



Community Voices

The official magazine of Auckland North Community and Development

The
autumn
issue

Supporting
free art classes
in Takapuna

Remembering
Ann Hartley

State of the
Nation 2025: Key
findings summary

Who'll be in to
win Auckland's
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Opinions expressed by Community Voices contributors are their own.

Kia ora Hello Nǐ hǎo Bula Namaste Talofa Mālō e lelei Kamusta

Haere mai



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The Autumn issue of Community Voices promises to be an enriching read for anyone involved in or passionate about community work. This edition is packed with valuable information, starting with upcoming training sessions and resources tailored for community organisations.

These LiIFT training sessions are designed to empower organisations with the skills and knowledge they need to thrive and make a significant impact. This year, we bring a wider range of training topics and extended our Resourcing Leaders in Times of Change series. Our popular monthly free online evening governance sessions continue for another year.

Our free and confidential Community Accounting Programme continues to grow in volunteers. Most recently we had 154 accounting students sign up to support community organisations in semester one with mentoring by qualified Chartered Accountants. If you know of an organisation looking for support, do get in touch, as we are able to support more groups than normal as a result of the student volunteering uptake.

One of the highlights of this edition are the features on local community initiatives such as Old Mother Hubbard's cupboard. These stories showcase the incredible work being done in various communities and the positive changes being driven by dedicated individuals and groups. It's always inspiring to read about the challenges they've overcome and the successes they've achieved, often with the support of ANCAD's programmes and services, highlighted in this magazine.

We've also marked the passing away of Ann Hartley, with a special story feature of her many contributions to community and her support for ANCAD. ANCAD board members Maria Lafaele and Chairperson Brian Putt

worked alongside Ann Hartley on a range of issues facing the community sector.

Additionally, we highlight important articles regarding The State of the Sector Report, which provides a comprehensive overview of the current landscape for community organisations. This report makes an important contribution to our understanding of the challenges and trends within the voluntary and non-profit sector.

Another key topic covered is the importance of democratic engagement, especially with the local elections later this year. This article emphasizes how community involvement in the electoral process can shape the future of Auckland, making it a must-read for anyone interested in civic participation and local governance.

I had the pleasure of attending, in person, the Women in Governance event organised by Auckland Council recently and was inspired by the leadership stories of the panel and the attendees. It was great to network and chat with some familiar faces and meet aspiring new leaders and talk with those with many years of governance experience.

Recently Toni Van Tonder, the Chair of Devonport Takapuna Local Board resigned in order to relocate with her family to Australia. We at ANCAD have appreciated Toni's governance and leadership on the local board and the strength of her connections and understanding of the community sector.

In the meantime, I hope you enjoy our Community Voices – Autumn issue magazine. Please send us your feedback or contribute an article for future issues. We love to hear from our readers about what is important to them and their communities. ●

Kia Kaha
Fiona Brennan, General Manager, ANCAD

Supporting FREE art classes in Takapuna



Takapuna Free Art Class exhibition, November 2024

An art class can bring joy, contentment, new friendships, community, creative challenges, and personal growth. For Heloisa Barczak, art has always been an important part of her life. Since she was young, she pursued her passion for art, studying interior design and technical drawing. However, like many others, she set aside her creative talent for several years while raising her family and working as a teacher in Brazil. In 2011, she relocated to New Zealand, following her son and daughter. During one of her early visits in 2008, Heloisa joined the Older Women's Network where she met Joan Lardner. Heloisa asked about the possibility of starting a free art class, and Joan helped introduce Heloisa to the Takapuna Community Trust, leading to the first advertisement for a free art class in Takapuna, held in September 2013 at the Senior Citizens Hall.

Chris Howe was among the first to join the class. She was drawn to Heloisa's philosophy of starting from the basics. Now, eleven years later, Chris has

explored pencil drawing, pastels, acrylics, still life, and portraiture, including several portraits of her grandchildren. 'It's very satisfying to draw your own family,' she says. 'Having Heloisa there for guidance and suggestions is invaluable; it's very hard for a self-learner without that support.'

Heloisa rediscovered her passion for art at the age of 50 during a period of depression; her art and creativity became a lifeline. She later studied at an art college in the United States for a year, focusing on the human figure and human head. Heloisa describes herself as a teacher who is always learning: 'Teachers are students for life.'

The classes eventually moved to the Mary Thomas Centre, using the Channel View Lounge. Paul Willis joined the group in 2017. Originally from California, he has lived in New Zealand for the past 30 years and has a background in acting, theatre design, caricature, animation, and computer graphics. Over the past seven years, he has also ex-

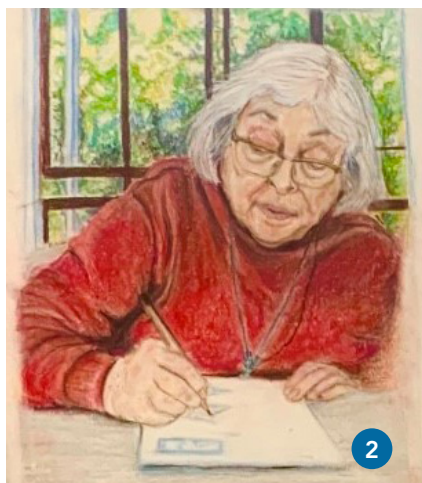
plored pencil drawing, still life, portraiture, pastels, and both acrylic and oil painting. 'This class has been amazing; it has pushed me beyond what I had chosen to do and has basically stretched me,' he says. During the pandemic, Paul created several wildlife paintings, particularly focusing on native Aotearoa species like kea and tuatara. He has given some of his work to family and has sold a few pieces.

Since its inception, the group has grown in both number and range of experience. They have returned to the Senior Citizens Hall and now meet once a week for 2.5 hours. In support of the group's future, the Auckland North Community and Development Inc (ANCAD) provided financial backing this year, allowing them to purchase art supplies. 'We are very grateful,' says Heloisa. 'They have done so much for us.'

This year, the art group held its third art exhibition at the Takapuna Library. Chris described the experience as 'a mix

Supporting FREE art classes in Takapuna

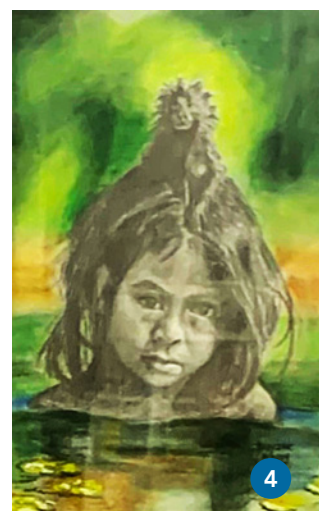
between daunting and satisfying.' The class uses WhatsApp to stay connected and share inspirational art, and ideas, they also gather socially; this year they are planning a Christmas lunch and watching a DVD about Monet before breaking for the holidays. Heloisa describes the group as fraternal: 'We are more than just a group of artists; we are friends.' Paul values the opportunity for mutual support: 'It's really nice to work solo as an artist, but it's also wonderful to work within a community. I hope this continues because I'll keep coming.'



Artwork by Takapuna Free Art Class members:

(1) Paul (2) Paul; (3) Chris, and (4) Heloisa.

(5) Art group at work.





Kay McIntyre, Lindsay Waugh, Ann Hartley, Rebecca Scrubshall, Richard Hills

Remembering Ann Hartley

Ruth Greenaway interviewed Ann in 2015 for ANCAD's 40th anniversary book titled 'My Story, Your Story, Together Builds Community.' The following is an excerpt from that interview.



Margaret Ann Hartley QSO
23 September 1942 –
20 December 2024

Above: Portrait of Ann Hartley, Mayor of Birkenhead. Photographer: Lenscraft Photography, Decade: 1980-1989, Auckland Libraries Heritage Collections B0750

A lot of people hate politics, but I think there's politics in everything.

By 1968 Ann was thinking more and more about global issues and was particularly influenced by the Vietnam War. When Ann entered local government, she found that there was hardly any man already elected who didn't have a war record, most having served in the Second World War. I just think if you can't think of people as people, not as an economic commodity of sorts, then we're focussing on the wrong path. It was at this time that Ann joined the Labour Party.

Ann was overcome when she took her son, Paul, along to the local playcentre in 1972 and learnt of the experiences of other mothers in her community who were not as fortunate as she was: women who were raising their children on their own, or without support from their extended families; women who felt a moral dilemma about whether they could go to work and leave their children during the day in the care of others, women who wanted to go to work but couldn't because they didn't

have anyone to leave their children with and, as a consequence, were struggling financially. There's no doubt Playcentre produced a huge group of leaders. It's been a very important tool in social development in New Zealand.

It was during this time that Ann heard of the research work that John Raeburn and his team were doing in Birkdale and Beach Haven, and about the establishment of the Birkdale Community House. Back then, all of your services were male-dominated. You automatically got a rugby field, but not an early childhood centre... it wasn't just social welfare we needed but we needed community development, and that was a fairly new idea at the time. In 1975 she was employed as coordinator of the Birkdale Community House, and was responsible for organising courses and services to the community.

A new generation of women were looking at things in a different way. So that's really how it started, especially women looking at their own needs, older, younger, and the crèches and the early childhood centres just kept on growing.

Remembering Ann Hartley

Ann worked with John Raeburn to support and develop community houses throughout Auckland. Workshops were held in communities to educate people about grassroots community development practice. Ann then found the confidence to consider running for council. She was already reading the meeting agendas and was aggrieved to see how many councillors men were.

Community development was still something on the fringes of local government.

Ann recognised that the community didn't just need welfare, as in the introduction of the Domestic Purposes Benefit in the 1970s, nor did it just need council to pay for recreational facilities, it needed council to get involved in community development.

What became clear to me in those years as coordinator was that community development was a legitimate area that needed support from councils to provide resources for it. It was logical that local government had to get involved. Local government was very conservative in those days, so very few people saw that, but I became convinced.

In 1980, she put herself forward as a candidate in the local body elections for Birkenhead City Council and was elected. Ann then stood in the mayoral elections in 1986 and was elected. One significant community development initiative during her mayoralty was the role her council played in negotiations with other Shore city councils to fund the development of Awataha Marae. Ann was mayor of North Shore City until 1992. Ann has always believed in being a team player.

As a mayor you can only have one vote and so if you are going

to deliver effective local government it is crucial to have people who share similar values about community. You have to believe in people. In a team everyone has different skills that they bring to the table.

The following year she put herself forward for parliamentary elections. Ann was elected to parliament as MP for Northcote in 1999 in the Helen Clark led Labour government, until 2005, and was then a list MP until 2008. She was also the first woman deputy speaker of the house from 2002-2005. In her maiden speech [February 2000] she spoke of the need for government to support grassroots community development.

I believe the key to rebuilding confidence is to focus on community development philosophy. That means acknowledging all the small energetic initiatives, the grass roots, the interaction, the skills, the

wisdom, the things that give people a feeling of wellbeing, that embraces their personal security, their skill development. A focus on community development provides a platform for a healthy energetic society, which in turn is the basis for economic development. It is also a society that can support people in need.

In her valedictory speech [February 2008] Ann said that she was constantly reinforced in the view that the most enduring changes occur in society when they are owned and implemented by the community.

Thank you Ann. ●



Ann Hartley and Ruth Greenaway, 2016



Ex mayors 2017: Paul Tichener, George Wood, Andrew Williams, Ann Hartley, Cath Tizard and Wyn Hoadley.



Old Mother Hubbard's Cupboard

by Ruth Greenaway, Oral Historian



You might be familiar with the old English rhyme about Old Mother Hubbard's empty cupboard and the dog that went without a bone. This modern story revolves around a small cupboard that provides female hygiene products. So, the rhyme in today's context would go something like this:

*She searched through the town,
Both up and down,
For pads or tampons to spare.
Yet each little shop,
With prices on top,
Left her with nothing but despair.*

*She counted her change,
Felt bitter and strange,
How could such needs be denied?
A luxury tax,
Stacked up to the max,
Made dignity harder to buy.*

*Until she came to a cupboard with a
note on the door,*

*It said, "Take—nothing more,
Than whatever you truly
might need.
No shame and no cost,
No woman is lost,
When kindness replaces our greed."*

*And so, she returned,
Each time she had learned,
That a mother had filled it
with care.
To provide, with love, not
with pride,
A world where we each do
our share.*

Cassie Atkinson is the mother who established the cupboard. Born in New Zealand but raised in the UK, she has always been community-minded. Her favourite quote is by Paulo Coelho: "The world is changed by your example, not your opinion."

'I've always felt passionately about community,' she shares. 'Having lived



Cassie Atkinson

and worked in London, I wanted that 'local' feel for my kids. Once they were old enough, I started volunteering for Plunket, hosting their new mum coffee groups. I also helped out at my children's school, running their second-hand uniform sales.'

For Cassie, family, friends, and community connections are what truly

Old Mother Hubbard's Cupboard

matter: 'Family is my rock. I hope I'm a good role model for my kids; being a good person is important to me.'

During the global pandemic, she helped the local Sikh Temple distribute food parcels to people in need. However, she soon realised that many also required personal hygiene products like soap and shampoo. 'There is a gap in the market, as it were. Nowhere will anyone give you soap, deodorant, a razor, or sanitary towels. Women are unfairly discriminated against when it comes to young women's biological needs versus putting food on the table — the food wins.'

She then met a woman named Penny from Glen Eden, who had established a similar cupboard there to provide free feminine hygiene products. Inspired, Cassie wanted to create something similar in her own neighbourhood. 'It's not fair or right in this day and age not to be able to provide these items for people who need them!' Cassie passionately states.

Period poverty is a recognised issue in Aotearoa. In 2019, the YWCA published a report indicating that nearly 25% of women of all ages struggle to attend school, pursue tertiary education, or work while menstruating due to the high costs of products¹. Since 2021, schools have been able to opt in to receive free period products supplied by the Government. While this is great progress, there is still a need in the broader community, and this is where people like Cassie are making a real difference.

Cassie began fundraising for a cupboard at the end of 2020. The first prototype, created in May 2021, was too flimsy. She then found a local crafts-woman who constructed a waterproof wooden structure; supplies were donated by Mitre 10. The cupboard is located outside the Sikh Temple at 128 Sunnybrae Road, Hillcrest.

Getting donations hasn't been easy. 'I started with some soap from Ecoya, but they made it clear it was a one-off donation. I pestered my friends, family, neighbours, my children's friends' parents, and anyone I came across!' In 2024, ANCAD came on board as a funder for the cupboard. With their support, Cassie has been able to approach new suppliers from throughout greater Auckland. 'They've helped pay for my petrol.'

Cassie also encourages people not to throw away unwanted toiletries. 'If you don't like the smell of your shampoo, the cupboard is happy to accept it. If you're moving house and don't want to take half-used window cleaner with you, the cupboard will take it.'

Recently, she received a donation from LUSH, which included scented bath bombs. Cassie is keen to keep the cupboard stocked with shampoo, conditioner, toilet paper, sanitary towels, tampons, razors, and deodorant. 'Bubble bath is a luxury, as is moisturizing cream. Nail polish and perfumes always go down well,' she adds.

Currently, there is only one cupboard that Cassie supplies, as she highlights the conflict between need and hope for an equitable future. 'The dream would be to have one in every neighbourhood. Except, I guess the real dream would be that no toiletries cupboards would be needed at all!' Cassie recalls feedback from one woman, who expressed the difficult choice she faced: 'She said that if she didn't have the cupboard, she would have to shop-lift — she couldn't afford sanitary towels and food.'

To find out more about the cupboard, visit the Facebook page: bit.ly/OMH-cupboard.

'Thank you to everyone who donates and spreads the word about the cupboard. I believe it is the community itself that provides what is needed for the benefit of all.' – Cassie Atkinson. ●



¹ www.ywca.org.nz/media/1685/period-poverty.pdf

STATE of the NATION 2025

**Kai, Kāinga,
Whānau**

**The Basics—Food,
a Home, Family**

**SUMMARY
VERSION**

**Paul Barber
and Ana Ika**
Social Policy
Analysts
February 2025



The full report is available
for viewing or download from
salvationarmy.org.nz/SOTN2025

State of the Nation 2025: Key findings summary

The State of the Nation 2025 report focuses on three fundamental needs for wellbeing—kai (food), kāinga (housing), and whānau (family)—and assesses trends affecting individuals and communities in Aotearoa New Zealand. The findings indicate worsening social conditions in many areas, with a few positive trends.

KEY AREAS OF CONCERN

- **Child Poverty & Wellbeing:** Child poverty rates have risen, with an increasing number of children living in material hardship. Food insecurity has worsened, particularly affecting Pacific children, half of whom often go without food.
- **Housing Affordability & Homelessness:** While the supply of social

housing increased, private rental affordability remains a crisis, especially for Māori and Pacific communities. Emergency housing support was significantly reduced, leaving many in uncertain situations.

- **Unemployment & Income Inequality:** Unemployment is at its highest level since the 1990s, with over 400,000 people needing welfare support. Wages grew slightly, but income inequality and hardship increased, disproportionately affecting Māori, Pacific, and disabled people.
- **Crime & Justice:** While overall crime rates remained stable, violent crime has increased. The prison population is rising, and Māori remain overrepresented in both victimization and

State of the Nation 2025: Key findings summary

- incarceration rates. Recidivism rates are worsening.
- Youth & Education: Education outcomes have declined, with fewer students achieving university entrance. Youth mental health remains a major issue, with one in four young adults experiencing severe distress.
 - Social Hazards: Methamphetamine use surged, alongside increases in gambling harm and problem debt. Alcohol-related harm remains significant.

POSITIVE TRENDS

- Youth Offending Declined: Youth crime rates fell slightly after previous increases.
- Māori-Led Initiatives Show Promise: Programs addressing child welfare and education for Māori have had positive impacts.
- Public Housing Availability Improved: More social housing units were built, reducing waitlists.

KEY QUESTIONS FOR ACTION

- 1 How can New Zealand urgently reduce child poverty and food insecurity?
- 2 How can unemployment and welfare be addressed in a way that maintains dignity and opportunity?
- 3 How can housing affordability be improved for lower-income families?

- 4 What strategies can be implemented to reduce violent crime and support rehabilitation?
- 5 How can Māori-led initiatives be strengthened to improve equity and wellbeing?

The report calls for urgent action across government, community, and business sectors to address deepening social challenges. Without decisive interventions, the struggles in kai, kāinga, and whānau will continue to worsen for many New Zealanders. ●





Who'll be in to win Auckland's Elections 2025?

Is Auckland working for you? Think you could take it to the next level for your community?

Now's the time to consider standing in Auckland's 2025 elections. Nominations open Friday 4 July and close Friday 1 August, midday.

Change-makers, curious bystanders and those considering a new inspirational role are invited to stand in these elections as local board member, ward councillor or mayor if you want to be the voice for your community.

It's a big opportunity so planning needs to start now. And you can learn about the council's unique governance structure, elected members' roles and responsibilities and get hot tips by tuning in to the free webinar on **Wednesday 30 April, 4:30pm**, search *Become a candidate in Auckland's Local Elections* at ourauckland.co.nz/events or visit: voteauckland.co.nz/beacandidate.

This is a casting call for passionate locals with diverse backgrounds to resonate with Aucklanders and really knock it out of the park for Tāmaki Makaurau in the upcoming elections.

Auckland Council General Manager of Governance and Engagement Lou-Ann Ballantyne says representing Aucklanders is a hugely rewarding opportunity.

"It's also a big responsibility to take on, and we want candidates to have the best possible chance, so this webinar is a great place to start for anyone who is thinking of standing," Ms Ballantyne says.

"It's so important that a good range of Auckland's voter demographics are represented to achieve a strong voter turnout," she says.

"Aucklanders have told us there's no use in voting if they don't know who the candidates are or can't see how they're represented through relatable or like-minded people, so we're doing our best to attract new candidates from diverse backgrounds to address this."

NOMINATE A MATE

Running the city may not be at the forefront of everyone's minds, so if not you then who? Do you have someone in mind who would be perfect for the job? This opportunity could be just the career change they've been looking for.

Candidates do not require qualifications or specific skills. They just need to be 18 years or over, a New Zealand citizen, on the electoral roll, with a \$200 deposit and two nominators who live in the area they will be standing in.

Learn more about standing in Auckland's Elections 2025 at: voteauckland.co.nz/beacandidate.

Discover more about what's involved by popping into a local board meeting or governing body meeting and be ready to join the contest when nominations open on 4 July 2025. Search for the nearest upcoming meeting at aucklandcouncil.govt.nz.

YOUR VOTE COUNTS

And whether you intend to stand or not, to vote you'll need to be enrolled before voting opens in September 2025. By enrolling or updating your details, your personalised voting papers and voting guide will arrive at the correct address. Make sure you let your whānau and friends know to do so too. Check if your enrolled or register at: vote.nz/enrolling. ●



I N F O R M A O T E A R O A I N S P I R E

ANCAD's training programmes for community groups and the not-for-profit sector



SIMON RITCHIE

Training and Capability Lead

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(0800 4ANCAD)

The Auckland North Community and Development (ANCAD) Professional Development Programme is known as **LiiFT AOTEAROA**.

LiiFT AOTEAROA seeks to both inform and inspire – that's why there are two 'i's in LiiFT.

ANCAD's vision is to see community and For Purpose/NFP groups LiiFTED and strengthened through offering relevant and affordable capability-building courses, presented by top, professional consultants and facilitators, just as we have been doing for many years now, with the fantastic support of The Tindall Foundation and now also with Foundation North and the Four Winds Foundation.

The two 'i's in LiiFT also represent, in imagery, two stick figures and stand for people partnership and collaboration as key ways of fostering growth, harmony and resilience.

The remaining letters 'LFT' stand for 'Learning for Today' as we seek to respond to community need with relevant and timely courses as well as looking to the future in supplying the latest, helpful resource and training.

Our hope is that many will benefit and build on the good works they are already doing for the sake of community in Aotearoa.

For detailed information about course content go to the ANCAD Training website found here:

www.liift.nz ●



A LiiFT impact story: North Shore Chinese Community Network Trust

by Tessie Chen, Community Facilitator, North Shore Chinese Community Network Trust



I took on the role of Community Facilitator for the North Shore Chinese Community Network Trust (NZCCNT) a little over 18 months ago. We are a local organisation deeply connected with the local Chinese community for more than two decades to date. We are a platform that aims to educate and connect the Chinese community to better integrate into life in New Zealand and be engaging and contributing citizens of the community.

We host monthly meetings where we bring together leaders from Chinese associations, representatives from Chinese non-profit organisations that educate or offer services to improve quality of life in New Zealand, as well as government representatives, to share information, learn from each other, network, and learn from guest speakers about how things work in New Zealand.

Even though I have lived in New Zealand from primary school to university, and all my working life to date, and

despite sitting in a few committees in my past life working at the University of Auckland, I felt like a newborn when it comes to how committees and how non-profit organisations should work as legislated, as well as their roles and responsibilities. As such, I was truly grateful when I was recommended by different contacts, including representatives from Auckland Council and the Devonport-Takapuna Local Board, to look at doing courses ANCAD has on offer so that I can build the necessary foundation required to do my job.

Since completing my first training with them, I have been recommending their training to other community leaders.

Without ANCAD's programme of learning and support, I would be at a greater loss as I try to navigate the various relevant websites, regulations, tool kits, and would have struggled even more to learn how to do my role, let alone support other community leaders

on what they should or should not be doing.

In my humble opinion, ANCAD's training - the LiiFT Aotearoa programme - was like a beacon of light for someone new into the charitable community, and a necessary place for those who have been supporting the community for a long time to continue their professional development and keep themselves up to date with the current best practices and regulations.

ANCAD's training programme makes a significant contribution to the betterment of our community and provides an essential service for those working in the charitable community.

I thank their staff from the bottom of my heart for all the work that they do to support us, and I look forward to doing more trainings with them, for my own continued education, and so that I can in turn better support and educate those in our network. ●

Recent LiiFT session highlights

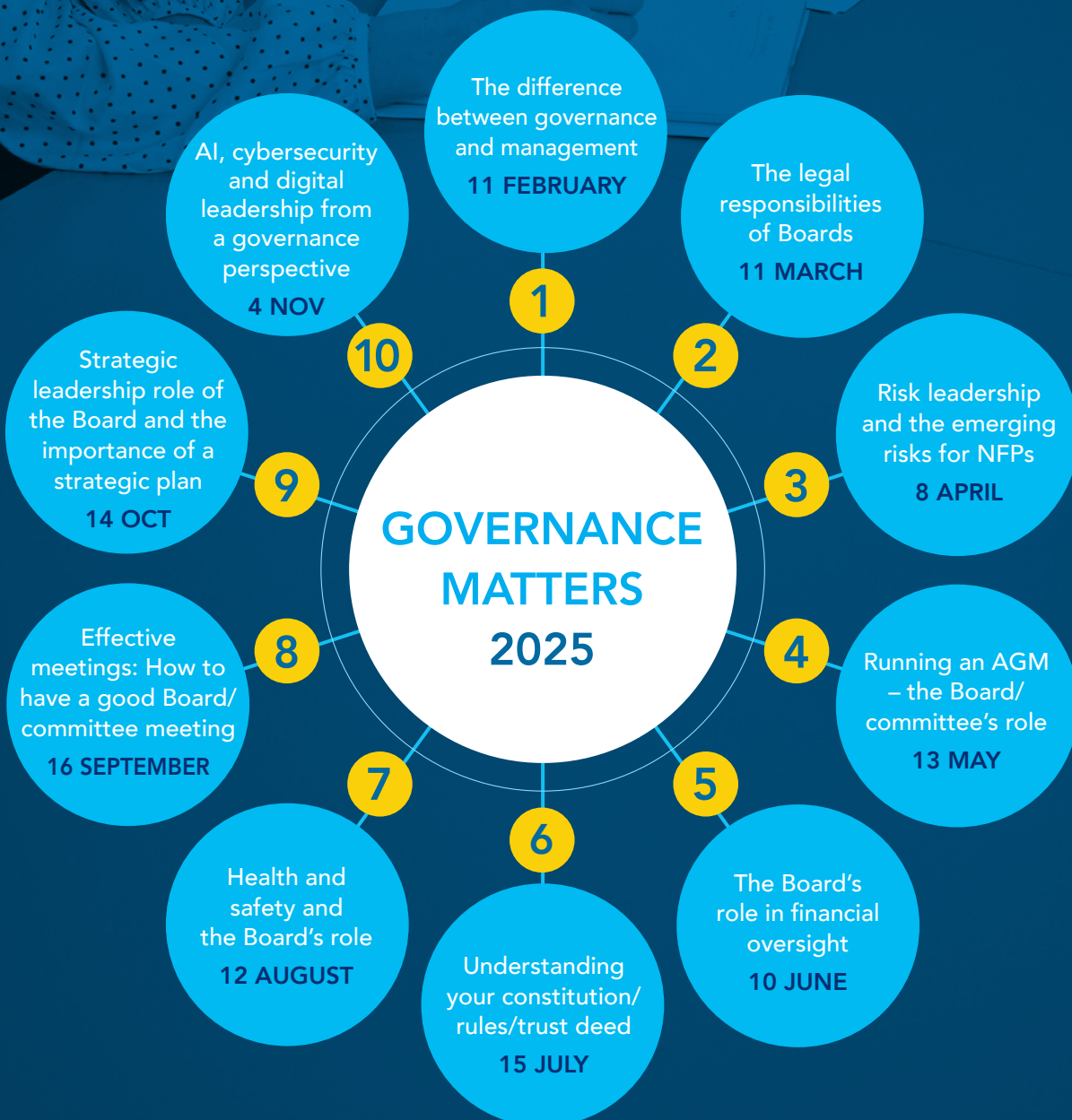
FIRST AID WORKSHOP WITH SARAH THOMPSON, FIRST AID FIRST



STRATEGIC GRANT SEEKING AND WRITING WORKSHOP WITH THERESE LANIGAN BEHRENT



GOVERNANCE MATTERS 2025



Short sessions on specific topics. A series of Zoom sessions focused on governance principles for Boards or committees of NFP organisations in New Zealand.

Presenter: Carol Scholes, Overview Effect

Location: Zoom

Time: Tuesdays, 6:30pm to 7:45pm | **Cost:** Free

**FOR MORE
INFORMATION
AND TO
REGISTER VISIT:
liift.nz**

LEARNING MODULE 1

FUTURE-PROOF YOUR
LEADERSHIP: Trends and
challenges in 2025.

Presenter:
Sandy Thompson
26 February 2025

LEADERSHIP CONNECT

Follow-up
session.

Facilitator:
Damian D'Cruz
18 March 2025

LEARNING MODULE 2

DISCOVER YOUR
LEADERSHIP STYLE:
Embrace who you are
as a leader.

Presenter:
Rochelle Stewart Allen
10 April 2025

LEADERSHIP CONNECT

Follow-up
session.

Facilitator:
Damian D'Cruz
6 May 2025

LEARNING MODULE 3

LEADING THROUGH
CHANGE

Presenter:
Aly McNicol
4 June 2025

LEADERSHIP CONNECT

Follow-up session.

Facilitator:
Damian D'Cruz
22 July 2025

LEARNING MODULE 4

TRANSFORMATIONAL
LEADERSHIP: Inspiring
initiative and solutions from
within the NFP organisation.

Presenter:
Hilary Star-Foged
14 August 2025

LEADERSHIP CONNECT

Follow-up session.

Facilitator:
Damian D'Cruz
9 September 2025

LEARNING MODULE 5

REFLECTIVE PRACTICE
FOR NFP LEADERS

Presenter:
Sandy Thompson
8 October 2025

LEADERSHIP CONNECT

Follow-up session.

Facilitator:
Damian D'Cruz
11 November 2025

RESOURCING LEADERS IN TIMES OF CHANGE

RESOURCING LEADERS IN TIMES OF CHANGE

is a monthly Zoom meet-up tailored for leaders and those in leadership roles within the non-profit community.

This programme offers 10 *Learning Modules* of professional development, connection with peers, and practical tools to support your leadership journey, supported along the way by 5 different and experienced presenters.

With alternating months featuring free follow-up sessions, with *Leadership Connect: Bridging Learning to Action*, with experienced coach and facilitator, Damian D'Cruz, participants can deepen their learning and prepare for upcoming topics and take away useful resources to help with implementation.

Cost: \$45 per Learning Module + one free follow-up Leadership Connect session.

Time: 10am to 11:30am

Location: Zoom

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AN ANCAD ZOOM TRAINING

LIFT

INFORM AOTEAROA INSPIRE

www.Liift.nz

RESOURCING LEADERS IN TIMES OF CHANGE

LEADERSHIP CONNECT

BRIDGING LEARNING TO ACTION

TUESDAYS 2025:

18 MARCH

6 MAY

22 JULY

9 SEPTEMBER

11 NOVEMBER

Designed to help you reinforce your learning between each leadership module, tackle real-world challenges, and prepare for the next steps in your leadership journey.

Facilitator: Damian D'Cruz

Cost: Free

Time: 12 noon to 1pm

Location: Zoom



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liift.nz



I N F O R M A O T E A R O A I N S P I R E

Outstanding, affordable professional development
for the NFP community



AN ANCAD ZOOM TRAINING

SOCIAL MEDIA ESSENTIALS 1: CREATE YOUR ULTIMATE 3-MONTH SOCIAL MEDIA CONTENT PLANNER

Take your non-profit to the next level with this practical session – designed to help you master social media for greater impact!

Presenter: Alecia Hancock
Date: Wed 19 March 2025
Time: 12 noon to 1pm
Cost: \$50
Location: Zoom. *If you can or can't make the date we will send you the recording!*

FOR MORE INFORMATION AND TO REGISTER VISIT:
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AN ANCAD TRAINING WORKSHOP

GOVERNANCE 101: WHAT DOES IT MEAN TO BE A TRUSTEE? WHAT IS GOVERNANCE?

Governance 101 is an opportunity to understand the basics of governance and what it means to be a trustee.

Presenter: Pat Mitchell
(Director, Crogan Consulting)
Date: Thursday 20 March 2025
Time: 6:30pm to 8:30pm
Cost: FREE (usually \$45pp)
Location: Te Puni Kokiri,
9 Ronwood Avenue,
Manukau City Centre.

A supper and refreshments will be made available.

FREE

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AN ANCAD ZOOM TRAINING

VOLUNTEERING BEST PRACTICE GUIDELINES SERIES – SESSION 1: RECRUIT AND ENGAGE VOLUNTEERS

This online session will introduce you to Volunteering New Zealand's Best Practice Guidelines, focusing on Practice Area 1 – Recruit and Engage Volunteers.

Presenter: Heidi Quinn
(Volunteering New Zealand)

Date: Weds 26 March '25

Time: 10am to 11:30am

Cost: \$45

Location: Zoom

FOR MORE
INFORMATION
AND TO
REGISTER VISIT:
liift.nz



AN ANCAD TRAINING WORKSHOP

NAVIGATING GOVERNANCE: ESSENTIAL SKILLS FOR NFP LEADERS

Strong governance is the foundation of a thriving non-profit or community organisation. Whether you're new to board governance or looking to enhance your leadership skills, this interactive in-person workshop will equip you with the essential knowledge and practical tools to strengthen your board's effectiveness.

Presenter: Sandy Thompson

Date: Thursday 27 March '25

Location: Glenfield
Community Centre,
Glenfield

Time: 6:30pm to 8:30pm

Cost: \$45

FOR MORE
INFORMATION
AND TO
REGISTER VISIT:
liift.nz

Grow your crowdfunding skills with Givealittle's Generosity Generator Masterclass

by Anusha Bhan (Korimako Creative) and Michaela Martinez (Communications Lead and Account Manager, Givealittle) | Michaela@givealittle.co.nz | givealittle.co.nz



Givealittle's versatility as a peer to peer fundraising and crowdfunding platform for all Kiwis now extends to e-learning capacity building for charities, schools and community groups. Launched in September 2024, Givealittle's Generosity Generator Masterclass is a free, self-paced, online short course that teaches the fundamentals of crowdfunding.

New Zealand is experiencing a cost of living crisis, resulting in increased need for charitable services and support, and rising operational costs for charities, especially frontline social services. Additionally, many charities experienced extreme and unanticipated cuts to

government funded contracts in the last year, and funders observed an increase in applications for grants, creating more highly contested funding pools.

Crowdfunding can be a new, regular income stream for charities, schools and community groups, and can enable organisations to diversify income streams to become financially sustainable in the long-term. It is a cost-effective and convenient way to raise funds for what matters, people can give at any time, and lots of small and medium sized donations can quickly add up to an impactful pot of funds! Alongside this are multiple non-finan-

Grow your crowdfunding skills with Givealittle's Generosity Generator Masterclass

cial benefits including, profile raising, finding a new, engaging way to tell and show your story, making new connections, becoming more visible to funders or sponsors, and growing your giving community.

The Generosity Generator Masterclass is fully online, and free forever, with no hidden costs, making it a very accessible avenue for professional development - especially for small, grassroots charities and community groups with limited resources. It is taught through expert-led video tutorials, short quizzes, and comes with loads of best practice downloadable resources and time-saving templates. It even includes a useful short quiz in the Intro module, to assess how ready your charity, school or community group is to run a campaign. We recommend completing the Masterclass in full before running a crowdfunding campaign, so you can make the most of the knowledge and resources you gain. It takes approximately 1.5 hours to complete in one sitting.

Since its launch on 5th September 2024, there have been nearly 300 enrolments in the Masterclass, the majority of which are registered charities.

In FY2024, \$33.1 million was raised on Givealittle, where charitable giving made up 24.5% of total contributions, totaling \$8.1 million. With over 3,700 registered charities on the platform—and counting—Givealittle continues to be a vital hub for charitable support. In November 2024, we celebrated an incredible milestone: \$300 million raised since our launch in 2008, cementing our status as New

Zealand's most trusted crowdfunding platform.

Once you've completed the Masterclass, and you're ready to plan your crowdfunding campaign, the friendly Givealittle team is here to help with setting up your account (if you don't already have one), creating your crowdfunding page and learning how to use the various tools on our platform to engage with donors, both during and after the campaign.

The Generosity Generator Masterclass is a legacy project created by a partnership between Givealittle and The Funding Network NZ (TFN NZ) which closed in December 2023. Surplus TFN NZ funds were put toward this project, and Givealittle matched this. Additional funding was provided by Chorus New Zealand and The Funding Network International.

All the Masterclass content is written by Anusha Bhana, in consultation with Tim Pare, the former co-leads of TFN NZ. The teaching content is based on the award-winning Generosity Generator training programme co-facilitated by Anusha and Tim in 2022 and 2023, which supported 123 small Kiwi charities to collectively raise over \$895k.

Givealittle is proud to carry the torch of this incredible initiative, ensuring that the spirit of generosity continues to thrive in Aotearoa.

Discover how the Generosity Generator Masterclass can help you create lasting impact in your community - start learning today! Visit ggm.givealittle.co.nz to enrol for free. ●



ggm.givealittle.co.nz



Growing fundraising capacity: Hiring a fundraising professional

Stephanie Maitland CFRE, FFINZ, MFINZ, Maitland and Associates – Fundraising Consultants
Ph: 0274 866 711 | www.maitlandassociates.co.nz | stephanie@maitlandassociates.co.nz



Fundraising is a profession. There are qualifications, certifications, webinars and conferences available to increase knowledge, develop skills and establish a career path.

If you are wanting to grow the fundraising capacity in your team, you can employ or contract someone but, like any role, you need to know what outcomes you are working towards and therefore what qualifications/experience you need the successful applicant to have, to ensure you get the right person for the job.

You want to bring in fundraising expertise to your organisation to build, grow or commence a fundraising programme/activity, great, but where to start?

You have options. You can either employ someone full or parttime or work with them on a contract basis. Usually working on contract is for a specific task or time frame and can be a good first step if your organisation is new to fundraising. A contractor will invoice you and they are then responsible for their own tax, ACC and Kiwisaver payments, with the added bonus that you don't have to pay sick or holiday pay.

You could also work with a fundraising consultant, the majority of whom work on a contract basis. Some specialise in a particular area of fundraising eg capital campaigns, others are more generalists and can work with you across one or many fundraising activities eg grant applications, direct mail and/or gifts in wills programmes.

There are pros and cons for each option, many cross over and are dependent on where your organisation is at and what you wish to achieve, but broadly:

A staff member:

- Is more likely to become part of the team.
- Can become involved in other things within your organisation (can be a pro and a con!).
- Should develop relationships with current and potential donors/ funders.
- Will acquire, over time, a better overall knowledge of the programmes/services of your organisation.

A contractor/consultant:

- Unlikely to spend a lot of time working from your office.
- Could work for other organisations at the same time.
- Could have a higher level of knowledge and experience.
- Is less likely to be a member of the team.
- Will have the sole focus of completing the required task/s.

STEPS IN THE RECRUITING PROCESS

1 What skills are you looking for?

Before you decide what skills you are looking for, you need to be clear on what you want the person to do. Are they establishing a fundraising programme from scratch? Do you already have a programme in place but it isn't raising the required level of income? Are you wanting to commence a new fundraising activity? Once you know what you need, then you'll find it easier to determine what skills you want the person/company to have.

Before you go looking for a fundraiser, you need to clearly identify what the role entails.

Growing fundraising capacity: Hiring a fundraising professional

2 Create your job description and advertisement

Decide on what you need them to do and write an advertisement and job description. There are many examples available online with a simple Google search or on the SEEK website.

3 Advertising for candidates

If you want to employ a fundraiser then it's no different than employing any other member of staff. You can advertise the role through the usual options such as SEEK but be prepared for an influx of applicants who think they can fundraise but probably don't have experience or knowledge you need.

A more targeted option is to advertise through the Fundraising Institute of New Zealand (FINZ). Your job advertisement will be sent direct to fundraisers throughout New Zealand or a more specific geographical area if you prefer. More information on their website <https://finz.org.nz>

The website also has a list of member consultants. Each listing tells you where they are based, their areas of expertise and how you to contact. Give them a call, tell them what you are thinking of doing and ask for their advice.

4 Meeting your candidates

Regardless of whether you employ or contract someone, you need to meet. Ask for specifics about their work methods, fundraising knowledge, qualifications, track record and how they will report back to you.

While Consultants will manage the introduction process slightly differently, there are some basic steps that should be covered. For me, after chatting with a potential client, I'll prepare a

proposal outlining what I can do, over what time frame and at what cost. I send this along with a referee list and a draft contract, so they have all the information needed to make an informed decision. Send me an email if you would like a copy of the contract I use.

The phone call and the first meeting with any Consultant or Contractor should be at no charge.

To help you make your decision, there are specific skills and qualities to look for in your applicants.

- Be great at building relationships with a wide section of the community
- Be organised, methodical and empathetic
- Be a good listener
- Be able to relate to a wide variety of people
- Have well developed written and verbal skills
- Have good contacts/networks
- Have a wide knowledge of funders in New Zealand
- Be able to work within tight budgets
- Can meet deadlines
- Understand and be able to sell that feeling of being needed to potential donors/funders
- Been successful in actually asking/applying for money

5 Checking references

Ask your candidate/consultant to provide three current, relevant referees. Think about the questions you wish to ask before you phone them. Just because someone is listed as a referee, doesn't mean they only have good things to say, the key is to ask the right, open ended questions. Reference checks are essential to test your assessment of the person and give you valuable information about.



Growing fundraising capacity: Hiring a fundraising professional

6 What happens next?

This depends on how you are engaging with your chosen fundraising professional. There are some things your organisation can have in place that can help them be successful in their role including:

- A space from which to work.
- An orientation schedule to meet with key staff and volunteers.
- A computer, with access to your server in place, business cards, a phone and email address.

7. How much should you pay?

The majority of fundraisers either in a paid or contract role don't work on commission. It's unethical. You will either need to employ them on a salary, just like your other staff or a project/flat fee if a consultant. If a salary, there was a salary survey completed late 2024, email me and I'll send you a copy.

You are bringing fundraising expertise into your organisation just like you would with legal, accountancy or HR professionals. You don't pay those people/companies on commission to share their knowledge and do their jobs, a fundraiser is no different.

Unfortunately there are still those who regard fundraising as a type of sales and marketing activity, and therefore it makes sense to them to remunerate fundraisers in relation to the 'sales' they make. However, fundraising is far more complex than that, as donations don't often result from the work of the fundraiser alone.

The reason for a donation may be the result of many motivators. The donation may be made because of the donor's past history of giving, the emotional pull of the cause, or even because the donor had dinner with the Board Chairperson the night before. Essentially, the actual ask made by the fundraiser may have little to do with the donors decision to give, or the amount of the donation.

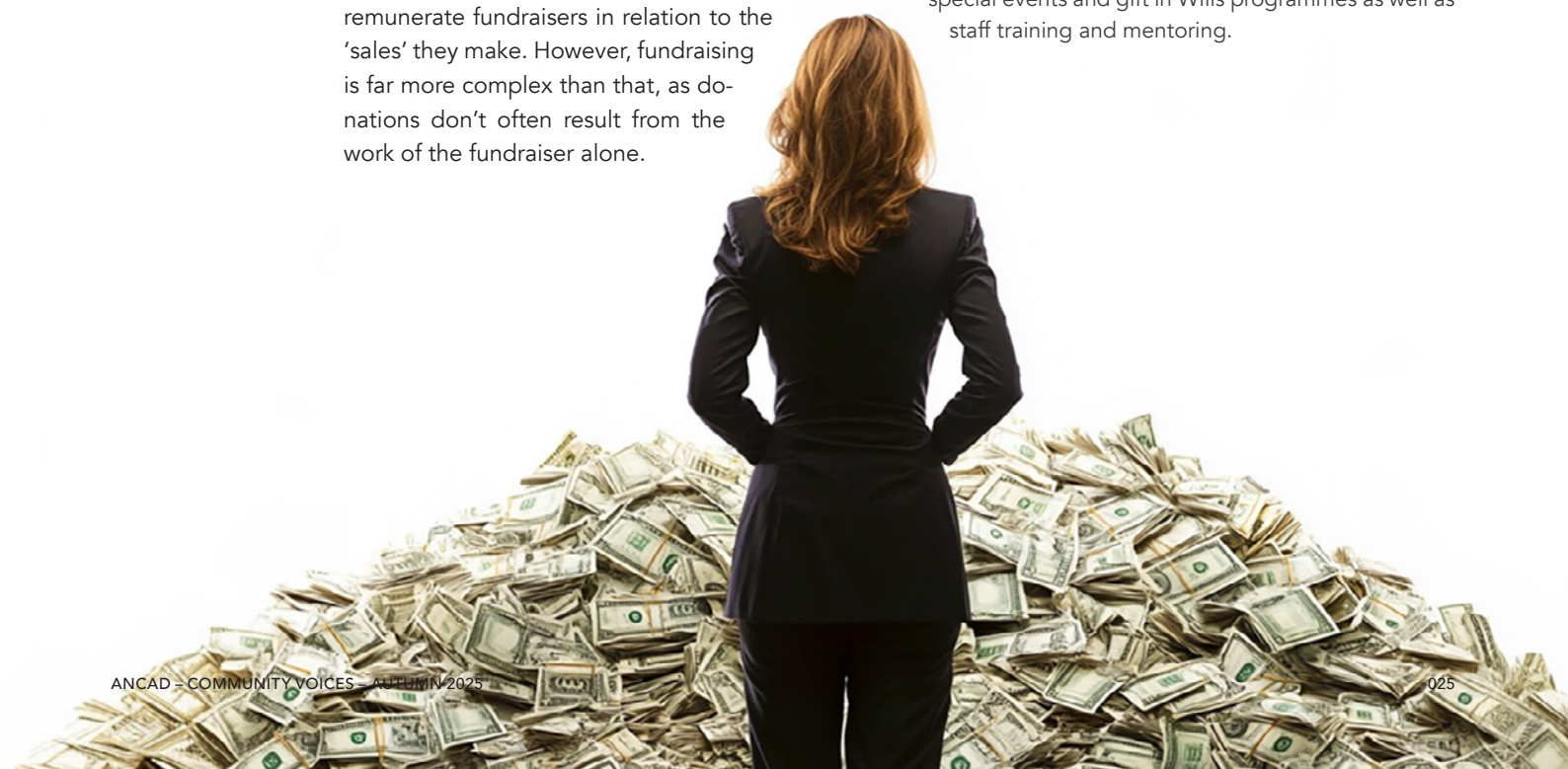
Most major donors have had long relationships with a charity and these relationships have often been fostered and cultivated over many years by staff, trustees and volunteers. Understandably, these team members would feel resentful if a fundraiser was paid a commission on a donation which was largely the result of their good work.

While all professional fundraisers will do their very best using the knowledge and experience they have, they can't offer a guarantee that their fundraising will be successful.

I wish you well. ●

Stephanie Maitland CFRE, FFINZ, MFINZ

Stephanie has been a fundraising professional for many years working with many New Zealand charities, schools and sports organisations. She established Maitland and Associates a fundraising consultancy in 2003 and has extensive knowledge in many fundraising activities including trust applications, direct mail, special events and gift in Wills programmes as well as staff training and mentoring.



Recent Ethnic Communities highlights

**MULTI-ETHNIC ART LINK
AUCKLAND INC. LAUNCH**



**TEENAGER-FOCUSED
COOKING COMPETITION**



**TAIWANESE WOMEN
LUNAR NEW YEAR LUNCH**



LUNAR NEW YEAR CELEBRATION IN PARLIAMENT



LANTERN FESTIVAL, NORTH SHORE CHINESE



Pacific Peoples impact stories

by Clark Tuagalu, ANCAD



CLARK TUAGALU

Pacific Community
Engagement Lead
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0800 426 223
(0800 4ANCAD)

NAURU COMMUNITY NZ

EMPOWERING THE NAURU COMMUNITY: FROM VISION TO REALITY

Building a charitable trust isn't just about paperwork – it's about creating a foundation for future generations. The Nauru Community had a clear vision: to establish a trust that would uplift their people culturally, socially, and economically. But getting there wasn't easy.

They hit roadblocks – legal complexities, unfamiliar processes, and the daunting task of ensuring everything was set up correctly. That's where ANCAD stepped in. I had the privilege of working alongside them, reviewing documents, addressing concerns, and bringing in expert voices like Stephanie Maitland (Maitland and Associates) Fiona Brennan (ANCAD) and Glen Hill (ANCAD) to guide them through the process.

With every consultation and every conversation, we moved one step closer

to the goal. And now, with their trust deeds finalised, they're ready to take the next big step – applying for incorporation and charitable trust status.

This is what community support looks like. When we come together, share knowledge, and lift each other up, we create lasting change.

What the Nauru Community had to say:

- "Clark's support was invaluable."
- "His dedication and timely communication made all the difference."
- "The expert consultations were incredibly helpful."
- "The establishment of our trust is a significant milestone."
- "ANCAD's support has been a game-changer."



Pacific Peoples impact stories

VAIMOSO CHARITABLE TRUST

VAIMOSO CHARITABLE TRUST: UNLOCKING FUNDING, UNLOCKING POTENTIAL

Funding is one of the biggest challenges for community organisations. The Vaimoso Charitable Trust knew this first-hand—they had the passion, the projects, and the drive, but they needed support to navigate the complex world of funding applications.

That's where I stepped in. I introduced Theresa Alipia to finance expert Glen Hill (ANCAD) and through a Zoom session, we unpacked financial governance and how to make a strong case for funding. Then, we took it a step further—bringing in funding expert Stephanie Maitland (Maitland and Associates) to host a workshop, offering insights into grant applications and funder requirements.

With follow-up Q&A sessions and collaboration with Tony from DIA, we ensured they had everything they needed for a solid application. And the best part? They submitted it on time and with confidence.

This is what it's all about—helping communities not just survive, but thrive.

What the Vaimoso Charitable Trust had to say:

- *"Clark's support was invaluable."*
- *"The expert consultations were incredibly helpful."*
- *"The funding workshop provided needed insights."*
- *"ANCAD's support has been a game-changer."*



BUILDING STRONGER PACIFIC COMMUNITIES

FUNDRAISING & FINANCIAL WELLBEING IN ACTION

We packed Hub West in Henderson South with passionate community leaders eager to learn and grow. This workshop wasn't just another event—it was a game-changer for those looking to level up their fundraising and financial wellbeing.

Here's what went down:

Writing a Fundraising Plan – Led by funding expert Stephanie Maitland (Maitland and Associates) this session broke things down into simple, actionable steps, ensuring that teams could align their efforts and focus on their goals.

Pacific Financial Wellbeing – Pale Sauni delivered a powerful session on cultural financial obligations, remittances, and the influence of spirituality on financial decisions. The goal? Helping our people navigate money matters in a way that makes sense for them.

What people said:

- *"This workshop gave me the confidence to create a fundraising plan."*
- *"Clark connected us with the right experts to guide us through the process."*
- *"The funding workshop provided us with the insights we needed to complete our application successfully."*
- *"ANCAD's support has been a game-changer for our community."*
- *"Clark's support was invaluable—we wouldn't have known where to start without his guidance."*

This is why we do what we do. Seeing communities gain clarity, confidence, and the tools they need to succeed is what drives us. The work continues, and I can't wait to see what comes next!

ANCAD'S 2025 FUNDING GUIDE



Featuring funders of:
community | environment |
education | social services | culture |
sport | health | arts



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**AVAILABLE
NOW**

The **2025 Funding Guide**
is available for you to
purchase from
the ANCAD website at
www.ancad.org.nz
under the SHOP tab

PDF

\$25 (incl. GST)

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payment confirmation page.

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(44 pages)

\$50 (incl. GST) plus postage

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Simon directly at simon@ancad.org.nz



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Community Accounting

Connecting cultures and community



My journey with ANCAD and the NZ Ethnic Women's Trust: Applying academic knowledge to real-world impact

by Ann (Zin Moe Ei)

EVA CHEN

陳怡華

Community Accounting
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Ethnic Community
Engagement Lead
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My name is Ann, Zin Moe Ei, and I am currently studying a Master of Professional Accounting (MPAcc) at Massey University. Along with my schooling, I oversee an offshore team in Myanmar and work remotely for a Singapore-based company. During my first semester at Massey, I had the chance to register for an internship with Auckland North Community and Development (ANCAD), which exposed me to the important work of community-based organizations. Through this experience, I began volunteering with the New Zealand Ethnic Women's Trust, where I was able to immediately apply my academic knowledge to their operations.

I have helped the Trust with a variety of accounting and operational tasks, such as updating purchase and sales records, uploading critical financial documents, assisting with GST report preparation and submission, liaising with auditors, planning for upcoming audits, and performing Xero bank reconciliations. These tasks have enabled me to bridge the gap between theory and practice, improving my technical skills while also contributing to the organization's financial viability.

The practical application of my studies has been both satisfying and enlightening. For example, responsibilities like aiding with GST reporting and audit preparation have helped me gain a better understanding of New Zealand's tax compliance and regulatory system. Similarly, doing bank reconciliations in Xero has underlined the necessity of precision and attention to detail in financial management, while also allowing me to become proficient in cloud-based accounting software commonly used in the sector.



**COMMUNITY
ACCOUNTING**

My Journey with ANCAD and the NZ Ethnic Women's Trust



Beyond the technical components, volunteering with the Trust has given me a unique opportunity to improve my interpersonal and organisational abilities. Working with multiple stakeholders, such as the Trust's leadership team, auditors, and community people, has taught me the value of teamwork and adaptability. These experiences have not only enriched my academic journey but have also prepared me to handle complex challenges in a professional setting.

The ANCAD program has helped interconnect me with this crucial experience. It has enabled me to make a significant contribution to the commu-

nity while also learning practical skills in nonprofit management and financial reporting. I believe this dual focus on learning and service exemplifies the potential of academic programs to drive real-world impact.

I am happy to be a part of initiatives that empower and uplift communities, and I am excited to continue working with ANCAD and the NZ Ethnic Women's Trust. This journey has reaffirmed my commitment to using my skills and knowledge to create positive change, and I hope my story inspires others to explore similar opportunities for growth and contribution. ●

“

I am truly grateful for the opportunity to participate in the Community Accounting Programme. Over the semester, I gained valuable hands-on experience and had the privilege of learning from amazing mentors, whose guidance gave me confidence in my career journey.

Through their encouragement and insights, I was able to navigate my way into the accounting field and secure my first full-time role. I feel very fortunate to have found my current job, where my boss is incredibly supportive, giving me the space and time to learn and grow.

A big thank you to Eva for bringing us all together. This journey has been an invaluable experience, and I encourage everyone to take part and make the most of this opportunity!

Written by Massey University student, Hailey Liu,
for Community Accounting programme, Semester 2, 2024.

”





Community Accounting

Community Accounting is a free and confidential service which offers support and assistance on accounting matters to small and medium community organisations within Aotearoa.

WHO IS THIS SERVICE FOR?

Community groups, including sporting, cultural and social service agencies, are able to access this service free of charge.

- Struggling with your charities finances?
- Need help understanding the treasurer's role?
- Having difficulty completing your annual return and performance report?
- Need help understanding the financial responsibilities of a Governance Board or Committee?
- Unsure what financial and non-financial resources are available to assist your charity?
- Experiencing difficulty working with your accounting software or looking to purchase?

HOW DOES IT WORK?

- Community Accounting provides community groups in Aotearoa with free and confidential assistance on accounting matters.
- Teams made up of senior accounting students from Massey University provide assistance under the supervision of a Chartered Accountant.
- This provides accounting students with practical experience and encourages increased involvement in the local community sector.

WHAT DO YOU NEED TO DO?

Step 1: Register your organisation's interest in receiving assistance from Community Accounting.

Email eva@ancad.org.nz or phone 027 260 2291.

Step 2: Give some indication of the type of assistance your organisation is looking for.

Please note: The matters on which students can advise will be limited to:

- Good practice and general accounting principles relevant to the not-for-profit sector.
- Assisting with document completion/form filling where appropriate.
- More detailed or complex queries will be referred to local Chartered Accountants.

Community Accounting is supported by the following organisations:

Auckland North Community and Development (ANCAD) | Department of Internal Affairs | Massey University | Foundation North | Auckland Council | Charities Services | Chartered Accountants Australia and New Zealand | RSM



COMMUNITY ACCOUNTING

Eva Chen 陳怡華
Programme Lead

0800 426 223 | 027 260 2291
eva@ancad.org.nz



COMMUNITY ACCOUNTING



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FROM ANCAD'S ARCHIVES...

The North Shore Council of Community Social Services (NSCSS) was formed in 1974 to coordinate and facilitate communication between community groups and statutory agencies on the North Shore and to promote voluntary welfare activities and to serve the overall social welfare needs of the people of the North Shore.

A steering committee was appointed, its members were, Joan Lardner, Bill Morrison, Jim Court, Joyce Loft, Ken Hickson, Pam Dormer, Pauline Hoare, Colin Harper, Jeanette Frankham and Jennie Nodwell. Two community seminars were organised by Joan Lardner, Bill Morrison and Jim Court, activities officers with the ARA. Topics were of primary concern were:

- Services for the older person.
- Family counselling.
- Services for the disabled.
- Loneliness within all age groups.
- Home help, pre-school and child care.
- Youth activities.
- Planning for Auckland's needs.

NSCSS served mainly as a coordinator for the community, representing the many voluntary agencies who felt that unity was strength in making representations to both local and central government for a more equal partnership. It has also served as an enabler providing agencies with information and advice. It was first suggested that the Council compile a register of all 'helping agencies' on the North Shore including information on hours of operation, the person to contact, the area of operation and function, aims and objectives. Most important of all was the Council's umbrella function, NSCSS was able to make a significant contribution to the creation of new social service agencies, developing in a response to community needs. ●



CONSULTANCY SUPPORT

ANCAD offers consultancy support services. We can provide the necessary person or persons skilled at taking you and your group to where you need to go. Together, we find out what your organisation's needs and priorities are and then select the right match of consultant, from those we have connections with, to provide the best strategic advice for your organisation.

This can include advice on a range of topics relevant to the NGO and community sector in such areas as governance and management, strategic planning, financial management, or with the setting up of policy, processes and procedures.

We offer a range of free or subsidised services. Talk with us about your own requirements and let's see how we can help. Contact fiona@ancad.org.nz or call 0800 426 223



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ANCAD funders

ANCAD thanks our valued funders for their support!



Our vision:

RESILIENT

SAFE

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communities



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