

# KELLOGGS



# EXPERIENCE



ANDREA MARSH

# INTRODUCTION

## **The Kellogg's Experience**

A Record of the first 10 courses

- an insight into the people, the leaders and scholars

**A Kellogg New Zealand Rural Leadership Project**

Andrea D Marsh    November 1992

**Dedicated to:**

The spouses of Kellogg's scholars  
who often make supreme sacrifices and cope with the challenge  
of people through change with little assistance or acknowledgement.

**Thanks to:**

With grateful thanks to Lesley and Fiona  
Bay of Plenty Province of Federated Farmers  
for their support and indispensable assistance in the publishing  
of this project.

And to my family for their encouragement,  
support and love.



Andrea Marsh is a 1992 Kellogg's Scholar.

She is married with three teenaged children, two sons and a daughter, and farms with her husband, Kevin, on their dairy farm at Pongakawa in the Bay of Plenty.

Andrea is currently teaching at the Pongakawa School in a .5 position in the Form Two area of the school.

She is on the Management team of Bay of Plenty Federated Farmers and is Chairman of the Provincial Education Committee.

She also serves on the Te Puke High School Board of Trustees and is a Councillor on the Bay of Plenty Polytechnic.

In 1988 she received the Te Puke and Districts Citizen of the Year Award for her service to her community.

Andrea was a Kellogg's spouse in 1990.

## Index

### Part I

What is a Kellogg's Scholar  
The Visions  
Course 1 - the establishment of  
The Programme Phase I- III  
Traditions of Kelloggs  
Profiles on the People  
The Involvement of Lincoln University  
The Ongoing Financial Commitment

### Part II

1. The questionnaire sent to all Kellogg Scholars who participated in the first 10 courses, the response and the implications.
2. The responses and the Interpretations.
  1. Educational Qualifications
  2. Rural - Urban Background
  3. Geographical Spread
  4. Marital Situation
  5. Leadership Roles
  6. Financial Support Received
  7. Expectations
  8. Feelings After Thesis Completed
  9. Action From Thesis
  10. Involvement of Spouses
  11. Most Enjoyable Aspect of Course
  12. Greatest Personal Benefit
  13. Specific Reactions to the Course
  14. Disadvantages of Attending
  15. Further Scholarships Applied For
  16. Contact With Other Kellogg's Scholars
  17. Attendance at 1991 Reunion
  18. Changes After Kelloggs - Marriage, Business, Health, Other
  19. The Flow on Effects of Motivation, Skills and Understandings Gained
  20. A Summary - In Their Own Words

### Part III

Issues to Be Addressed  
The Acknowledgement  
Conclusion

### Part IV

Appendices

# PART I

## Part I

What is a Kellogg's Scholar

The Visions

Course 1 - the establishment of

The Programme Phase I - III

Traditions of Kelloggs

Profiles on the People

The Involvement of Lincoln University

The Ongoing Financial Commitment

What is a Kelloggs Scholar?

Is she/he born or made?

This unique experience has been shared by 238 scholars since 1979;

It is only after studying these people; and their experience, that this question can be answered.

But firstly it is necessary to look at the Kelloggs Programme, its beginning; the evolvement of the programme; and the people who have been the motivators, and the supporters.

## The Vision

John G Pryde, in 1975 took up an appointment at Lincoln University, as Research Fellow in Agricultural Policy. His responsibility was to undertake research and investigation into a wide range of factors affecting New Zealand Agriculture.

New Zealand's economy in the mid 70's had problems.

- i) Inflation was increasing at an alarming rate.
- ii) The Government was borrowing heavily overseas to cover its financial commitments.
- iii) The farming industry was reeling from the impact of the first oil shock.
- iv) Terms of trade had declined dramatically from their 1974 peak.
- v) The Balance of Payments deficit had increased significantly.

During discussions with the then Principal, Professor Jim Stewart, John Pryde made a suggestion which would assist the farm sector, which would then flow on to export industries, and benefit the whole country.

A Training Programme to enhance the quality of Leadership amongst the rural sector in New Zealand.

John believed strongly, after his involvement as Chief Executive Officer of Federated Farmers New Zealand, that more effective rural leadership would not only be of great assistance to the primary industries but would benefit the whole economy.

The University Council was enthusiastic about his proposal, and John was asked to formulate and adopt a programme to achieve this. However, funding from the University was not possible and plans were deferred.

In 1977, John Pryde was awarded a State Department Leader Grant to spend time in USA, in 1978. His particular interest was Agricultural Credit, Protectionism in US Agriculture and the development of Rural Leadership. He spent a week at Michigan State University in the Department of Agricultural Economics and was invited to give a seminar on the 'State of New Zealand Agriculture'.

Key Points of his address were:

- a) The difficulties experienced by New Zealand farm products, with the increasing agricultural protectionism in International Markets.
- b) The financial and social consequences throughout New Zealand.

When questioned to his personal solutions to these increasing internal problems his answer was his conviction that if the quality of rural leadership could be enhanced, this would follow through to rural communities and their industries.

When told that such a programme had not been implemented in New Zealand because of a lack of finance his listeners instigated a meeting between John Pryde and Dr Gary King, Director of the Agricultural Section - Kellogg Foundation - whose Mission Statement is - For the Application of Knowledge to the Problems of People - with the result: US\$25,000 with the promise of further funding, and ongoing involvement and monitoring by the Foundation, for the establishment of the first Kelloggs New Zealand Rural Leadership Programme in 1979.

## Course I

Consultation followed with two of John's colleagues who had from the outset encouraged him to implement his plans:

Dr Alastair McArthur and  
Graham Taite

Together they detailed the programme for Phase 1 Course one for February 1979.

Ninety applications (n.1) were received from all over New Zealand. A small selection committee worked through the applications and 21 were successful. A major endeavour was that Scholars came from a wide range of districts and rural industries throughout New Zealand.

These were the successful applicants:-

Dick Davison - Culverden	John Metherall - Balclutha
Colin Dick - Oamaru	John Newson - Southland
Vicky Duncan - Hunterville	Stan Phillips - Helensville
Eddie Glass - Ashburton	Edwin Pitts - Blenheim
Dana Glendining - Martinborough	Ponty Von Dadelszen - Waipukurau
Owen Jennings - Richmond	David Walter - Stratford
Peter Jensen - Tauranga	Ron Webby - Whangarei
John Johnson - Taupo	Jock Webster - Oamaru
John Luxton - Waitoa	Kevin Were - Te Kuiti
Alastair Malcolm - Christchurch	Ness Wright - Sheffield
Owen Buckingham - Te Anau	

(n.1) see Appendix 1 for Prospectus and Application Form.  
Kelloggs Rural Leadership Programme

Course I, as the landmark,

was judged an outstanding success by the scholars.

The university Council also pronounced it a great success and requested the continuation of the programme.

Many scholars said it had helped them help themselves, which in turn would enable them to help their districts and their own industries.

Today a large percentage of those who participated in Course I are occupying Senior Leadership Positions throughout New Zealand.

## The Programme

### Phase I

The course programme was structured on six key areas.

Critical Thinking and Analysis

Communication

Decision Making

Negotiating and Bargaining

An Understanding of Basic Economics

An Insight into the Political Decision Making Process

Interwoven with these were

People skills - an understanding of and the ability to relate to them.

A ten day campus based period in February at Lincoln. Fifty lecture slots were filled by speakers with specialist knowledge - successful leaders in the non-farm as well as farm sectors of the economy. Scholars were to be given insights into the democratic system and how it operates. Scholars were expected to interact throughout the programme, taking Leadership roles as Chairmen, and voters of thanks, during specific sessions, experiencing an environment which would assist in developing confidence - a necessary part of the armoury of any successful leader.

## Phase II

Scholars were expected to undertake a project of their choice, involving personal research, during their time at home following Phase I.

## Phase III

A Return to Lincoln to present their research - then moving on to Wellington to meet Politicians - Heads of Government Departments and State owned Enterprises, as well as Chief Executive Officers of Major New Zealand companies to discuss and assess styles of leadership and their effectiveness.

## Traditions of Kelloggs

1. Chatham House Rules:

Following on from the tradition of Nuffield Scholarships where Round Table Discussions at Chatham House when participants pledged they would not quote to outside sources the remarks of any participant. This procedure was essential if completely frank discussions were to take place with leaders of Industry and Government.

2. Formal Attire and Meeting Procedure:

Course sessions were to be run on a formal meeting format. Scholars were expected to dress formally for Dinner, Evening Sessions and during the Wellington Phase.

3. Spouses Attendance during the Wellington Port of Phase III.

For the first course, spouses were invited to take an active role in this stage. This created difficulties in at least 2 areas.

- i) It made the teams too large when visiting many of the executives on whom they called.
- ii) The spouses felt they lacked the adequate background for full participation.
- iii) Other difficulties, which will be referred to in the analysis of the response to the Scholars questionnaire.

In the subsequent courses, spouses were welcome to join the course in Wellington but not included in the visiting teams. They were however expected and welcome to join the group in the overall team talks and dinner at the conclusion of each day's activities.

John Pryde is now acting as an Economic Adviser to the Joint Statutory Boards and is heavily involved with the serious problem of agricultural protectionism.

Dr Alastair McArthur, after a 10 year period of Deputy, has taken over the Directorship of the Kellogg New Zealand Leadership Programme. Alastair is also Reader in Agricultural Economics, Lincoln University.

Below: Dr Alastair McArthur and Mr John Pryde



## The Involvement of Lincoln University

From the moment that the initial proposal was submitted to the University Council, Lincoln University endorsed the programme and provided encouragement for its continuation.

The facilities were made available and many of the staff participated as speakers.

Without this support and the use of facilities, the Kellogg Course would not have been possible.

## The Ongoing Financial Commitment

The Kellogg Foundation:

Funding from this source was depleted after Course II. During another visit to the United States in 1981, John Pryde made a further visit to Dr Gary King. After monitoring the two first courses the Foundation was prepared to make a further grant, and asked what funding was required.

In John's own words he was "bloody bold and resolute", and said "a quarter of a million, \$US!". This was granted.

The Kellogg Foundation has a policy which states that grants are to be made for a five year period. After that the expectation is that the recipient country must organise its own funding to ensure continuity of the project. By 1985, the grant was almost spent. John Pryde off to Europe on Sabbatical Leave informed past Kellogg Scholars that the Kellogg New Zealand Rural Leadership Programme would be terminated unless a new sponsor could be found.

On his return from Europe John was told that a group of scholars had talked with the Principal of Lincoln - Professor Ross and had reached agreement with the Joint Statutory Producer Boards for a contribution. This enabled the course to continue and John was asked to direct the Programme for a further four courses. Other supplementary funding was sought and gained from:

- The Counties Association
- The MacKenzie Charitable Trust
- Federated Farmers of New Zealand
- OCLNM
- NZ Lotteries Board

## PART II

## Part II

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  7. Expectations
  8. Feelings After Thesis Completed
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### The Questionnaire to Past Scholars:

Past Kelloggs Scholars were asked to respond to the questionnaire found in Appendix 2 together with the letter accompanying it.

It was highlighted that after 10 courses, and the retirement of John Pryde as Course Director, this was seen as an appropriate time to reflect on the course and to acknowledge the contribution to New Zealand's rural development by the establishment of the Kellogg New Zealand Rural Leadership Programme.

Scholars were assured of confidentiality and asked for their support to ensure depth and accuracy of this research.

The response to the Questionnaire and Implications.

Questionnaires sent out: 238

Returned to Sender	18
Responses	<u>149</u>
Total Accounted For	167
No Response	71

Return Percentage  
Including those  
(Returned to Sender) 70.16%

Responses took from 2 days to 2.5 months. Every response was collated as a percentage of 149.

### Implications:

Obviously the New Zealand Post argument with Rural Delivery boxholders had a significant effect on the envelopes 'Returned to Sender' - 7%. It is known absolutely that at least 3 Scholars had not changed addresses and obviously New Zealand Post had no facilities at Local Post Offices to hold mail. Many firm Kellogg Scholars obviously were standing by their principles and not paying any Rural Delivery fee. Someone taught them too well!

The atrocious weather in the South Island and lower North Island during August, September 1992 put incredible pressure on many rural people. It is fully understandable that a questionnaire would have very low priority in those circumstances.

However, knowing something of Kelloggs Scholars, it should have been no surprise that many responses had letters attached to the form containing a great deal of personal feelings and very sensitive information.

I value the trust so many have shown to me, and I have endeavoured to reflect the feelings and experiences absolutely honestly.

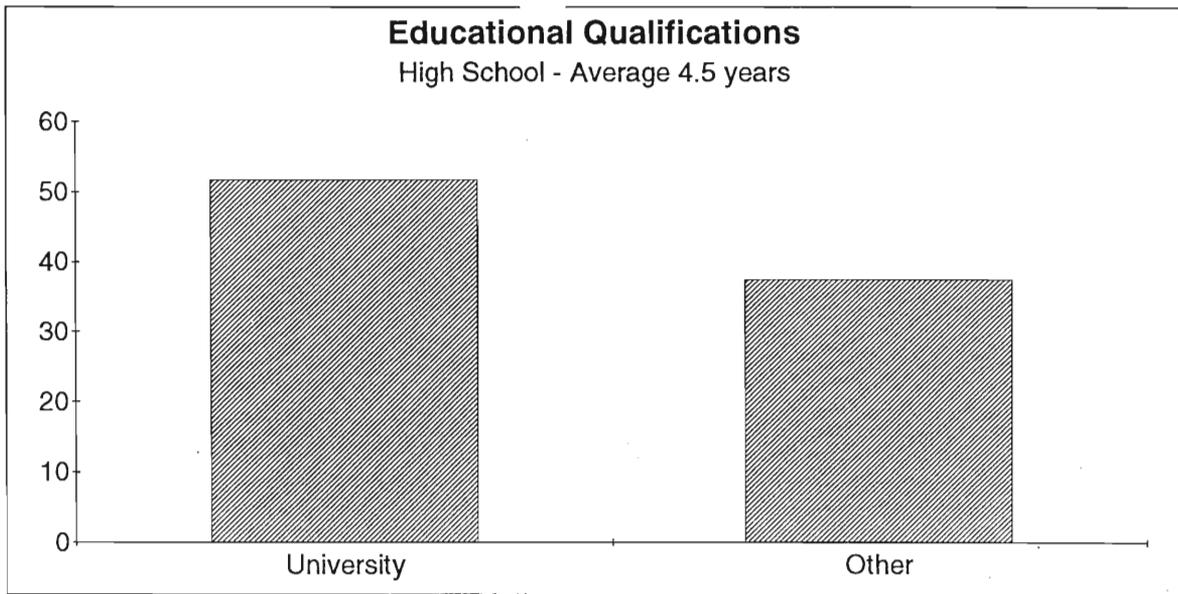
By no means least the warmth of good wishes and the endorsement of the importance of this project was overwhelming, as was the empathy for one in the middle of "thesis crisis".

More weighty was the interest shown in the finished product. This responsibility had been somewhat overlooked when choosing such a topic.

My earnest hope is that all Kelloggs Scholars will at least identify with some small part of it.

## Educational Qualifications of Scholars

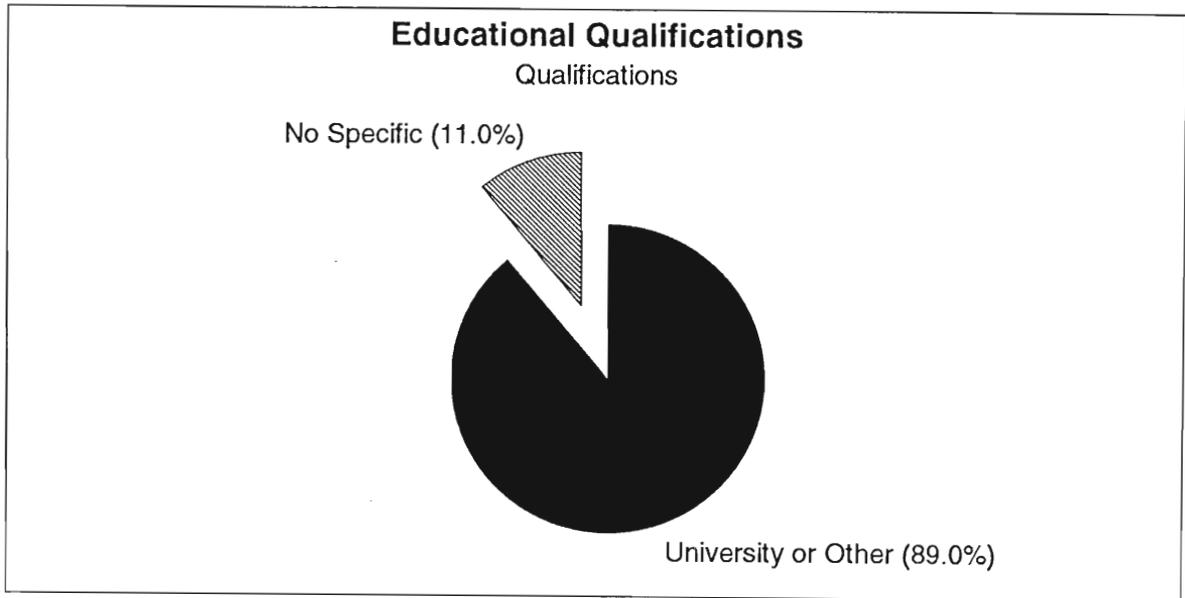
Total years High School: Average 4.5 years



University Qualifications: 51.7% of Scholars

Other Qualifications: 37.41 %

Including:	9 Teachers	6.12%	of total
	2 Nurses	1.36%	
	12 Extra Mural	8.16%	
	8 Short Course	5.44%	
	3 Postgraduate	2.04%	
	9 Management Diplomas	6.12%	
	8 Polytech Qualifications	5.44%	
	<u>3 Other</u>	<u>5 %</u>	
	<b>55</b>	<b>37.41%</b>	<b>of total scholars</b>



Out of these other qualifications 15/55 directly linked with farming = 10.20% of total.

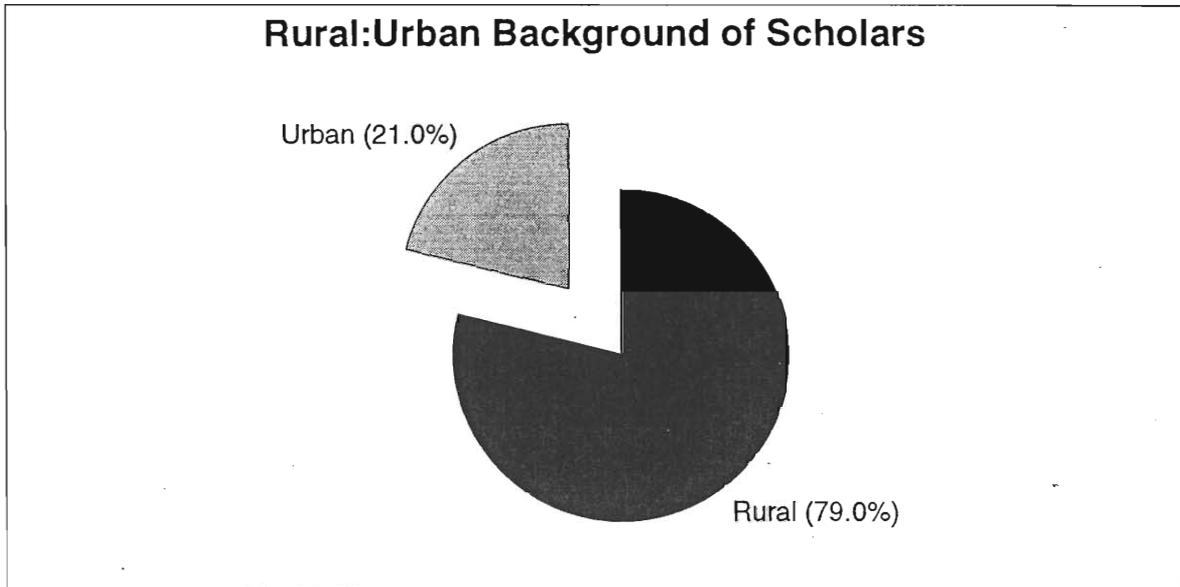
University Qualifications and other =  $132/149 = 89\%$

No Specific Qualifications =  $17/149 = 11\%$

Rural : Urban Background of Scholars

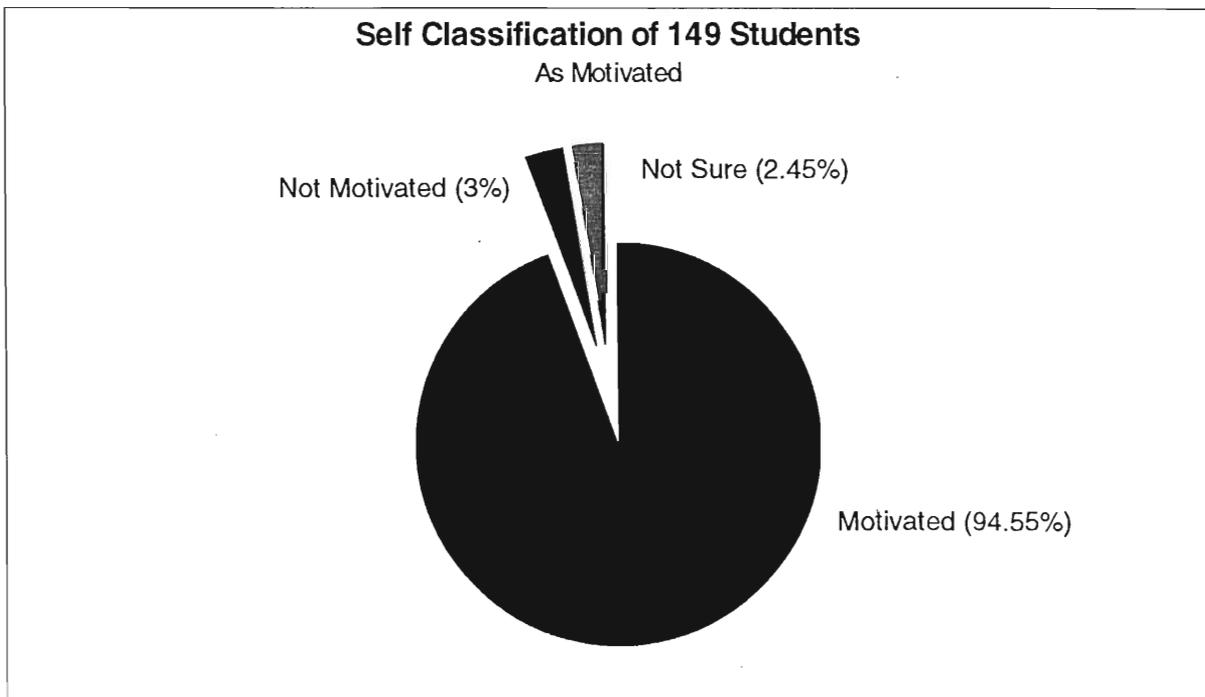
79% Rural    The comment

21% Urban

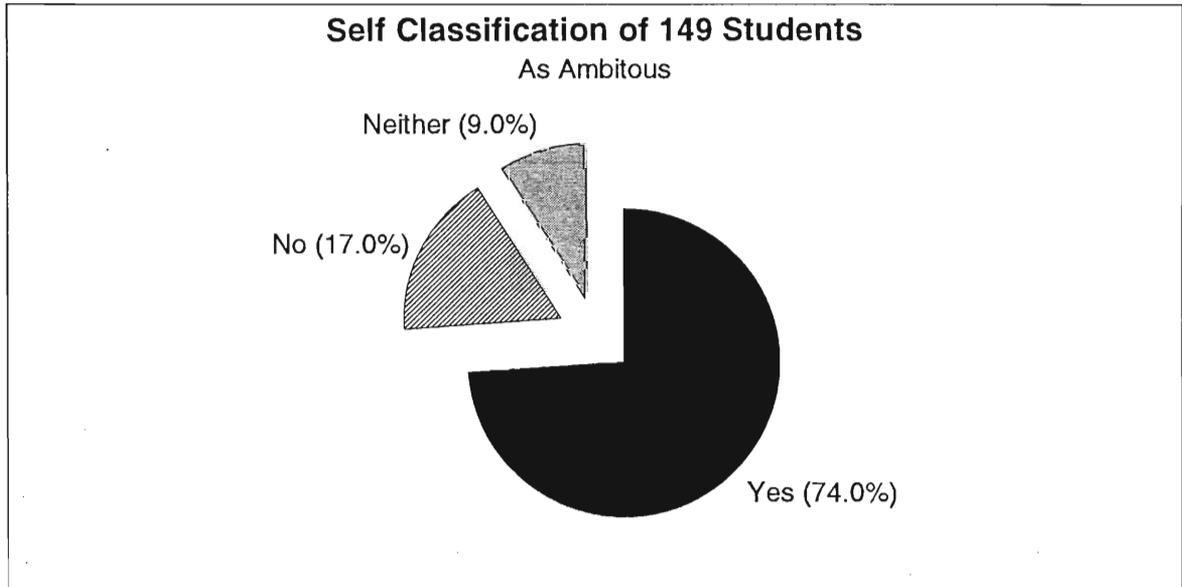


**Self Classification of 149 students:**

As Motivated:-            94.55% saw themselves as motivated  
                                     3.00% not motivated  
                                     2.45% not sure



As Ambitious:-  
74% Yes  
17% No  
9% Neither

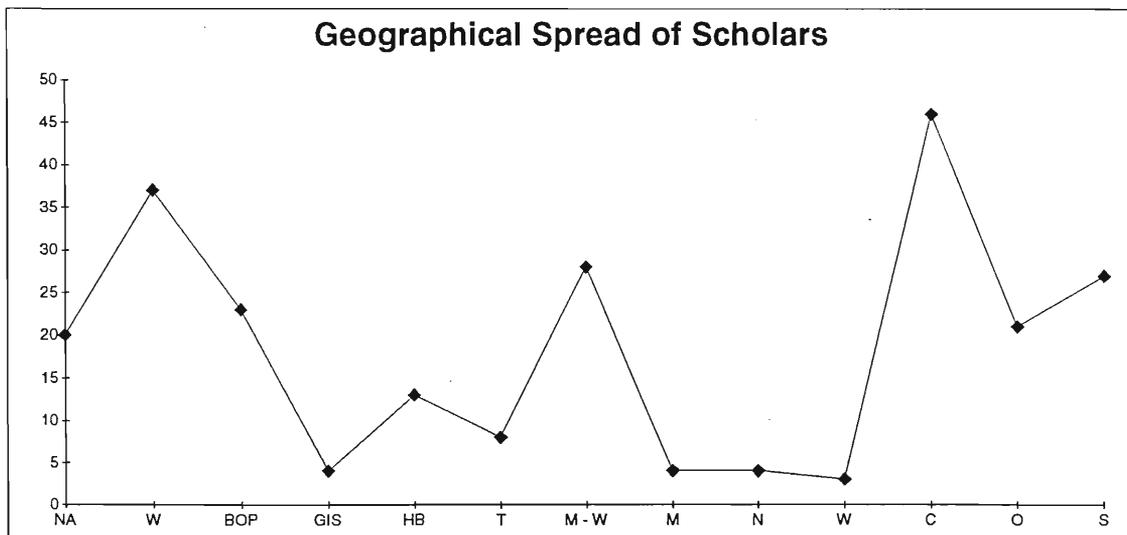


As Successful in Farming or Other Business Ventures:  
Blend Farming 82.4%; Business 17.6%

Moderately	75.8%
Extremely	19.72%
A Combination of Both	2.04%
Other Responses	1.36%

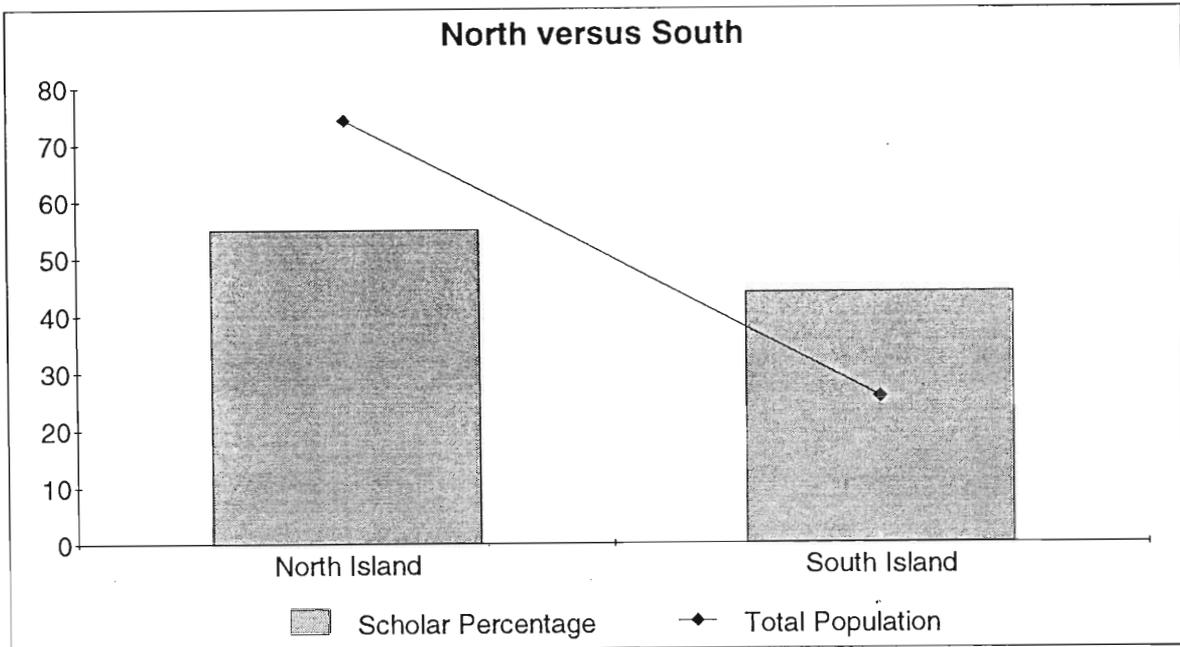
## Geographical Spread of Scholars

Northland - Auckland	20
South Auckland - Waikato	37
Bay of Plenty	23
Gisborne - East Coast	4
Hawkes Bay	13
Taranaki	8
Manawatu - Wellington	28
Marlborough	4
Nelson	4
Westland	3
Canterbury	46
Otago	21
Southland	<u>27</u>
TOTAL	238



North Island 133 = 55%  
 South Island 105 = 44%

Total Population North Island 74.33%  
 Total Population South Island 25.66%

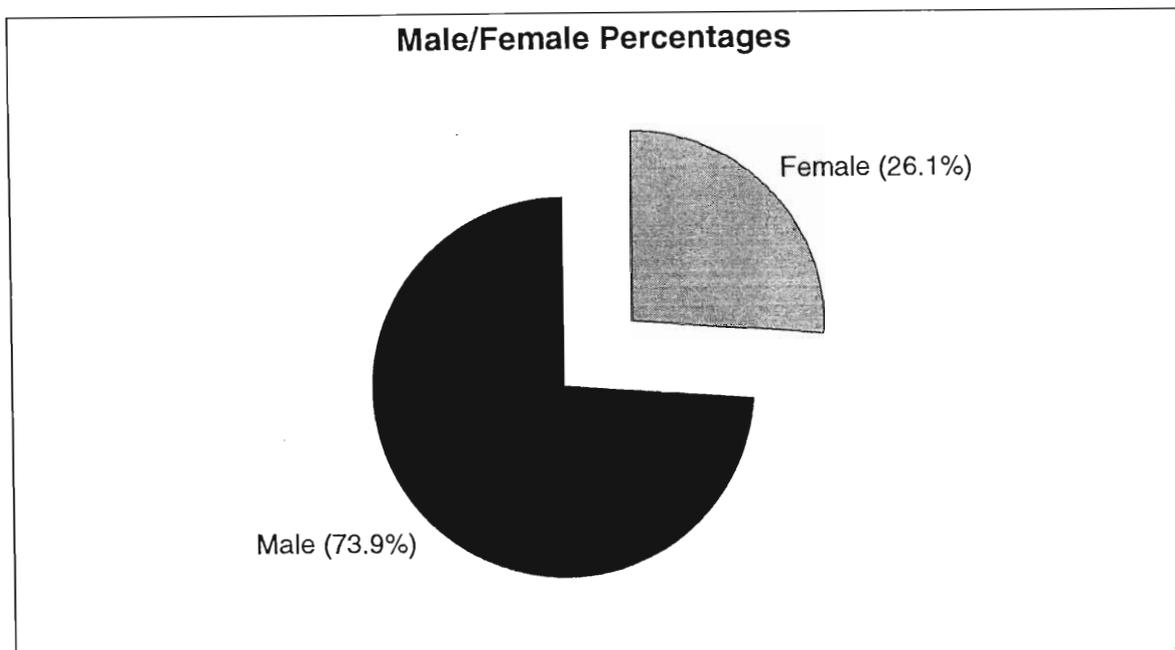


Other Interesting Information and Trivia:-

Male/Female Percentages:

62 Female 26.1%  
 176 Male 73.9%

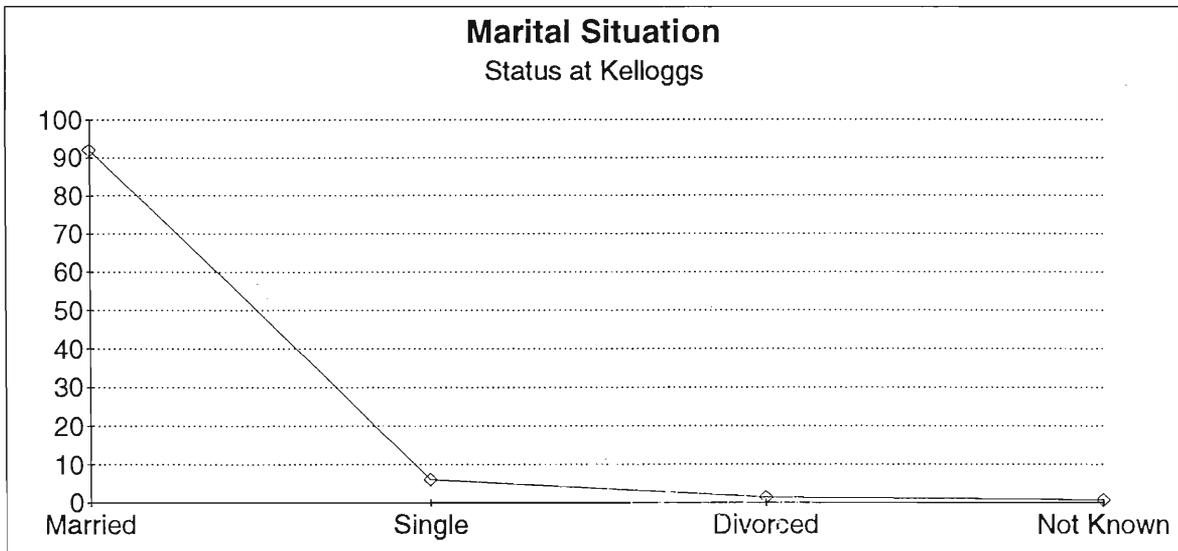
of those female Scholars 14.5% were teachers.  
 of those male Scholars 11% were called John.



## Marital Situation of Scholars

### a) Status at Kelloggs

137	Married including 1 second marriage	91.94%
9	Single	6.04%
2	Divorced	1.3%
1	Not Known	.6%



### b) At Time of Questionnaire from Marital Status at Kelloggs

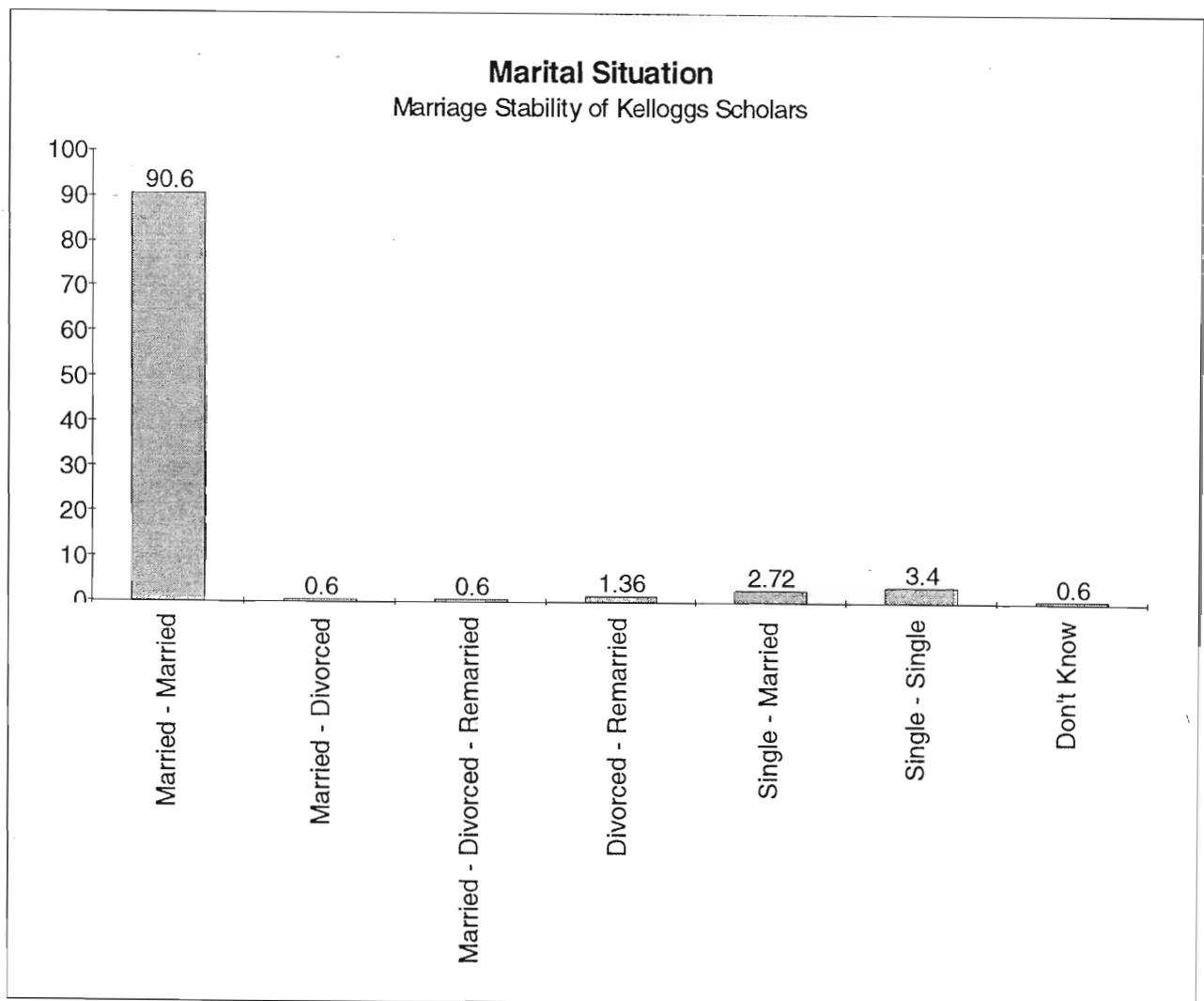
Married - Married	135	90.6%
Married - Divorced	1	.6%
Married - Divorced - Remarried	1	.6%
Divorced - Remarried	2	1.36%
Single - Married	4	2.72%
Single - Single	5	3.4%
Not Known	1	.6%

## Marriage Stability of Kelloggs Scholars

135/137 = 98.5%

Compared to New Zealand Statistics Department

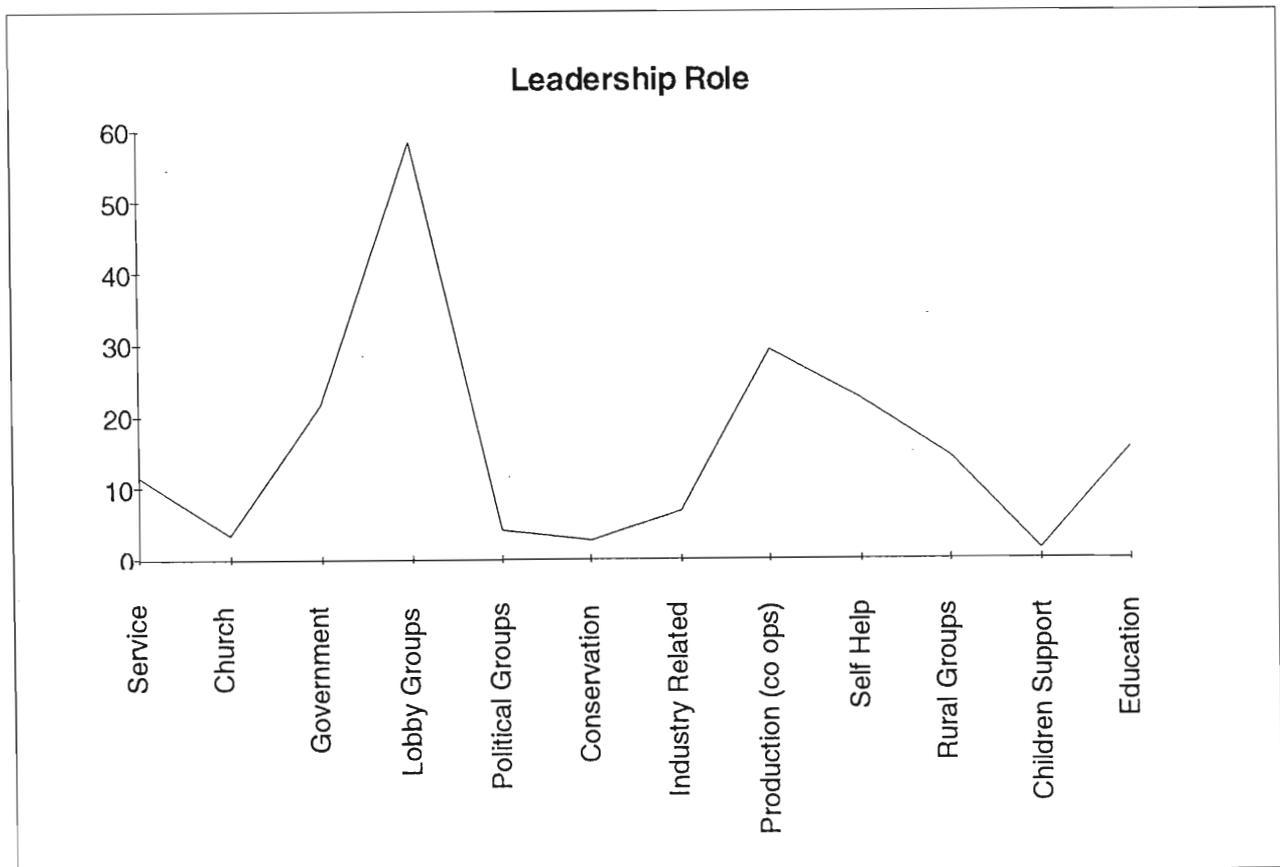
Stable Marriages - 15 + years	45.83%
Never Married	30.9 %
Remarried, Separated, Divorced	23.27%



## Leadership Role at Time of Attending Kelloggs

Service	11.56%
Church	3.4%
Government	21.76%
Lobby Groups	58.5%
Political Groups	4.08%
Conservation	2.7%
Industry Related	6.8%
Production (Co-ops)	29.25%
Self Help	22.44%
Rural Groups	14.28% plus
Children Support	1.36%
Education	15.64%

Percentages represented = 191.77%. Obviously many people are involved in many leadership roles simultaneously, but involvement equals roughly 200%. Busy people attend Kelloggs.



Breakdown of Groupings:

Service

Lions  
Rotary  
C.C.S  
MG  
Trusts  
J.P

Lobby Groups

Federated Farmers  
W.D.F.F  
Y.F.C  
N.C.W

Church

Diff  
Denominations

Government

Local Government  
Harbour Board  
Catchment Board  
Hospital Board  
Power Board

Political

National  
Labour  
New Zealand Party

Rural Groups

A & P  
Hall  
Community  
Domain  
Settlers

Children Support

Scouts  
Guides

Conservation

Parks & Reserve  
Forest & Bird  
Noxious Plants & Animals

Industry Related

Electoral Committee  
High Country Committee  
Irrigation Schemes  
National Research  
Farm Cadets  
I.T.C  
Farm Workers Assn

Production

Companies (Co-ops)  
Farm Consultancy  
Vet Clubs  
L.I.C

Self Help

Civil Defence  
Rural Support  
Sport  
Writers Group  
Parent Centre  
Toastmasters

Children Education

B.O.T  
P.T.A

## The Financial Support Given to Scholars

Dairy Companies	2
Federated Farmers	4
Catchment Board - Regional Council	1
County Council - District Council	5
REAP	1
Y.F.C	1
Employer	2
Health Board	1
Trust	4
L.I.C	<u>1</u>
	22

Sponsored	14.76%
Not Sponsored	84%
No Reponse	1.24%

## The Expectations Prior to Attending Kelloggs

The most overwhelming reason for attending Kelloggs was to develop and improve leadership skills followed closely by personal growth and development, and the opportunity for scholars to extend their potential.

More specifically they saw it as the opportunity for further personal skills and awareness, such as self assessment, motivation, focussing of energy, goal setting, and working through the processes more effectively giving them confidence and self esteem.

A few saw it as just another training programme - some to improve presenting skills, and some to be seen in the right place.

Many with their interest and involvement in rural leadership saw it as the chance to study New Zealand Leadership; with ideas and examples of successful leadership styles, looking towards being more supportive of their own communities, as well as being more effective in them.

Others saw it as the chance to gain a greater understanding of New Zealand's political scene, the workings of bureaucracy and a more global appreciation. A significant number wished to increase their knowledge and education. They saw it as a mind broadener and they expected to receive a greater awareness. They welcomed, the exposure to the viewpoints of others, and the opportunity to meet others with motivation, to establish friendships and future contacts throughout New Zealand - as some say "networking" or the "old boys" backup.

Some were encouraged by former Kelloggs who thought they would benefit from the experience. Others were nominated or asked to apply with the excellent perception of Kelloggs in New Zealand's rural political scene, many were encouraged to experience the programme for themselves.

Students expected a challenge, knowing it would require self discipline.

In one persons words:

' It is a farmers finishing school.'

Perhaps it could also be said that for many it is only the beginning.

The Feelings Experienced At the Completion of Thesis:

Pride in the Achievement	14	9.4%
Exhaustion	4	2.6%
Dissatisfaction	17	11.4%
Happiness	12	8%
Anticipation	5	3%
Trepidation	2	1.3%
Worthwhile Effort	1	.6%
Not Completed Course (due to illness)	3	2%
Satisfaction	30	20%
Knowledge Gained	1	.6%
Benefits to Community	3	2%
'Thank God'	7	4.6%
Who Cares	3	2%
'Whew'	1	.6%
Felt Lost	1	.6%
No Reponse - felt numb?	45	30%

## Action From Thesis Presentations:

Of a total of 149 responses

- 73 Definite action = 49%
- 56 Not apparent but who really knows = 38%
- 20 Not sure of any reaction = 13%

Considering the time, energy, cost and commitment of writing a thesis, it is my understanding that the value of the research, is definitely not promoted sufficiently. The debate which in most cases is the catalyst for change.

The feasibility studies which developed into valuable rural businesses; the local issues which triggered action whether it be irrigation issues, regional enterprise or the establishment of community resources, businesses or facilities ...

... all of those make a most valuable contribution to New Zealand. In fact it may be impossible to make a reasonable estimation of the ongoing value and momentum of the Kelloggs projects.

There are suggestions to be made in the Issues to Address considering the wealth of information buried at Lincoln which is most difficult to access.

The list of topics chosen for Theses is listed in Appendix 3. In listing these under:

- 1 Research
- 2 Local Issues
- 3 Debate
- 4 Business Ventures

There is bound to be some cross-linking of topics but this is how I see it.

This is not a definitive list as I had difficulty obtaining the list of topics from Lincoln. This also will be addressed in 'Issues to Address' and will also be adjusted in the appendix at a late date.

## Involvement of Spouses:

### 1. During the Wellington Phase

Out of 149	73	had their spouse join them
	66	didn't
	7	didn't have spouses
	3	didn't complete that response

Of the 66 who didn't, 5 were unable to because of other commitments. Two were specifically not invited and one scholar noted that he was pleased he hadn't invited his spouse. Others felt it would have been a valuable experience to share and wished their spouses accompanied them.

Others resented the intrusion (as they saw it) of others' spouses.

Of the 73 whose spouse accompanied them:  
55 felt it was worthwhile  
51 at least felt their spouse had benefited

As a spouse during the 10th course who was invited and did share part of the Wellington phase, I was very aware that this could be destructive to the group if:

- a) I wasn't sensitive to relationships which I was not part of - male and female.
- b) I felt threatened by that.
- c) I was not able to step aside from the group activities, which had been ongoing for many months.

I felt very warm towards the Scholars who had shared such a growing experience with my husband, and I was very surprised and touched by their acceptance of me. That is not to say it was always easy, but as an experience which was important to Kevin, we both believed that if we were not able to share it in some way, then that would have signalled some problem in our relationship and lines of communication. It is important to realise that this was right for us, but for another couple with different needs and responses it may very well be not an appropriate experience to share.

### Joint Scholars:

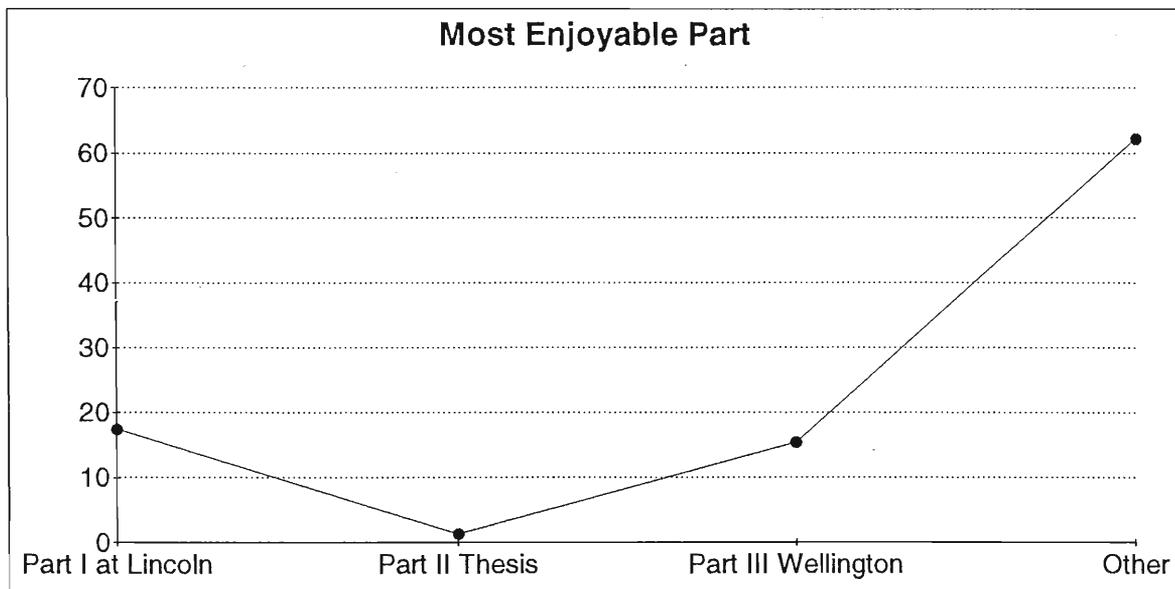
Of all Kellogg Scholars surveyed, only one couple shared the experience, although data indicates there have been two.

### Expectations Realised:

- 78 Scholars expected similar to what the programme delivered = 52%
- 51 Scholars were surprised (15 of those saying it was better than expected) = 34%
- 20 Scholars had no preconceived ideas = 13%

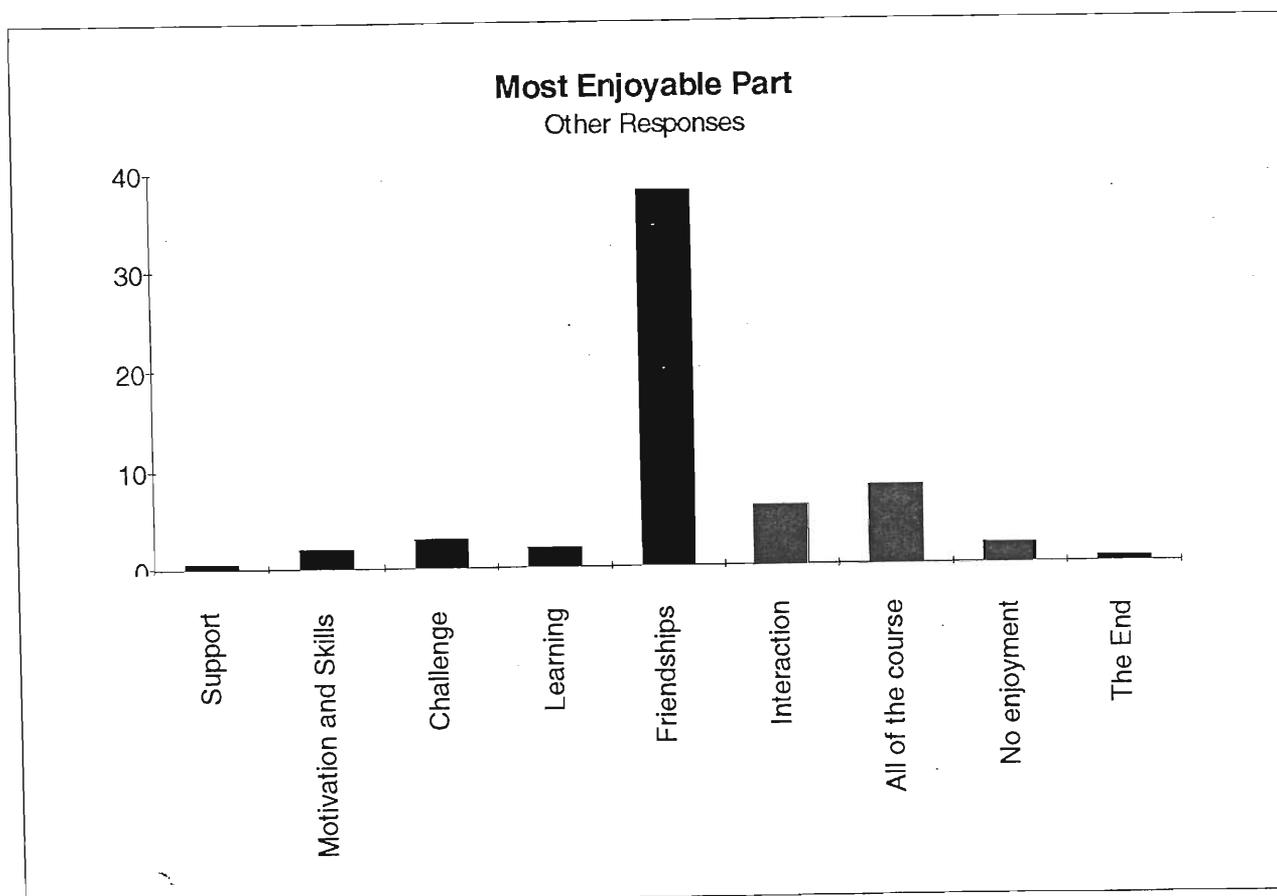
## The Most Enjoyable Aspect of the Course

Part I at Lincoln	14	9.39%	(Wilf Jarris Highlight {2})
Specifically Lectures	11	7.39%	
Interview & Media Sessions	1	.6%	
Part II Thesis	2	1.3%	
Part III Wellington Interviews	14	9.3%	
Meeting C.E.O's etc	6	4.08%	
Parliamentary Visits etc	3	2%	



### Other Responses:

Support and Encouragement other Scholars	.6%
Personal Motivation and Development of Skills	2%
Mental Challenge	3%
Learning	2%
Friendships	38%
Participant Interaction	6%
All of the Course	8%
No Enjoyment	2%
The End	.6%



### Expectations of the Programme Realised

- 78 Scholars expected similar to what the programme delivered = 52%
- 51 Scholars were surprised = 34%
- 15 of those saying it was better than anticipated = 30%
- 20 Scholars had no preconceived ideas = 13%

### The Greatest Personal Benefit to Kelloggs Scholars In Attending:

This would have to be a greater understanding of themselves, greater self confidence improved communication and self assurance. The opportunity to reassess ones own abilities and recognise weaknesses was valued. Many saw the chance to survive the pressure exerted on them as positive, which led to potential being developed and motivation gained for personal fulfilment. Many said that the course had been one of the most wonderful things that had happened to them. The opportunity to develop personal skills and improve and refine leadership strategies were valued.

Many valued the encouragement given to take a wider view, broaden their horizons, improve their understandings of economics and gain a political awareness of New Zealand - 94%.

Business skills and perspectives were developed.

Personal contacts, the interaction with motivated, assertive and supportive people was valued by many scholars who saw this as ongoing.

There was personal satisfaction of completing the course. For some it came at the right time when scholars faced personal difficulties, financial and career question marks. For many it helped sort priorities and gave the personal motivation to seek changes in career directions and focus on the future.

A very small minority saw little personal benefit but for 99%, the discussions, personal exchanges and sharing will be forever treasured.

## Specific Reactions to the Course

Scholars Reaction the the Programme.

For 47% of Scholars, Kelloggs identified unknown strengths of leadership communication intellectual ability and public relations skills.

The course improved understandings in the areas of politics and economics for 94% of Scholars.

With a major realisation of their own abilities and identified weaknesses particularly in the areas of critical evaluation, media distortion, the power of the individual to create change, the analysis of information and the 'win/win' negotiating system.

For 95% of Scholars, the course gave the opportunity to refine skills, particularly in communication, public speaking, research, teamwork and interpersonal skills.

For 32% of Scholars, the course did not lead Scholars to change their opinion of themselves but 68% identified themselves as:

- 1 Having greater confidence and self esteem.
- 2 Seeing themselves as equal to others when they had previously felt inadequate because of a limited educational background.
- 3 Having developed new skills of leadership and having something of worth to contribute particularly in negotiating situations.

There was an almost 100% positive reaction with Scholars acknowledging the stimulating, invigorating programme. Of those who had a negative reaction, most worked through that during the next year. One student said "Kelloggs was the catalyst for getting on with my life." Another Scholars noted that after almost leaving the course after several days, didn't, simply because she/he had never given up before, and as a result many new and interesting opportunities came along.

## Disadvantages of Attending Kelloggs

When looking at this area, it is important to realise that 61% felt clearly that there were no disadvantages in the attendance of Kelloggs Scholarships.

A further 10% had cost as a major disadvantage and believed that the true cost of up to \$3,000 should be more clearly stated before acceptance of the scholarship.

The time commitment was seen as the major disadvantage by 7% of Scholars, but it would be a fair assumption that most Scholars found the time for each part of the course difficult to find. One Scholar's comment was "The course put me on overload!".

Of the remaining 20% the concerns were the following:

Pressure on Family, Insufficient Involvement of Spouse, Marriage Stresses - (to be further expanded in "Changes after Kelloggs"), Growth Curve gets out of kilter with others around you, Personal changes difficult for others to accept, No follow up support, Unsettling - seeing the helicopter view (n.1) too well, Stress - overload on already busy and committed people.

A small percentage saw it as being run by men - for men - the age grouping was not seen as appropriate for many women who were not free to participate in wider community affairs till early 40's. Other concerns such as the 'perception of others' will be addressed in 'Noticeable Changes in Attitudes of Others to You'.

One Scholar only said that they wished they had not done the course because of the flow on effects.

(n.1) Glossary - "helicopter factor".

Further Scholarships Applied For:

	<u>Applied For</u>	<u>Gained</u>
Pacific Basin Rural Leadership Study	5	3 = 6%
M.B.A	4	4 = 100%
Rotary Exchange	1	0 = 0%
Waitangi Fellowship	2	2 = 100%
Nuffield Scholarship	20	11 = 55%
Alliance Rural Womens Bursary	1	1 = 100%
ANZAC Fellowship	1	1 = 100%
Dairy Section Study Tour Leader	1	1 = 100%
New Zealand Counties Trust	2	1 = 50%
Churchill Fellowship	1	0 = 0%
US Visitors Programme	1	1 = 100%
Women of Potential - US Convention	1	1 = 100%
Lincoln College Foundation Travel Grant	2	2 = 100%

Further scholarships were applied for by 28% of Kelloggs Scholars and 66% of those were successful.

### Contact With Other Kellogg Scholars:

At least one third of all Scholars developed close relationships with a small group of other Scholars who they keep in touch with by phone or letter.

A substantial number have occasional exchanges via yearly greetings, or meet occasionally, and with the inclusion of spouses and children, enjoy family friendships. Some areas have dinners, barbeques etc, for their Scholars and families - more specifically in the South Island - 'Live Strands' was mentioned.

The majority started corresponding via open or chain letters etc but most of these have since dwindled to very little which has been the fate of some 'year reunions' held specifically for a certain course. It was frequently suggested that this liaison needs dramatic improvement. Leaders they may be but unless a specific person has responsibility for the 'Course Correspondence', or for organising a regional or district Kellogg committee, it is difficult for this contact to remain ongoing.

It is apparent that those ex-scholars who hold national office in farming/business/political organisations have greater opportunity to meet other Scholars - in one persons words he's "always bumping into former Scholars". It certainly diminishes the size of New Zealand and shows what a mobile lot some Kelloggs Scholars are. Within a political framework the value of a 'networking' or 'old boys' system' is impossible to over estimate and very strengthening to rural New Zealand.

Also the opportunity given, without the pressures of family or business commitments, to establish friendships during a most demanding experience, where support and understanding are absolute necessities for survival and growth, is something very precious for most Scholars and something which will be cherished for life.

For some this was completely positive, but some found this very unsettling, as this 'communion of souls' or 'kindred spirits' was difficult to relinquish and even more difficult for some spouses to understand - perhaps justifiably so.

But it has to be said that the complete lack of understanding by a few spouses makes one question the reason for survival of a marriage, and to applaud the loyalty of some Scholars who have been oppressed and dominated by their spouses, after daring to develop skills, and be motivated effective rural people.

Attendance at the 1991 Reunion:

Of the 149 surveyed:

70 attended  
with 14 unable to for various reasons.

For those who did the highlights were:

- 1 The enjoyment in renewing old friendships.
- 2 Hearing of others progress and achievements.
- 3 Receiving another 'shot' of Kelloggs inspiration.

## Changes After Kelloggs:

Marriage, Business, Health, Other.

### Marriage:

In terms of marriage most Scholars who perceived changes in their own lives noticed that any changes were for the better and that they had gained a greater appreciation of their own families.

Relationships were enhanced in the majority of cases although often not immediately, as some changes were difficult to accept and were resented by some spouses who felt 'left behind'. This was more evident when the Kelloggs Scholar was a woman - (although some men did experience the same difficulties) - and the growth and changes were difficult to accept within a more 'male dominated' traditional rural environment. (This perception is supported by the "Contribution of Women to the Rural Economy Paper" Technical paper by MAF, Rural Resources Unit.) 1992.

In one case Kelloggs was given as the reason for failure of a marriage but it can only be accepted as the catalyst for change, giving the skills and the strength to face the difficulties which in most cases had been present well before participation in the Kelloggs Programme.

However, it is documented clearly that 2-3 marriages per course are affected. One Scholar noted that "it is important that the course recognises and indicates these changes more, and helps students to consider how these changes affect those around them."

The difficulties often arise when the spouse is not involved with the programme and this certainly needs to be addressed. A perceptive and sad comment made by another Scholar about the effects on a marriage was "A serious consequence was that there was no meeting place - it has a huge impact on life here."

However, most scholars indicated that any problems were resolved through commitment and personal growth and the ability to work through problems.

The overwhelming success rate of marriages of Kelloggs Scholars (98%) implies that the skills present in leadership and community roles are also present within personal relationships; and the ability to make the correct decision may well begin with the choice of a marriage partner.

### Business

In business terms, Kelloggs is seen very clearly as the instigator of Changes in Direction, quite dramatically in the direction off farm into professional occupations, often after further study. Teaching has been a direction many pursue. A number of Scholars have taken positions off farm while maintaining their assets, and for those who remained on the land at least 10-15% have significantly increased the equity of their farming operations even within difficult economic times.

### Health

Severe dissatisfaction with individual situations and difficulties within relationships which had been clearly seen, while at Kelloggs, had caused problems for a number of Scholars, and added significantly to their stress levels and even resulting in depressions, which took up to a year to work through. However, in the main, most Scholars took more control of their lives, and health, gave up smoking, dieted, and generally coped much better with the stress of their daily lives.

### Other Changes

Following on from the personal benefits derived from attendance at Kelloggs, Scholars listed a more positive, motivated, confident and organised life, which had a significant impact on the quality of their lives, and those around them.

Again the direction changed for a number of Scholars with many removing themselves from a number of committees and responsibilities, concentrating more on family and business - 'home and hearth'.

After attendance at Kelloggs, 46% noticed a difference in the attitude of others, which meant a greater expectation of their leadership role both

within their communities and outside of it. Scholars perceived a recognition of improved skills and a definite respect from those who understood the Kelloggs Programme and who see attendance as a definite achievement. Negative perceptions were that Kelloggs Scholars are "an elitist lot of smart arses' and most could probably name one or two. However the "tall poppy syndrome" flourishes in small rural communities to their detriment where Scholars are sometimes shut out intentionally from local networks.

A real problem in the words of one Kelloggs Scholar is that:-

"Some people expect you to be really clever."

## The Flow on Effect of Motivation Skills and Understandings Gained

While some Scholars felt these attributes were already present Kelloggs provided motivation skills and understandings which activated Scholars in all directions and facets of their own lives.

Students gained the confidence to complete University degrees, Stand for Councils, Boards and Parliament.

They gained the understandings to cope with grief, earthquakes and defeat.

They developed the confidence to change direction and sometimes to not be afraid to quit.

Kelloggs gave a clearer focus and provided a reference point for the future.

In the words of one Scholar:

"All New Zealanders should do it - we might save New Zealand".

A Summary In Their Own Words:

- A Selection of Kelloggs Scholars Comments:-

"The rural sector needs trained motivated people - or we will be ploughed under."

"The way to improve New Zealand is not political but through business - one has the trappings of success - but is an empty bag of wind - the other is harder and invisible, but actually achieves."

"What we ignore are the many others who go about their business more quietly, who achieve just as much, often more."

"Kelloggs is more beneficial to those with clear ideas and goals."

"Kelloggs was the 'right time' for me."

"From a Rural Leadership point of view, I'm an alert trigger happy activist without a meaningful cause."

"Skills don't have to be used immediately."

"Kelloggs precipitated a personal crisis."

"Selective effectiveness."

"Kelloggs is life-shaping."

"I have learnt to say no."

"Influenced, affected, tested."

"Kelloggs gives you the tools to challenge your personal situation."

"The course is only a catalyst for change."

"The outcomes are the responsibility of the person involved. The changes made belong with the person."

"All Kelloggs Scholars are 'up themselves'." - Spouse.

"I knew I was an 'arrogant git'." - Scholar

"There is a male-dominance of rural politics and power."

"Rural women must be encouraged to recognise their own qualities and abilities."

"Kelloggs makes the cracks larger."

"Marriages need to be strong enough to withstand possible upheavals in terms of personality change."

"I prefer to help people in difficulties, one to one, as my commitment to leadership."

"I hope reunions become regular reinforcing every few years."

"If because of my attendance more regard me as a leader than they would have done, then that is the value of a Kellogg Scholarship."

"Kelloggs needs to be as demanding as possible to bring out the best, and expose weaknesses for improvement."

"I fire off others leadership - I'm active but in the wake of others."

"Go to the top for action."

"The Kellogg Experience has been one of my life's outstanding moments, one of the most wonderful things that has ever happened to me."

"Kelloggs is a very supportive and nurturing atmosphere."

Within these quotes, which sometimes can be seen to contradict others, anyone who has been a Kelloggs Scholar will find something they identify with.

The strength of New Zealand, and particularly rural New Zealand is our diversity of abilities, opinions and beliefs, all which add colour, vibrancy, character to the unique tapestry of New Zealand.

The challenge is to communicate, co-operate and achieve our objectives of producing effective rural New Zealanders.

## PART III

## Part III

Issues to Be Addressed

The Acknowledgement

Conclusion

## Issues to be Addressed

1. Expectations Prior to Kelloggs Compared to the Disadvantages of Participating in the Course.

Many Scholars listed the cost, and the demands of time to be major difficulties. These should be clearly identified prior to participation and indications are that the cost is in the vicinity of \$3,000.

2. Involvement of Spouses:

Partners must be kept up to date with ideas and changes in Scholar's lives. Perhaps in depth discussion time of relationships goal setting, coping with conflict at an appropriate stage - suggest Wellington when spouses are invited.

3. Coping with Change.

It is important that better preparation is given for scholars returning to their own environments acknowledging changes and giving them the skills to cope with these changes; one scholar wrote about having survived immeasurable personal growth but felt very strongly that better preparation is needed for altered lives. More ongoing support is seen to be needed. Kelloggs has a responsibility to be there for the immediate future. Courses could be structured to be biennial to be able to fulfil this role in the year following.

4. Regional Committees.

As the support of other Kelloggs scholars is valued highly, regional committees should be instigated. Their role would be to:

- a) Promote the Kelloggs Programme and worthy scholars
- b) Provide ongoing positive motivation and stimulating activities and regional forums. These committees would also provide support for spouses.

5. Publication of Projects.

There is a large amount of valuable information which should be readily available and promoted for the good of rural New Zealand. There must be a Trust willing to sponsor this.

6. Some tangible recognition of participation as a Kelloggs Scholar. This could be in the form of a Certificate or small lapel badge. This would promote the programme as well as provide an ongoing acknowledgement of participation and would be valued by scholars.

The first three issues are for:

the Director of the Kelloggs Programme to investigate and hopefully initiate.

After some indication of acceptance in respect of the issues 4,5,6 I would welcome leading a small subcommittee from Course XI to action these.

## The Acknowledgement

The Kelloggs New Zealand Rural Leadership Programme involving 238 scholars, spouses, communities of origin, projects - their effects and resources, - is the culmination of a dream, a vision, an obsession almost; an all encompassing passion of a man

John Pryde



The contribution and significance to New Zealand not only rural New Zealand but nationwide, with all its flaws, as well as victories, its criticisms as well as compliments, its contribution to the development of a decade of rural leaders is John Pryde's legacy to our nation.

## Conclusion

Now to the debate

"Is a Kelloggs Scholar born or made?"

The high level of leadership involvement invariable by Kellogg Scholars at the commence of each course establishes that they are leaders on arrival.

So it is safe to assume that leadership ingredients are there to begin with.

The effectiveness of their leadership role and their areas of knowledge and understanding varies between each scholar. Only them or their own community really has the answer to that.

Also too only is their own community able to measure the growth and capabilities gained during the Kelloggs Experience.

Very often the judgment is harsh; but statistics given prove that community confidence and expectations have overwhelmingly led to the acceptance of further leadership roles.

It is important to note that a significant number of Kellogg's Scholars have taken stock and redirected energies into more personal or business ventures.

That is the ultimate choice of every Kellogg Scholar.

Scholars bring their strengths. Kelloggs is the catalyst for increased confidence and skills, an understanding of the national structure of economics, and government; and it provides the incentive and encouragement for further leadership roles; that is only the beginning of the Kelloggs Experience.

Andrea D Marsh

'Pencarrow'

RD 6

TE PUKE

Phone and Fax 07 533 3877

## **PART IV**

## Part IV

### Appendices

1. Kelloggs New Zealand Rural Leadership Programme. Prospectus and Application Form.
2. Letter and Questionnaire sent to all scholars - Courses 1-10.
3. List of Thesis Topics.
4. List of Kellogg Scholars Course 1-10.
5. Glossary of terms.
6. Copies of correspondence to and from the Kellogg Foundation in relation to this project.

APPLICATION FORM

LINCOLN UNIVERSITY

NEW ZEALAND'S KELLOGG RURAL LEADERSHIP PROGRAMME

Instructions

- (a) Please answer all questions.
- (b) Send one completed copy of this form to:

New Zealand Kellogg Rural Leadership Programme  
PO Box 84  
Lincoln University  
CANTERBURY

- (c) Affix a recent photograph to the space below.
- (d) Post the completed form no later than 31 October.

1. YOUR NAME IN FULL:

\_\_\_\_\_

(Christian names) (Surname)

The christian name by which you are usually known is: \_\_\_\_\_

Affix Recent  
Photo Here

2. YOUR FULL POSTAL ADDRESS

---

---

---

Telephone \_\_\_\_\_

3. (a) WHAT IS YOUR PRESENT AGE? \_\_\_\_\_ years

(b) YOUR DATE OF BIRTH?            /        /19

(c) YOUR MARITAL STATUS: \_\_\_\_\_

(d) FAMILY \_\_\_\_\_ Sons \_\_\_\_\_ Daughters

4. EDUCATION

5. EXPERIENCE WITH FARMS, AGRIBUSINESS, OR POLICIES/REGULATIONS AFFECTING AGRICULTURE

6. SOME DETAILS OF YOUR LEADERSHIP EXPERIENCE WITH YOUR FARM, FARM ORGANISATIONS, LOCAL GOVERNMENT, OR AGRIBUSINESS, ETC.

7. SOME DETAILS OF YOUR EMPLOYMENT HISTORY (giving dates)

8. YOUR COMMUNITY ACTIVITIES - INCLUDING DETAILS OF MEMBERSHIP AND POSITIONS HELD (include dates)

9. YOUR HOBBIES, SPORTS, RECREATIONAL AND CULTURAL INTERESTS

10. REFEREES

Please give the name, address and telephone number of two people to whom the selection committee could refer for additional information about yourself.

1. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Tel: \_\_\_\_\_

2. \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Tel: \_\_\_\_\_

**11. BRIEF DETAILS OF ANY PREVIOUS AWARDS OR SCHOLARSHIPS**

**12. STATE IN NO MORE THAN 150 WORDS WHAT YOU BELIEVE YOU WOULD GAIN FROM THIS COURSE**

13. UNDERTAKING

*There are places for only a proportion of applicants. Out of deference to the unsuccessful applicants and in the best interests of the successful ones, the following undertaking is required to be signed and honoured.*

*"If selected for the New Zealand Kellogg Rural Leadership Course, I would undertake to attend the two residential sessions and complete the programme prescribed for the non-residential session."*

Signed \_\_\_\_\_

Date \_\_\_\_\_

Now dispatch this completed form to:

*New Zealand's Kellogg Rural Leadership Programme*  
PO Box 84  
Lincoln University  
CANTERBURY

13. UNDERTAKING

*There are places for only a proportion of applicants. Out of deference to the unsuccessful applicants and in the best interests of the successful ones, the following undertaking is required to be signed and honoured.*

*"If selected for the New Zealand Kellogg Rural Leadership Course, I would undertake to attend the two residential sessions and complete the programme prescribed for the non-residential session."*

Signed \_\_\_\_\_

Date \_\_\_\_\_

Now dispatch this completed form to:

*New Zealand's Kellogg Rural Leadership Programme  
PO Box 84  
Lincoln University  
CANTERBURY*

"Pencarrow"  
Pongakawa,  
R.D.6,  
Te Puke.

19th July, 92.

Dear

I am a 1992 Kellogg scholar, and have chosen as my thesis topic:  
"Kellogg New Zealand Rural Leadership Programme  
-The Kellogg Experience."

The reason for this choice is that this programme has had a major effect on the achievements of rural New-Zealanders; and after ten years, and the retirement of John Pryde, as Course Director, it is an appropriate time to reflect on the course itself- the establishment of the programme, and the support given to it by the Kellogg Foundation.

As a Kellogg scholar, you are essential for the depth and accuracy of this study, and I ask that you please make the time available to participate in my questionnaire.

As firstly a spouse, as my husband Kevin was a 1990 scholar, and then as a scholar myself I am privileged to have had both experiences in relation to Kelloggs, and it is that which has convinced me of the importance of this research.

For the success of the thesis it is not important that you sign your name as some of the questions are fairly personal. If there are any you do not wish to answer, please leave them out. I can promise you Chatham House rules, your confidence is guaranteed.

I look forward to receiving your responses, and hope that my completed thesis is worthy of you, who as Kelloggs scholars, have collectively contributed to the high esteem the programme is held in.

Yours sincerely,

Andrea Marsh.

Kellogg New Zealand Rural Leadership Programme Questionnaire for a Thesis by  
Andrea Marsh entitled " The Kellogg Experience."

Part A- All results will be collated and presented without personal identification.  
Chatham House Rules.

1. Your schooling: High School.....years; University.....;Other.....
2. Your own family background: Rural/Urban, Motivated: yes/no, Ambitious: yes/no.
3. Marital Situation at time of attending Kelloggs.....since.....
4. Successful in business /farming, at time of attending: Moderately/Extremely.
5. Successful in other activities, eg sporting.....
5. Leadership roles at time of attending Kelloggs.....
- .....
7. Reason for attending Kelloggs.....
8. Greatest personal benefit.....
9. Any disadvantages in attending Kelloggs.....
10. Most enjoyable part of the course.....
11. Financially supported to attend..... By what organisation.....
12. Feeling at the completion of thesis.....
13. Any action taken as a result of your thesis..... What form.....
- .....
14. Any changes made in your own life:  
Immediately after Kelloggs: Marriage..... Business.... Health..... Other.....  
After at least 3- 5 years: " "..... " "..... " "..... " ".....  
Any comments re the above.....
15. Any noticeable change in attitude of others after your participation: Yes/ No.  
Comments.....
16. Further scholarships applied for.....  
Gained.....  
Please name if you would.....
17. Any contact maintained with your Kellogg year: Formal/informal Details:.....
- .....
18. Did Kelloggs a) Identify unknown strengths or skills: Yes / No.....  
b) Improve your understandings: Yes/ No. If yes, in what areas.....  
.....  
c) Refine skills already present: yes/ no.....  
d) Change your opinion of yourself Yes/No.....  
e) Did you find Kelloggs a positive or negative experience?.....  
Comments.....
19. Looking back from today, did Kelloggs provide a) Motivation.....  
b) Skills.....  
c) Understandings.....  
for any big experiences in your life since Kelloggs.....  
Comments.....
20. Did your spouse attend Part 3 in Wellington .....
21. Was it a valuable experience for you..... For him/her.....
22. Has your spouse been a Kelloggs scholar ..... Before or after you.....
22. Was Kelloggs what you thought it would be before attending: yes/no.  
Comments.....
23. Did you attend the reunion in 1991: yes/ No Highlights.....  
.....

Part B.

Only complete this section if you wish to.

1. The topic of your thesis.....
2. A brief background of your life at this time:.....  
.....
3. Any other comments:

## List of Thesis Topics

- (given by those responding to questionnaire - this is not complete but will be added to)

## Research Topics

Matua Prairie Grass Advantages and Pitfalls  
 Management Accounting in Agriculture  
 Brucellosis - A Case Study  
 Tertiary Education for Rural Adults  
 Farmers View Point on Soil Conservation  
 Leadership Survival Kit  
 Rural Leadership  
 What Became of Those Who Left the Land in 1987-1989  
 Financial Management Guide for New Zealand Farmers  
 A Media Kit for Rural Groups  
 Scouting Leadership Training  
 Tradition and Orthodox Medicine in New Zealand from 1860  
 Security in Rural Homes  
 Rural Journalism - 1986 - How They Reported the Farming Crisis  
 A District Water Supply Scheme  
 Price Smoothing Schemes in the Meat Industry  
 The Development of the Mt Somers Science Resources  
 Cholesterol  
 Rural Women's Education Trust  
 The Rural/Urban Relationship  
 Agricultural Education Across the Curriculum  
 Government Restructuring of the Tobacco Industry  
 Funding by Arable Farmers for Research

## Local Issues

Battle to Save Local Maternity Hospital  
Tourism Potential in Local Area  
An Aspect of Community Development  
The Need For a Regional Enterprise Agency for Southland  
Pamapurua - Repopulation of a Rural Area  
Potential for Irrigation Development in Canterbury  
New Zealand's French Connection - Tourism  
The Building of a District Sports Complex  
Small Holdings in the Oroua C.C  
The Effect of the Edgecumbe Earthquake on the Rural Community  
Mackenzie Centennial Project - A Community Centre  
Building Start on Squash Court  
Educational Opportunities in Mid Canterbury  
Attitudes to Irrigation Development  
The Effects of Rabbits on South Island High Country  
Local Authority Trading Enterprise  
Whitestone River  
Computerisation of Local Authorities  
A Successful Challenge to Local Body Amalgamation (Wallace/Southland)  
Looking at Services of Elderly People in Northland  
Cyclone Bola - Its Effects on Horticultural and Pastoral Farming on the  
East Coast  
The Rebuilding of St Stephens Church  
Recreation - Sport - Community Life Inangahua District  
Organised Sport in Franklin District  
Aotuhia Political Football - (Stratford)  
Reserve Land Use for Sailing Club  
Land Settlement in the Te Anau Basin  
A Survey of Raglan County Roding  
"Raglan By the Sea" - Local Identities  
The 1980 Taieri Flood - 2 years Later  
County Services for Rates  
125th Anniversary Celebrations of Discovery of Gold in Gabriels Gully  
Recreational Access to the High Country  
Government Treatment and Inconsistencies of Leasehold Land Issues in Our  
Valley - Otago  
The Rural Community Response to Change - The Establishment of  
Co-operative Ventures

## Debate

The Effectiveness of Federated Farmers  
Better Organisation of Rural Political Groups  
Farm Discussion Groups - Their Value to Farmers and Their Communities  
Local Bodies in New Zealand  
An Analysis of the LDEL Scheme - An Individuals Viewpoint  
Bay Of Plenty United Council  
The Possibility of an Alternative Meat Plant in Northland  
That the Government Should Support the Importation of Concubines  
Standing for County Council  
Reorganising Hawkes Bay Federated Farmers  
Civil Defence in the Rural Area  
Differential Rating  
Communication  
Women's Division of Federated Farmers  
Study of a Rural Community  
Rural Subdivision  
An Aspect of Change  
Local Government Reform  
Land Issues  
Rural health - New Structures - New Voice  
Rural Health Facilities for Elderly - Beyond the Summer  
Town and Country Planning  
High Country Philosophy

## Business Ventures

Establishing a Small Rural Business

A Need For Expanding Pip Fruit Production in Canterbury

Deer Farming in Piako

Contract Milking

The Anchor Story 1886-1988

Share Horticulture

A+B-C - Payment for Dairy Farmers

Bay Milk Products

The Tourist Potential and Development Options of the Whakapapa Valley

Job Analysis for Workers in Kiwifruit Packhouses

'Welcome to the Team' - A Guide for Farmers Employing Staff

Co-operatives in a Changing Environment

Debt Servicing

Life After Farming

Mohair Marketing Authority

Minimum Kellogg Course for Representatives of 30 Different Organisations  
in My Community

Current Issues in the Shipping Industry

Shareholdings and Voting of Dairy Companies

Farming and Social Patterns - Stratford County

New Zealand Deer Industry

Dairy Company History

Bay Milk Products - A Suppliers View

The Activities of a Coal Prospect and Related matters

Local Landuse Trends

Milk Packaging

The Veterinary Club Movement in New Zealand

New Zealand Farming Co-operatives

Horticulture on Maori land

Meat Industry

A History of the Producer Boards and the Election Process from the  
Producers to the Producer Board

Women Are in Agriculture

Options for the Future of the Karamea Dairy Company

The Dairy Industry in Northland

The Single Seller

A Spadeful of Earth - Maori Land Fragmentation

Land Settlement 1980-1990

Transmission Line Determination and Compensation

Direct Global Purchasing

Opportunities for Herb Growing in New Zealand

DIRECTORY OF SCHOLARS

1979-1990

Classified by Districts:

Northland	Wellington
South Auckland	Marlborough
Bay of Plenty	Nelson
East Coast	Westland
Hawkes Bay	Canterbury
Taranaki	Otago
	Southland

DISTRICT : NORTHLAND

Anderson, B M (Barbara)  
South Kaipara Head, RD 1, Helensville  
Phone SKH 520 .....1986

Appleton, C M (Christine)  
'Winderlea Farms', Aranga, RD 6, Dargaville  
Phone 612 Donnelly's Xin .....1982

Barron, I H (Ian)  
'Parihoa', RD 1, Waimauku, Auckland  
Phone 4118-552 .....1985

Bishop, W G (Gordon)  
Changed Address (no new address) .....1983

Cutler, P M (Margaret)  
Te Rore Road, RD 1, Kaitaia  
Phone 453D .....1986

Dixon, H N (Howard)  
RD 1, Ohaeawai, Bay of Islands  
Phone 796 Ohaeawai .....1984

<sup>Donnelly?</sup>  
Donnelly, C E (Christine)  
Main Road, Glenbervie, RD 3, Whangarei  
Phone (089) 480-822 .....1988

Holmes, N M (Nicola)  
49 Coates Avenue, Orakei, Auckland 3 .....1988

Lockwood, R J (Robert)  
144B Pukepoto Street, Kaitaia .....1980

McCallum, M J (Malcolm)  
Ngapipito Road, RD 1, Kaikohe  
Phone 81-484 Kaikohe .....1985

McLean, J W (John)  
Braigh Road, RD 2, Waipu, Northland  
Phone 80-418 .....1988

McLean, T J (Jock)  
Omaha Flats Road, RD 2, Matakana  
Phone 47-019 Warkworth .....1984

Meyer, R W (Robin)  
PO Box 74, Ruakaka, Northland  
Phone 27-833 Whangarei .....1985

Patterson, M J C (John)  
 McPike's Road, Pollok, RD 4, Waiuku  
 Phone 808 Pollok .....1982

Phillips, S J (Stan)  
 RD 2, Woodhill, Helensville  
 Phone 266-S .....1979

Reeve, C J (Chris)  
 No 3 RD, Kaikohe  
 Phone 240M .....1980

Robinson, H C (Hugh)  
 Raratu, RD 3, Kerikeri  
 Phone 641 Ohaeawai .....1986

Russek, N D (Noel)  
 Waimatenui Road, RD 3, Kaikohe  
 Phone 81-956 .....1989

Shepherd, W M (Bill)  
 RD 6, Purua, Whangarei  
 Phone 741 Ruatangata .....1984

Webby, R J (Ron)  
 Merrimont, RD 2, Whangarei  
 Phone 734 Mangakahia .....1979

DISTRICT : SOUTH AUCKLAND

Blomfield, A B (Bruce)  
 Kokonga East Road, RD 5, Tuakau  
 Phone (085) 63054 .....1990

Brittain, T M J (Tim)  
 'Storth Oaks', RD 2, Otorohanga  
 Phone (081332) 816 .....1990

Buckland, N L (Noeline)  
 Raurimu, RD 2, Owhango  
 Phone 832 National Park .....1982

Denton, C O (Clive)  
 Mangaotaki, RD, Piopio  
 Phone 843 Waitanguru .....1984

Edmonds, J W (John)  
 RD 1, Paeroa  
 Phone 605 Kerepehi .....1982

Fielder, B T (Brian)  
 Wiltsdown Road, RD 2, Putaruru  
 Phone 890 Lichfield .....1985

age-Brown, A C (Art)  
 Torehape Road, West, RD 1, Ngatea  
 Phone 77-174 .....1989

oodwin, S L (Sandra)  
 Harwoods Road, RD 2, Tirau  
 Phone (0814) 24887 .....1990

olmes, C G H (Colin)  
 RD 1, Murupara  
 Phone 850 Galatea .....1984

olmes, K G A (Keith)  
 Williams No 2 Road, Tauhei, RD 5, Morrinsville  
 Phone 724 Tauhei .....1983

olmes, S (Susan)  
 Galatea Road, RD 1, Murupara  
 Phone 850 Galatea .....1986

Johnson, J A (John)  
 'Windvale', Kaiapo Road, RD 1, Taupo  
 Phone 86-723 .....1979

Lane, S J (Sue)  
 Main Road, RD 1, Tokoroa  
 Phone 65-038 Tokoroa .....1985

Livingstone, A D (Alan)  
 Te Pahu, RD 5, Hamilton  
 Phone (071269) 856 .....1988

Luxton, M J F (John)  
 No 7 RD, Waitoa  
 Phone 753 .....1979

Luxton, R N R (Rodney)  
 Ngarua RD, Waitoa  
 Phone 440 Walton .....1982

MacPherson, M M (Malcolm)  
 RD 3, Te Awamutu  
 Phone TEK-894 .....1989

Mandeno, T G (Tom)  
 Waikaretu, RD 5, Tuakau  
 Phone 63-160 Glen Murray .....1984

Mathis, G C (Geoff)  
 Hetheringto Road, RD 2, Tirau  
 Phone 408, Tirau .....1984

McBride, G L (Graham)  
 RD 8, Frankton, Hamilton  
 Phone 297-726 .....1986

McGillivray, I W (Iain)  
 East Road, No 1 RD, Reporoa  
 Phone 38-569 .....1980

Neeley, R D (Andra)  
 c/- Perry Buses, PO Counter, Te Kuiti  
 Phone 589 Te Anga .....1988

Nelson, O M (Owen)  
 RD, Mahoenui, via Te Kuiti  
 Phone 845 Mahoenui .....1985

Reid, R D (Robin)  
 Shafteshury, RD 1, Te Aroha  
 Phone 643 Manawaru .....1986

Shortt, J F (John)  
 RD 2, Tuakau  
 Phone 567 Onewhero .....1980

Smith, P D (Peter)  
 Old Mountain Road, RD 1, Raglan  
 Phone (071) 255701 .....1990

Swinbank, K (Keith)  
 RD 4, Bakers Road, Cambridge  
 Phone 6878 Cambridge .....1985

Trebilco, B C (Bruce)  
 Old Taupo Road, RD 1, Putaruru  
 Phone (0814) 22895 .....1990

Vernon, J J (Jenny)  
 "Vernonlea", RD 1, Raglan  
 Phone 256-868 Hamilton .....1985

Wagstaff, M H (Michael)  
 "Paerua", Oniao Road, Aria  
 Phone (0813) 77-593 .....1988

Watson, D I (David)  
 No 7 RD, Arohena, Te Awamutu  
 Phone 565 Pukeatua .....1980

Webber, G R P (Graham)  
 Horohora, RD 2, Cambridge  
 Phone 704 Maungatautari .....1988

Welch, A N (Andrew)  
 Plateau Road, RD 1, Reporoa  
 Phone 38-063 Reporoa .....1984

Were, K F (Kevin)  
 PO Box 412, Te Kuiti  
 Phone 402D .....1979

White, P J (Philip)  
 Harris Road, RD 3, Putaruru  
 Phone 8367 .....1989

Winters, K A (Kevin)  
 Cambell Road, RD 2, Reporoa  
 Phone 38-008 .....1989

Woodward, J (John)  
 Chapmans Road, RD 1, Tuakau  
 Phone 503 Pukekawa .....1983

DISTRICT : BAY OF PLENTY

Bruning, N F (Norman)  
 c/- Bruning Farms Ltd, SH 2, RD 2, Tauranga  
 Phone 480 617 .....1985

Calver, R G (Rod), 'Actlands', Matahui Road, RD 2, Katikati  
 Phone 20-757 Aongatete .....1982

Carter, B H (Brian)  
 Angle Road, RD 3, Whakatane  
 Phone (076)88020 .....1990

Cook, J W (John)  
 8 Te Ara Place  
 Phone 753-694 .....1986

Craig, N J (Norman)  
 7 Strathmore Place, Whakatane  
 Phone 87-625 .....1982

Darragh, B G (Brian)  
 Main Waihi Road, Te Puna, RD 2, Tauranga  
 Phone 25-699 .....1985

Hammond, C J (Colin)  
 No 2 RD, Whakatane  
 Phone 28-028 .....1980

Hedger, D J (Dinah)  
 Kauri Point Road, RD 1, Katikati  
 Phone 491-052 .....1986

Hurst, D P (Dave)  
 RD 2, Main Highway, Omokoroa, Tauranga  
 Phone 225 Omokoroa .....1982

Jensen, P P (Peter)  
 Jensen Road, Omanawa, RD 1, Tauranga  
 Phone 70-243 .....1979

Jones, T M (Terry)  
 Omanawa Road, RD 1, Tauranga  
 Phone 410-194 .....1984

Leeder, D W (Doug)  
 Gabriels Gully Road, RD 2, Opotiki  
 Phone 839 Waiotahi .....1983

McHardy, S M (Stuart)  
 Omeheu Road, RD 3, Whakatane  
 Phone 49-672 .....1989

McLeod, D I (Scottie)  
 Te Rahu Road, RD 3, Whakatane  
 Phone 87-731 .....1986

Marsh, K A (Kevin)  
 'Pencarrow', Pongakawa, RD 6, Te Puke  
 Phone (075)33877 .....1990

Mossman, S A (Shirley)  
 'Puketaru', Pikowai, RD Matata  
 Phone 22-391 Whakatane .....1983

Paterson, R J (Ross)  
 Esdaile Road, RD 6, Tauranga  
 Phone (075) 480-478 .....1988

Riesterer, D G (Graham)  
 RD 2, Waiotahi, Opotiki  
 Phone 705 Waiotahi .....1984

Shirley, G A (Graeme)  
 Manawane Road, Matata  
 Phone 71-085 Whakatane .....1986

Turner, J M (Jenny)  
 Works Road, RD 2, Katikati  
 Phone 20-831 .....1989

Von Dadelszen, A J (Andrew)  
 No 1 Eighth Avenue, Tauranga  
 Phone (075) 87-453 .....1986

Webb, A J (John)  
 Eastbank Road, RD 3, Whakatane  
 Phone 49-149 .....1982

Woods, B H (Bruce)  
 Grieve Road, RD 3, Whakatane  
 Phone (076) 28-217 .....1988

DISTRICT : EAST COAST

Brown, P H (Pehimana)  
PO Box 52, Te Karaha, Gisborne  
Phone 723 Te Karaka .....1982

Faulkner, G E (Graham)  
'Waihina', Private Bag, Gisborne  
Phone 699 Manutuke .....1985

Martin, J M (Jan)  
Shannon Station, Private Bag 70, Wairoa  
Phone (0724) 6717 .....1990

Seymour, P A (Pat)  
Wensleydale Station, RD 3, Whangara, Gisborne  
Phone (079) 22697 .....1988

DISTRICT : HAWKES BAY

Carter, E J (Heather)  
Umataoia, RD 8, Dannevirke  
Phone 45-885 .....1985

Gilbertson, T E (Tim)  
'Manawa', Waipukurau, RD 2, Hawkes Bay  
Phone 54-567 .....1988

Henderson, N E (Nicky)  
Puketiro, RD 4, Waipukurau  
Phone (0728) 54866 .....1990

Hilson, A C (Anne)  
Pagets Road, RD 2, Takapua  
Phone 58-335 .....1986

Langley, J B (Jennie)  
PO Box 46, Bay View, Hawkes Bay  
Phone 266-240 .....1983

Munro, D L (Dennis)  
PO Box 109, Frasertown, Wairoa  
Phone 8914 .....1980

Paynter, J M (John)  
St Georges Road South, No 2 RD, Hastings  
Phone 84-412 .....1980

Peacocke, B J (Brian)  
PO Box 1162, Hamilton  
Phone (071) 559 307 .....1980

Robinson, S A (Sam)  
Te Maire, RD 1, Waipukurau  
Phone 54-597 .....1983

*Tish*  
Soppet, C (Catherine)  
Mangarara Road, RD 2, Otane  
Phone (0728) 68074 .....1990

Von Dadelszen, F A (Ponty)  
Mangapurakau Station, RD 2, Waipukurau  
Phone 54-588 .....1979

Wallace, R G (Rob)  
'Arahi', RD 4, Raupunga  
Phone 872 Raupunga .....1984

Wilkinson, D (Di)  
Birch Road East, RD 2, Porangahau  
Phone (0728) 55241 .....1990

DISTRICT : TARANAKI

Cusdin, A J (John)  
Makuri Road, 25 RD, Stratford  
Phone (0663) 27852 .....1990

Davies, W F (Bill)  
Makuri Road, RD 24, Stratford  
Phone 619 Midhurst .....1985

Glentworth, S A (Shona)  
Cheal Road, RD 23, Stratford  
Phone (06631) 7393 .....1989

Hopkins, D L (David)  
Puniho Road, RD 37, Okato  
Phone (067) 28-147 .....1988

Jordan, R T (Richard)  
Egmont Road, RD 6, Inglewood  
Phone (067) 22756 .....1990

McIntyre, L C (Linda)  
Rimutauteka Road, RD 8, Inglewood  
Phone (067) 68544 .....1990

Murphy, J D (John)  
PO Box 227, Hawera  
Phone 87-864 .....1980

Walter, D E (David)  
Douglas, 22 RD, Stratford  
Phone 822 Douglas .....1979

DISTRICT : WELLINGTON

Barton, R T (Roger)  
Stonestead, Woodside, RD 1, Greytown  
Phone 49-495 .....1989

Brophy, P J (Pat)  
'Woodleigh', RD 2, Masterton  
Phone 835 Mauriceville .....1986

Campbell, R J (Robert)  
No 5 RD, Fielding  
Phone 34-601 .....1980

Cleaver, M E (Marian)  
Koeke, No 1 RD, Taihape  
Phone 569 Mataroa .....1986

Davidson, M A (Marie)  
PO Box 1516, Palmerston North  
Phone 72-852 .....1984

Duncan, V (Vicky)  
Otamaire, RD 2 Hunterville  
Phone 28-132 .....1979

Forrest, G K (Gavin)  
RD 1, Mangahoe, Hunterville  
Phone (0652) 28531 .....1990

Glendining, D M (Danna)  
Brown Hill, RD 2, Martinborough  
Phone 69-275 Featherston .....1979

Greig, A W (Alan)  
Railway Road, Himitangi, RD 11, Foxton  
Phone 845 Himitangi .....1982

Guy, B R (Bryan)  
Aorangi Road, RD 5, Fielding  
Phone (063) 34189 .....1990

Howard, J A S (Jim)  
'Westoe', No 1 RD, Marton  
Phone 6350 .....1983

<sup>Stephen</sup>  
Jones, S J (Susan)  
Turanganui, RD 2, Featherston  
Phone (055328) 841 .....1990

Kay, C S (Colin)  
Aorangi Road, RD 5, Fielding  
Phone (063) 38671 .....1990

Mail, C J (Cliff)  
c/- Rural Banking & Finance Corporation,  
PO Box 3688, Wellington  
Phone 767-814 (Private) .....1984

Marshall, D W A (Denis)  
Leedstown Road, Marton RD 1  
Phone 5885 Marton .....1982

Millard, M M (Margaret)  
Bainesse, 7 RD, Palmerston North  
Phone RNU 860 .....1980

Morrison, D G (Dougal)  
Sedgebrook, RD 2, Carterton  
Phone 7995 .....1989

Morton, T C (Tom)  
'Cryon', Kawhatau Valley, Mangaweka  
Phone 513 .....1986

O'Connor, K B (Kevin)  
RD 4, Akers Road, Linton  
Phone 777 Linton .....1985

Percy, J C (Cedric)  
Namoi Farm, 2 RD, Masterton  
Phone 575 MV .....1982

Poole, Q C (Quentin)  
Puketiro, RD 2, Waverley  
Phone (064) 65089 .....1990

Simpson, A C (Tony)  
PO Box 8, Marton  
Phone 7765 .....1980

Stevens, D J (David)  
PO Box 1513, Wellington  
Phone (04) 736-477 .....1988

Tatham, T R (Tim)  
'Uriti', RD 12, Masterton  
Phone 802 Blairlogie .....1983

Tennant-Brown, I T (Ian)  
c/- Rural Banking & Finance Corporation  
PO Box 3688, Wellington  
Phone 737-822 .....1988

Thomas, G J (Godfrey)  
Te Puhi, RD 10, Masterton  
Phone 648 Wainuioru .....1985

Vallance, R D (Rick)  
'Kahumingi', RD 9, Masterton  
Phone 88-374 .....1984

Wilkinson, R N (Noel)  
25 Kano Street, Karori, Wellington  
Phone 766-710 .....1988

DISTRICT : MARLBOROUGH

Carr, B M (Brenda)  
'Glenrobin', 13A Fyffe Street, Blenheim  
Phone (057) 84832 .....1980

Evans, E M (Liz)  
Stronovar, RD 6, Blenheim  
Phone 24-809 .....1986

Lee, W W (Bill)  
'Peggioh', Ward, Marlborough  
Phone 430 Ward .....1983

Pitts, E G (Edwin)  
Mount Gladstone, Private Bag, Blenheim  
Phone Seddon 27-475 .....1979

DISTRICT : NELSON

Jennings, O R (Owen)  
Teapot Valley, Brightwater, Nelson  
Phone 23-334 BGW .....1979

Jones, P A (Ann)  
PO Box 55, Takaka  
Phone (0524) 59-547 .....1988

Palmer, J L (John)  
Palmers Road, RD 1, Brightwater, Nelson  
Phone 763 BGW .....1982

Sowman, B J (Brian)  
Uruwhenua, Takaka, Nelson  
Phone 59-834 .....1985

DISTRICT : WESTLAND

Neylon, G T (Graeme)  
Mai Mai Valley, RD, Reefton  
Phone 392 .....1989

Robertson, B G (Bruce)  
Matiri Valley, PO Box 32, Murchison  
Phone (054) 39016 .....1990

Smith, S J (Shirley)  
31 Dick Street, Reefton  
Phone 888 .....1988

DISTRICT : CANTERBURY

Armstrong, R M (Rosie)  
'Limestone Glens' RD 2, Cheviot  
Phone 368 .....1985

Bosworth, P J (Peter)  
c/- Bosworth Associates, PO Box 324, Timaru  
Phone (056) 44098 .....1990

Cameron, S J (Simon)  
Ben Ohau Station, Lake Pukaki, PO Box 95, Twizel  
Phone (05620) 791 .....1988

Campbell, R J (Robert)  
'Inverary', Fairlie, South Canterbury  
Phone 8484 .....1983

Chapman, M J P (John)  
Inverary Station, Mount Somers, Mid Canterbury  
Phone 734 Mt Somers .....1985

Connell, S P (Steve)  
Eiffelton, 4 RD, Ashburton  
Phone 839 Willoughby .....1982

Coughlan, M J (Jane)  
'Stradbrook', No 5 RD, Ashburton  
Phone 36-360 Mayfield .....1980

Croy, E J (Errol)  
No 7 RD, Ashburton  
Phone 841 WNU .....1983

*Davidson*  
Davidson, R W (Dick)  
'Blakiston', Culverden  
Phone 252S .....1979

Deans, L M (Louise)  
Homebush, RD 1, Darfield  
Phone (051667) 785 .....1990

Duncan, B P (Bernard)  
'Glenmore', Darfield, RD  
Phone (0516) 88-757 .....1988

Dunlop

Duncan, A G (Alex)  
Thomsons Road, RD 5, Christchurch  
Phone 726 Burnham .....1984

Edge, A B (Ashley)  
42 North Street, Timaru  
Phone 44-465 .....1984

Engelbrecht, R L (Bob)  
PO Box 255, Ashburton  
Phone 87-221 .....1985

Frizzell, A N (Alastair)  
PO Box 32, Kirwee  
Phone Kirwee 644 .....1989

Glass, E (Eddie)  
Dip Road, No 6 RD, Ashburton  
Phone 28-387 Methven .....1979

Grant, A G (Alan)  
'Conlands', No 2 RD, Ashburton  
Phone 24-635 .....1985

*Bassett*  
(nee) Grigg, M A (Margaret)  
'Columba', RD 1, Ashburton  
Phone 875 Springburn .....1988

Grigg, O J T (Oliver)  
'Cascade', RD 2, Culverden  
Phone 8035 .....1986

Grigg, R (Robyn)  
PO Box 39, Akaroa  
Phone (0514)8549 .....1982

Hardwick, W R (Warren)  
Hudsons Road, Greenpark, RD 4, Christchurch  
Phone (03) 292727 .....1990

Hart, J R (Reese)  
Waitohi, RD 25, Temuka  
Phone 27-565 Timaru .....1988

Hoban, J A (Judith)  
Parham Hill, Culverden 8252, North Canterbury  
Phone 8108 .....1989

Hughes, S J R (Sinclair)  
Springston, 4 RD, Christchurch  
Phone 295-690 .....1989

James, P C (Peter)  
8 Ormandy Place, Linwood, Christchurch  
Phone 890-148 .....1985

(Kellan) C H N (Chris)  
 'Clarendon', RD 22, Geraldine  
 Phone (056) 38-029 .....1988

Kingsbury, L R (Lyn)  
 'Tahuri', No 1 RD, Rakaia  
 Phone 726 Dorie .....1980

McBride, G M (Geoff)  
 180 Matsons Avenue, Christchurch  
 Phone 522-039 .....1983

MacDonald, R G (Richard)  
 Flaxburn, Woodbury, Geraldine  
 Phone 792-553 Chch or (056) 38162 .....1982

McDowell, R E (Rab)  
 Mayfield, RD 5, Ashburton  
 Phone 36-099 .....1989

McFadden, I (Isla)  
 'The Acheron', 2 RD, Cheviot  
 Phone 738 Scargill .....1982

McFarlane, D G (Don)  
 Pinehaven, Orton, RD, Temuka  
 Phone 805 Clandeboye .....1980

McLauchlan, M (Mary-Jean)  
 Glengarry, Private Bag, Rangiora  
 Phone Loburn 565 .....1988

Malcolm, A G (Alistair)  
 Redwood Orchard, 11 Selkirk Place, Christchurch 5  
 Phone 856-421 .....1979

Mulligan, A R (Tony)  
 8 RD, Ashburton  
 Phone 856 Westerfield .....1982

Orbell, W A (Andrew)  
 Clayton Station, Fairlie  
 Phone 832 Ashwick Flat .....1984

Phillips, P S (Piers)  
 'The Cartwheels', Springbank, No 1 RD, Rangiora  
 Phone 37-497 .....1984

Reddecliffe, V D (Val)  
 'Thorndale', RD 3, Ashburton  
 Phone (053) 37-207 .....1988

Shipley, J M (Jenny)  
 PO Box 143, Ashburton  
 Phone .....1984

Simpson, D B (Don)  
 'Mt Nessing', Albury, South Canterbury  
 Phone 890 .....1982

Tasker, R S (Roger)  
 'Staple Homestead', Ruapuna, RD 5, Ashburton  
 Phone 36-003 .....1983

Totty, I L (Ian)  
 'Lawnhayes', No 1 RD, Ashburton  
 phone 715 Springburn .....1986

Whitty, B S (Bevan)  
 PO Box 1508, Christchurch  
 Phone 486-721 .....1983

Wilson, P W (Pauline)  
 'Lands End', No 7 RD, Ashburton  
 Phone 749 Wakanui .....1986

Woods, M T (Marlene)  
 113 Rue Jolie, Akaroa  
 Phone (0514) 7515 .....1984

Wright, N Q (Ness)  
 Annat, Sheffield  
 Phone 846 .....1979

DISTRICT : OTAGO

Andrew, C J (Judi)  
 'Tiroiti', Hyde RD 3, Ranfurly  
 Phone 44-707 .....1989

Cosgriff, D (David)  
 PO Box 1485, Dunedin  
 Phone 69-628 .....1985

Dick, C E (Colin)  
 Otahua Downs, 14C RD, Oamaru  
 Phone 24-033 .....1979

Elder, T P (Tom)  
 2 Welles Street, Ranfurly  
 Phone 311 .....1982

Hewett, N L (Norman)  
 'Glenburnie', RD 1, Tapanui  
 Phone (020) 48-128 .....1983

Inder, S B (Sam)  
 'Ardlui', Clarks, RD 2, Outram  
 Phone 424 Middlemarch .....1980

Jopp, A J (Tony)  
 Mt Difficulty Station, RD 2, Cromwell  
 Phone 51-051 .....1989

McAtamney, W M (Wendy)  
'Merry Creek', RD 1, Middlemarch  
Phone 455 .....1983

McPhail, G E (Geoff)  
PO Box 387, Oamaru  
Phone 71-990 .....1986

Metherell, J A (John)  
Moir Farm, No 2 RD, Balclutha  
Phone 82-465 .....1979

Mitchell, J R (Ross)  
'Rosedale', 5D RD, Oamaru  
Phone 49-248 .....1983

Nichol, J (Judy)  
Evans Flat, RD 1, Lawrence  
Phone 76D .....1986

Orchiston, J K (Jeff)  
Waitati Valley Road, 2 RD, Waitati  
Phone 522 .....1982

Pringle, D F (Des)  
'Taka-mimi', Tokarahi, 12C RD, Oamaru  
Phone 893 Duntroon .....1983

Roughan, W P (Wayman)  
Greenbank Farm, Lawrence  
Phone 155 .....1988

Rowley J C F (John)  
'Rosslyn', PO Box 29, Roxburgh  
Phone 48-483 .....1986

Rutherford, E R (Eion)  
'Lundie Braes', Box 20, Duntroon  
Phone 816 .....1980

Scurr, I M (Irene)  
School Road, RD 2, Mosgiel  
Phone 5219 .....1986

Shaw, D A (David)  
Wharetoa, RD 4, Balclutha  
Phone 59-075 .....1989

Webster, J (Jock)  
Springfield, 6D RD, Oamaru  
Phone 45-070 .....1979

Willocks, R D (Dave)  
Hillend, No 2 RD, Balclutha  
Phone 80-435 .....1984

DISTRICT : SOUTHLAND

Allan, V C (Vivienne)  
'Ayn Davar', Charlton, No 4 RD, Gore  
Phone 8893 Mataura .....1985

Baird, I H (Ian)  
'Bonniefields', East Chatton, 3 RD, Gore  
Phone 821 Willowbank .....1980

Buckingham, O D (Owen)  
No 2 RD, Te Anau  
Phone 7180 .....1979

Campbell, R J W (Robin)  
Lochiel, No 6 RD, Invercargill  
Phone 397-287 .....1980

Cowie, P A (Pam)  
'Lumsden Hills', PO Box 2, Lumsden  
Phone 19 .....1983

Christie, R G (Richard)  
47 Johnston Street, Gore  
Phone (020) 86892 .....1990

Dunlop, K J (Kerry)  
'The Gree', South Hillend, RD 3, Winton  
Phone 559 Centre Bush .....1982

Gardiner, E K (Katrina)  
Eastburn Station, Crown Terrace, RD, Arrowtown  
Phone 563 .....1980

Halstead, M R (Murray)  
Waianiwa, No 4 RD, Invercargill  
Phone 392-707 .....1983

Henderson, J W (John)  
Otapiri, No 2 RD, Winton  
Phone 573 Centre Bush .....1983

Kremer, E (Ebel)  
'Ackers Road, RD 9, Invercargill  
Phone 331-303 .....1984

MacPherson, M L (Maryanne)  
'Woodstock', Dacre, 2 RD, Invercargill  
Phone 393-053 .....1984

McCarthy, P J (Paul)  
 c/- Centre Hill Station, 2 RD, Te Anau  
 Phone 7631 .....1989

McIntyre, J M (Jeanette)  
 'Hopetoun', Maitland, No 5 RD, Gore  
 Phone 833 Willowbank .....1985

McKenzie, C J (Christine)  
 Fortrose, RD 5, Invercargill  
 Phone WMK 526 .....1989

Mills, J R (John)  
 Long Valley, Te Anau, RD 2  
 Phone 7181 .....1989

Neave, G M (Gwen)  
 'Kahurangi', Box 12, Stewart Island  
 Phone 391-385 .....1989

Newson, J G (John)  
 PO Box 67, Otautau  
 Phone 8425 .....1979

Pinney, B (Bernard)  
 Dunrobin Station, No 2 RD, Lumsden  
 Phone Mossburn 46R .....1980

Roy E W (Eric)  
 Te Tipua, 4 RD, Gore  
 Phone 126R Edendale .....1982

Ruddenklau, V R (Veronica)  
 'The Valley', Dipton West, RD, Southland  
 Phone 5145 .....1989

Soper, E S (Liz)  
 'Riverview', Athol  
 Phone 866 Garston .....1986

Thomas, J (Juliet)  
 Castlerock, Rd 2, Lumsden  
 Phone (0228) 7435 .....1988

Turner, J F (John)  
 'Galehills Farms', Hamilton Burn, Mossburn,  
 RD 2, Lumsden  
 Phone (0228) 6195 .....1988

Turner, M B (Murray)  
 Etal Creek, RD 1, Nightcaps  
 Phone 022527 .....1989

Walker, M A E (Mary)  
 Otama, RD 7, Gore  
 Phone 89-515 .....1983

Wise, A M J (Alan)  
 Weydon View, Private Bag, Mossburn  
 Phone (0228) 6490 .....1990

## Glossary of Terms

- n.1 Helicopter Factor - the ability to rise above a situation and see problems.
- n.2 Agricultural Scrawl - in relation to the wider environment. The method of communicating in written form in the absence of typewriter, computer or wife. Makes a good case for handwriting skills to be part of Kelloggs.

"Pencarrow"  
 Pongakawa,  
 R.D.6,  
 Te Puke,  
 Bay of Plenty,  
 New Zealand.

Ph & Fax: (07) 5333877.

W.K.Kellogg Foundation,  
 400 North Avenue,  
 Battle Creek,  
 Michigan 49017-3398  
 U.S.A.  
 The Director,  
 Dear Sir or Madam,

I am a 1992 Kellogg scholar, and have chosen as my thesis topic:  
 " Kellogg New Zealand Rural Leadership Programme.  
 -The Kellogg Experience."

The reason for this is that this programme has had a major effect on the achievements of rural New-Zealander; and, after ten years, and the retirement of Director John Pryde, it is an appropriate time to reflect on the course itself- the establishment of the programme, and the support given to it by the Kellogg Foundation.

As firstly a spouse, as my husband Kevin was a 1990 scholar, and then as a scholar myself, I have been privileged to have had both experiences in relation to Kelloggs, and it is that which has convinced me of the importance of this research.

I am most interested in the involvement of the Kellogg Foundation in the establishment of this programme in the late 1970s, and the relationship between America and New Zealand which made this possible.

I would also like to know of the support, both financial and other, which the Foundation gave to the Programme in its establishment.

Could I ask about the ongoing support that the Foundation sees itself giving to the Rural Leadership Programme, now and in the future?

Something which I feel is missing for those scholars who have completed the course, is some recognition in the form of a certificate, or a small lapel badge, which I know would be worn with pride, as all Scholars are extremely proud of having been Kellogg Scholars. Would the Foundation be interested in supporting this, as I have a dream of initiating such a badge. This would have a two-fold purpose of identifying Scholars, and also identifying the origin of this Foundation?

I would be most grateful if you would respond to this letter (fairly quickly) as the answers to my questions are essential for my study. ( and as a busy farmer's wife, mother and teacher, I am running out of time)

If you have any other material which you wish to include, I would welcome it. I would be happy to send you a copy of my completed work, if you are interested.

Thank you in advance for your co-operation.

Yours sincerely,  
*Andrea O. Marsh*  
 Andrea Marsh.

October 12, 1992

Ms. Andrea Marsh  
"Pencarrow"  
Pongakawa  
R.D.6  
Te Puke  
Bay of Plenty  
New Zealand

Dear Ms. Marsh:

This is in response to your recent correspondence through which you request information regarding the Kellogg New Zealand Rural Leadership Program.

The Kellogg Foundation provided a \$220,083 grant from 1978-1984 to enable Lincoln College to develop informed agricultural leadership through implementation of a rural leadership education program. In revising our programming priorities, Foundation grants are currently limited to institutions and agencies within the United States, Latin America, the Carribean, and southern Africa. Therefore, I cannot be encouraging as to additional Foundation assistance.

With regard to a certificate or lapel badge, you may want to contact personnel directly involved with the leadership program. I hope this information is helpful to you.

Sincerely,



Mrs. Deborah A. Rey  
Administrative Assistant-  
Grant Proposals

DAR/mnc

**W.K.KELLOGG  
FOUNDATION**

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*For the application of  
knowledge to the  
problems of people.*

