feedback from delegates.

In partnership with Carters, the Institute also delivered Building Legends, attracting 148 attendees across six events in Auckland, Wellington and Christchurch on topics covering

early contractor engagement, guidance and regulation, and managing complexity. Complementing these in-person events, the Industry Insights Webinar Series delivered nine webinars and attracted 431 registrations, providing members and the wider industry with accessible, relevant and timely professional development opportunities throughout the year.

Site visits were a standout member offering, with 16 visits held nationwide to leading construction projects, attracting 585 registrations.

Image courtesy Cook Brothers Construction

Emerging Talent & Industry Engagement

Building Institute Aotearoa continued to support emerging professionals and strengthen connections across the construction sector through a range of industry initiatives.

The Next Gen Awards attracted 25 entries, recognising the talent and achievements of those building their careers in the industry. Through MentorMIX, student mentoring also continued to grow, connecting 16 mentors with 46 mentees.

The Institute also maintained its involvement with NAWIC, supporting broader industry collaboration and engagement.

Complementing these initiatives, the monthly Digital Hui provided an ongoing forum for discussion and knowledge-sharing around innovation, technology and digital developments within the sector.

Member Engagement & Networking

Connections remain one of the most valued benefits of Institute membership, providing opportunities for professionals from across the construction sector to network, share knowledge, and build relationships that reflect the collaborative nature of project delivery.

Site visits continued to be a standout member offering, with 16 visits held nationwide at leading construction projects, attracting 585 registrations. These events provided valuable insights into project delivery, innovation, and industry best practice.

The Institute also delivered a strong programme of social events, including bowls events, annual golf tournaments, and quiz nights across Auckland, Wellington, and Christchurch. During the year, a new People in Construction Forum was introduced, creating an online community for HR and learning and development professionals to explore emerging issues and hear from expert speakers on topics shaping the future workforce.

BUILT ENVIRONMENT CAREER STREAMS

Ngā ara rerekē o te ao hanga taiao

Built Environment Career Streams is a research-led framework designed to make career pathways across the construction industry clearer and more visible. Inspired by the concept of he awa whiria, a braided river, it moves beyond the idea of a single, linear career path and demonstrates how people can enter, specialise, transition and progress throughout their working lives.

The framework maps eight interconnected professional streams and provides practical guidance for people entering or changing careers, as well as employers, educators and those supporting professional development.

Career Streams has now been extended through a series of digital guides that explore how technology is reshaping seven career streams across the construction industry. The guides outline the skills, tools and opportunities becoming part of modern construction careers.

Following the launch of the digital guides at Parliament early in the new financial year, Building Institute Aotearoa will seek funding to continue and extend this work.

Image courtesy Naylor Love

Governance

Graeme Earl

Board Chair, Southern Region Representative

FNZIOB

Group Manager
Naylor Love Health Hub

Natasha Possenniskie

Co-Deputy Chair (Co-opted)

MNZIOB

Director
Urban Outcomes Limited

Craig Hopkins

Co-Deputy Chair, Membership Representative & Northern Region Committee Member

CMNZIOB

Chief Executive
Generation Homes

Nigel Dong

Central Region Representative & Central Region Committee Member

FNZIOB

Managing Director
Designgroup Stapleton Elliott

John Hemi

Membership Representative

MNZIOB

Director
Hemipro Limited

Christina de Boer

Membership Representative

MNZIOB

Head of Design
Summerset Group

Terry Buchan

Northern Region Representative

MNZIOB

General Manager
Hawkins

Tirth Patel

Young Professional Advisor

GradNZIOB

Post-Doc Fellow, University of Canterbury

Committees

Northern Region
Jamie Summers - Chair
Bob Barsdell
Andrew Cairney
Yan Chen
Aarron Cunningham
Craig Hopkins
Dr. Linda Kestle
Isaac Kett
Scott Logie
Josh Lord
Shane Phillips
Josh Tattley

Northland Branch
Claire O'Shea
Ben Tomason

Central Region
Alex James - Chair
Ben Bourke
Frank Bourke
Dan Bradley
Claire Cummings
Nigel Dong
Julianne Manuguid
Sarah Skillen

Southern Region
Adam Baxter – Chair
Daren Alderson
Richard Clark
Sam Henderson
Nick Matthews
Keri Niven
Tirth Patel
Mazharuddin Syed Ahmed
Anthony Willard

Queenstown Branch
Josh Gibbons
Gordy McGregor
Campbell Wheeler

Dunedin Branch
Jared Glue

Young Professional Advisors
Tirth Patel – Chair
Iris Bo
Yan Chen
Alex Doyle
Manjot Singh Khalsa
Jason Lin
Lesley Ly
Julianne Manuguid
Sarah Skillen
Callum Walsh

Risk and Audit
Josh Tattley - Chair
Christina de Boer
Graeme Earl
Scott Logie

Constitution
Kirsten Magnusson - Chair
Nigel Dong
Bob Hall
John Hemi
Scott Logie
Ian Marshall
Paul O'Brien

Membership Auditors
Graeme Goss
Hayley Groves

Outgoing Board Members
Graeme Birkhead
Yan Chen
Steve Kleehammer
Kirsten Magnusson

Image courtesy Dominion Constructors

Building Institute Aotearoa

Charitable Education Trust

Since 1985, the Building Institute Aotearoa Charitable Education Trust has supported education and training across the building and construction industry through:

- Receiving funding from activities promoted by the Trust Board, advances from whatsoever source and bequests or donations.
- Establish and award scholarships and prizes in whatever form the Board see fit, to encourage the study and understanding of building and related matters.
- Identify future leaders in the industry and support their development to the next stage of their career by awarding a financial scholarship or prize that will be used by the recipient to advance their progression and benefit the industry.
- Pay fees or costs for any activity associated with the continuing professional development of New Zealand Institute of Building Incorporated members.
- Support applications from all areas of the NZ construction industry and seek nomination for recipients who have a personal and professional drive to take the next step in their career.
- Award grants to persons in support of overseas study tours on building related matters.

Key Fund Raising Activities

The goal for the Trust is to hold three fundraising events each year. There were three events held in 2025/26 in Auckland, Wellington and Christchurch.

The Trust has provided support in the following ways:

- Six student winners of a Massey University construction awards event including cash contribution towards training development and payment of their registrations to the NZBER25 conference.
- Providing cash prizes for the Emerging Leader awards winners at the Building People awards.
- Supporting in the form of cash prizes the first ConstructLab construction competition run at Ara in Christchurch.
- Contributed toward the cost of fifteen students to attend the BuildUP26 conference in Christchurch.
- Contribution for the key-note speaker to attend the BuildUP26 conference in March 2026 in person.

Trustees

Andrew Marshall - Chair

Guy Cassidy

Samir Govind

John Hemi

Sam Lomax

Sean McGuinness

Clara Sumner

Craig Treloar

We acknowledge the contribution of John Hemi and Guy Cassidy, who have stepped down from the Trust this year. We welcome our new trustees, Nigel Dong and Alex Jeppesen.

The Trust remains in good hands and in a strong position. We are always looking for opportunities to distribute funds in ways that align with our Trust Deed, and we warmly welcome donations that help grow our capital and increase our support.

Andrew Marshall, Chair

Financial overview

Image courtesy Cook Brothers Construction

During the financial year, Building Institute Aotearoa delivered a strong programme of industry engagement, professional development and member services.

Key metrics

Membership remained stable, while the Institute delivered 88 events nationwide and attracted 74 entries to the Building People Awards programme, reflecting continued engagement across the sector.

	2026	2025
Number of members	1,651	1,650
Number of events	88	79
Number of Building People Awards entries	74	67

Financial performance

REVENUE	2025-2026	2024-2025
Donations, koha, bequests and other general fundraising	916,901	886,151
Non-government service delivery grants/contracts	165,000	95,879
Membership fees and subscriptions	193,226	196,694
Interest, dividends and other investment revenue	5,793	17,432
Other revenue	4,500	5,000
Total Income	**1,285,420**	**1,201,156**
LESS EXPENSES		
Expenses related to fundraising	739,666	784,281
Employee remuneration and other related expenses	313,835	285,799
Other expenses related to service delivery	147,471	132,939
Other Expenses	118,678	73,747
Total Expenses	**1,319,651**	**1,226,766**
NET SURPLUS BEFORE TAXATION	**(34,231)**	**(25,610)**
Less Taxation Provision	311	448
NET SURPLUS AFTER TAXATION	**(34,542)**	**(26,058)**

Total income for the year was $1.285 million, an increase of approximately 7% from the previous year. Growth was primarily driven by increased event-related revenue and project funding relating to the Career Streams project. The revenue mix shows our reliance on the support of industry partners and on delivering events that continue to attract sponsors and attendees.

Total expenditure increased by $93k, reflecting the higher levels of activity delivered throughout the year, staff costs, service delivery expenses and strategic project work. Event-related expenditure remained the Institute's largest cost category. Employee-related costs increased $28k due to the change in Chief Executive and two other staff members, while service delivery expenses rose $14k mainly due to increased travel costs. Other operating expenses increased $45k largely due to project-related costs, the bi-annual strategy day and additional membership marketing costs relating to PPE events.

As a result, the Institute recorded a net deficit after tax of $34k, compared with a deficit of $26k in 2025. While the deficit was higher than the previous year, it reflects the Board's ongoing investment in member services, events, advocacy and strategic initiatives designed to strengthen the organisation's future capability and impact.

Financial position

CURRENT ASSETS	2026	2025
Cash and cash equivalents	169,740	158,069
Taxation	235	1,132
Trade and other receivables	134,542	42,852
Total Current Assets	**304,517**	**202,054**
Fixed Assets	3,352	4,756
Investments	176,050	226,049
Total Non-Current Assets	**179,402**	**230,805**
CURRENT LIABILITIES		
GST Due for payment	7,267	8,263
Trade and other payables	190,010	108,640
Total Current Liabilities	**197,277**	**116,903**
NET ASSETS	**286,642**	**315,956**
Represented by;		
ACCUMULATED FUNDS		
Reserves	14,904	9,676
Retained Earnings	271,738	306,280
TOTAL ACCUMULATED FUNDS	**286,642**	**315,956**

The Building Institute remains in a sound financial position with total assets of $484k at year end. Cash and cash equivalents increased $12k from the previous year reflecting a transfer of $60k from the Milford investment, offset by the operating deficit. The goal in the coming years will be to replenish and increase the Investment fund.

A large portion of the Trade and Other receivables relates to costs relating to the rebranding and new member and event database system which is treated as prepaid costs and will be capitalised in the 2026-2027 financial year now that the new system is live. The Institute's net assets reduced by $29k reflecting the operating deficit, offset by an increase in reserves resulting from unrealised gains in the Milford fund.

Outlook

The year ended March 2026 demonstrated the Institute's continued commitment to advancing professionalism, education, leadership and excellence within New Zealand's building and construction industry in what was a tough economic environment. Membership remains stable. Despite the environment, event participation is continuing to grow and the Institute retains a strong balance sheet and healthy cash reserves. While a modest operating deficit was recorded, the financial position remains robust and provides a solid foundation for the Institute to continue delivering value to members and the wider industry with a view to driving other revenue streams and increased memberships.

Building Institute Aotearoa Strategy 2026

VISION

A trusted voice for
New Zealand's building professionals,
driving a strong, connected, and future-ready industry.

PURPOSE

Connecting people, ideas and leadership to strengthen
New Zealand's building industry.

STRATEGIC ENABLER

Communications and Brand – the cement that binds our strategy, delivering clarity, consistency and trust.

STRATEGIC PILLARS

PURPOSE AND LEADERSHIP

Provide a strong, credible voice for the sector by defining a compelling, unifying purpose through storytelling, clear positioning, and trusted leadership. Build authority and influence to shape policy and industry direction, uniting the sector on key issues without trying to own every conversation.

MEMBERSHIP AND PATHWAYS

Create a compelling reason to belong by clearly defining who we serve, delivering tangible value, and engaging members across their careers. Build a strong membership proposition with clear tiers and visible pathways for long-term engagement and growth.

ENGAGEMENT AND COMMUNITY

Bring people together through purpose-aligned, impactful events that connect, educate, and strengthen Institute credibility. Focus on regional activation, retire activities that dilute identity, and use events strategically to drive attendance, recruitment, satisfaction, and member retention.

REVENUE AND GROWTH

Build a sustainable, diversified revenue base by balancing member value with commercial discipline. Develop a strong revenue engine through diversified funding, strategic projects, Team+ membership, regional ROI accountability, and collaborative partnerships.

PEOPLE AND OPERATIONS

Have the right people, systems, and boundaries to work efficiently and deliver consistently without overloading staff or volunteers. Clarify governance and operational roles, strengthen coordination, and use technology and AI to support membership, communications, events, and CPD.

PATH TO SUCCESS

- Lead through partnerships
- Stamp of Approval (course curation and endorsement)
- Agree top 3 advocacy positions
- Set research and thought leadership direction
- Work within funding frameworks to maximise project revenue

- Clarify professional standards and expectations
- Build a tiered membership matrix
- Resolve Connect debate
- Implement membership onboarding, engagement and renewal systems
- Remove confusion around name and identity

- Build an event ROI matrix and streamline activities
- Clarify responsibilities between Home team and regions
- Anchor flagship events that build our brand (conference, awards, plus one more)
- Conduct feedback surveys for every event

- Grow membership (individual and team+)
- Maximise events revenue (sponsorships and ticket sales)
- Support recruitment by providing talent pathways
- Undertake projects that are externally funded
- Leverage database
- Expand industry partnerships

- Fully integrate new CRM
- Build communications plan
- Automate membership onboarding and renewals
- Improve dashboards, reporting and transparency

VALUES

Tūhono
Connect

Manaakitanga
Support

Whanaungatanga
Collaborate

Our sponsors

National Partner

GIB®

Supporting Partners

AUTODESK

Resene Construction Systems
ROCKCOTE®

HAYS Working for your tomorrow

CARTERS Your Building Partner

Image courtesy GIB

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