

Community Voices

The official magazine of Auckland North Community and Development

The
winter
issue

Making Visible:
Storm recovery
stories

A reflection
on resilience

From my living
room to the heart
of community

The power of
sharing stories

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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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We celebrated Matariki in June, the Māori New Year, marked by the rising of the Matariki star cluster. This time of reflection, celebration, and preparation fosters community, cultural pride, and environmental connection. As we navigate mid-winter 2025, the stories in this issue of Community Voices highlight our communities' resilience and spirit, from storm recovery initiatives to intergenerational dialogues.

The severe weather events of 2023 tested our strength but also brought out the best in us. The Storm Recovery initiative showcases community support and community led arts symbolizing hope and resilience, facilitated by Kristi Shaw. The Making Visible exhibition at Mairangi Arts Centre featured stories and artwork by community members, facilitated by Wendy Lawson. It focused on how natural events reshaped lives and influenced relationships, emphasizing sustainable practices and caring for the environment.

Our heroes, celebrated at the North Shore Community Heroes Day, exemplify everyday acts of kindness and bravery. Their stories inspire us to support one another and recognize the vital role each person plays in fostering a resilient community.

The Bays Youth Voice group, supported by ANCAD's Deb Humphries, demonstrates the power of intergenerational storytelling, bridging gaps between young and old, and fostering a deeper understanding of our shared history. These dialogues promote empathy and mutual respect across generations.

We also explore the innovative work of Deaf Way, a charitable trust dedicated to creating accessible resources for the Deaf com-

munity. Their efforts highlight the importance of inclusivity and addressing information inequity.

Resilience is about evolving together, building strong relationships, embracing diversity, and leading with compassion exemplified in our feature stories of our engagement with ethnic communities.

Matariki is a time to look forward to the promise of a new year. The ANCAD board and team celebrate completed initiatives and are making plans for the future. Our AGM on August 20 at Harcourts Auction Room, in Takapuna, is an opportunity to share our work and acknowledge the community members, staff, volunteers, expert consultants, and funders who make it possible.

Funding and revenue diversification remain primary concerns for many organisations seeking consultancy support from ANCAD. In the current environment, strategic governance and generative leadership are critical tools for organisational success that we offer through our LiiFT Aotearoa professional development programmes.

The Community Accounting Programme also offers free, confidential professional accounting assistance to non-profit organisations. We have places available for the August intake. Please contact us to learn more about this opportunity.

We encourage you to get involved, share your stories, and join our programmes. Enjoy our Winter issue of Community Voices. ●

Kia Kaha

**Fiona Brennan, Chief Executive Officer,
ANCAD**

Making Visible

Storm recovery stories

By Ruth Greenaway

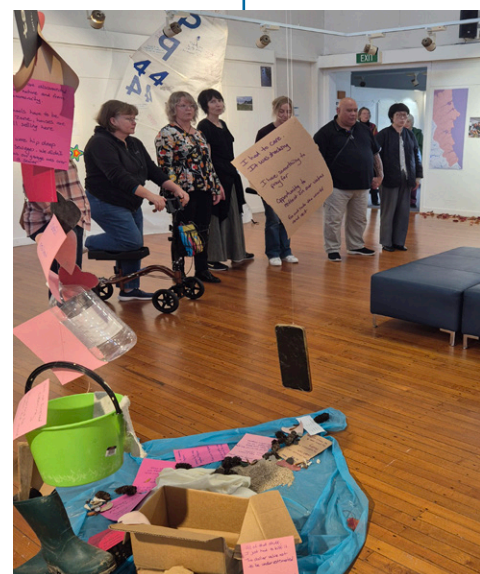
Above/below: Making Visible exhibition,
June 2025, Mairangi Arts Centre.

In 2023, Tāmaki Makaurau, Auckland, experienced severe weather events, followed by Cyclone Gabrielle a couple of weeks later. Following these events, Auckland Council conducted rapid assessments, resulting in 6,905 buildings being red, yellow, or white stickered - January 27 floods (5,455 buildings) and Cyclone Gabrielle (1,450 buildings). The most affected suburbs included Mt Albert, Mt Eden, East Coast Bays, Wairau Valley, Piha, Karekare, and Muriwai. On the North Shore alone, over 1,000 buildings were damaged, with 72 red stickered and 527 yellow stickered.¹

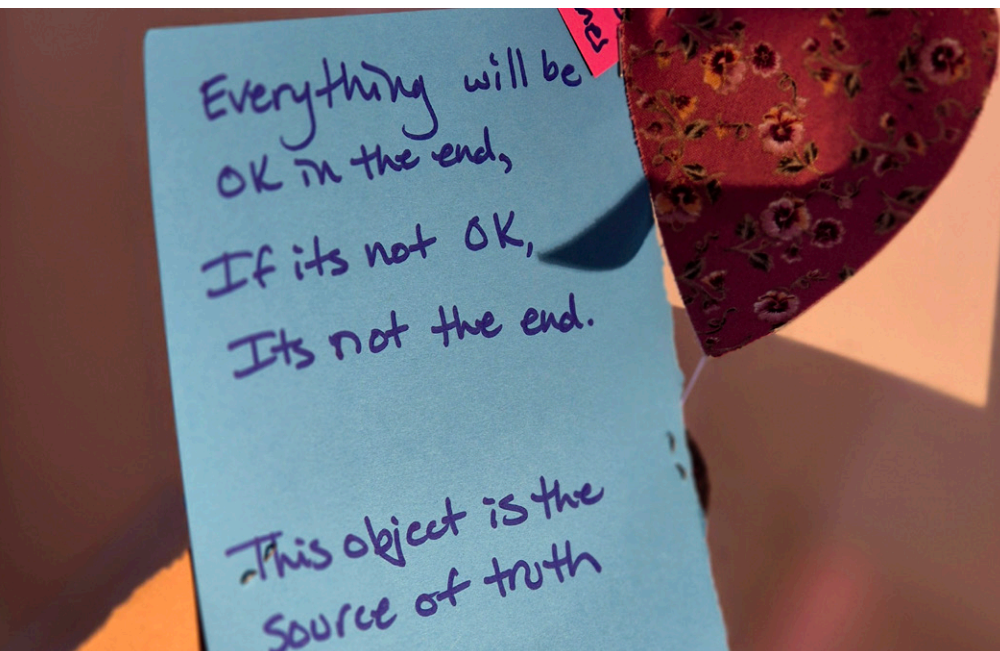
Auckland Council established the Storm Recovery Office to develop a

well-being recovery plan focused on supporting whānau and communities in Tāmaki Makaurau. This plan aimed to coordinate the delivery of community initiatives, support services, and resources across central and local government agencies, non-governmental organisations (NGOs), and service providers. The plan also took a broad, long-term view of Hauora (health and well-being) to ensure that individuals, whānau, and communities impacted by the 2023 weather events had ongoing access to the support they needed for successful recovery.²

By 18 July 2024, a total of 1,890 homes across Auckland had received a final property categorisation with 603



Making Visible – Storm recovery stories



Making Visible exhibition, June 2025, Mairangi Arts Centre. Below left: Fiona Brennan, ANCAD.



classed as category three and eligible for a buy-out. Category 3 buildings on the North Shore had already been deconstructed, including some community spaces in the floodplains of Browns Bay and Mairangi Bay. The Recovery



Office aimed to complete all remaining categorisations by the end of March 2025.³

In response to these challenges, in 2024, ANCAD launched the East Coast Bays Community-led Storm Recovery

Initiative, designed to explore what recovery meant for communities affected by the extreme weather events and their ongoing effects. Kristi Shaw was brought on board to facilitate community-led discussions and initiatives. Kristi, also a narrative therapist, had over 25 years of community development work experience in Aotearoa, focusing on building stronger, connected communities through project management that included disability, youth, families, seniors, and migrants.

Kristi organised "Conversations Worth Having," which were strength-based, future-focused discussions held in small groups or during community events. She collaborated with the Bays in Action Network, Mid-Bays Resilience and Steering Committee, Browns Bay Resilience Group, North Shore Neighbourhood Support, and Restore Hibiscus and Bays, and encouraged all local networks to share their voices: 'Our local clubs, villages, businesses, and everyone living in these spaces had an opportunity to come together to share our experiences and hopes for the future while discussing how we could support one another.' She recalled a poignant query from Sam Wrightson, who managed the flooding recovery at the Mairangi Bay Tennis Club, was "We need to accept being on a flood plain, and what does this mean for us as a community?"

Concerns expressed by other participants included issues around insurance, future insurance, Land Information Memorandum (LIM) concerns, and navigating the uncertainty of buyouts. Questions also arose around stormwater management and mitigation measures. Participants wanted to know what could be done with spaces once houses were removed, how sediment was

1 Revealed: Auckland's most flood-damaged areas (Accessed 25/03/25).

2 Tāmaki Makaurau Recovery Plan (Accessed 25/03/25).

3 Category 3 homes exceed Auckland Council forecast - Inside Government NZ (Accessed 2/04/25).

Making Visible – Storm recovery stories

managed (e.g., at Long Bay Reserve), the legislative framework surrounding development on floodplains, and how they could improve water catchment and culvert management. Issues of managed retreat and the disconnect between Auckland Council, strategists, contractors, and subcontractors were also highlighted.

Participants made suggestions for improvement, including inviting someone from the Council to speak about water flow management in Browns Bay and Mairangi Bay, as well as further information on pipes and water catchments. They also expressed a desire for improved communication about mental health support options and greater connection with Council Local Recovery Navigators.

‘A couple of key focus areas for Recovery and Resilience from our collective learning were ‘Know Our Neighbours/Meet Our Heroes,’ and ‘How to Leverage Our Systems,’ said Kristi.

Many participants felt that neigh-

bours and families who supported one another during the weather events, alongside the efforts of volunteers, notably the ‘Student Army’, were the heroes on the day. ‘We aimed to connect and work together to support our communities in East Coast Bays. We had an opportunity to amplify our collective voice and lead community initiatives regarding the future of these spaces.’

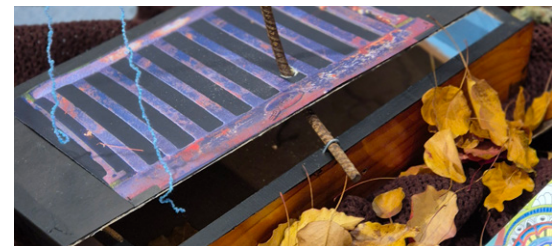
A co-creative community initiative called ‘Making Visible’ was an opportunity for neighbours to ‘Share, Create, and Connect.’ The May workshops, facilitated by Wendy Lawson, local artist/arts therapist, were a creative, reflective space to explore our storm recovery experience and contribute to a collaborative community artwork. Participants brought an object with meaning (whether emotionally, symbolically, or as a tangible part of their experience) and were part of a shared journey of storytelling and making. Stories and artwork created became part of the ‘Making Visible’

exhibition at the Mairangi Arts Centre, 14 – 19th June.

‘The focus was on understanding how this natural event had reshaped lives, particularly as it had influenced how we dwelled in relationship with people and place—our homes and community spaces, interwoven with the flood plains that feather through this stretch of coastal landscape. Building on this interplay, a hopeful outcome was to nurture connections among community members, building a sense of trust and awareness while also illuminating the individuals, services and groups that quietly supported the community.’

To find out how you could get involved, contact kristi@ancad.org.nz or join the East Coast Bays Storm Recovery Facebook Group: bit.ly/ECB-Storm-Recovery

This work was made possible through funding provided by Auckland Council-led Tāmaki Makaurau Recovery office for the benefit of East Coast Bays communities. ●



Making Visible exhibition, June 2025, Mairangi Arts Centre.



Making Visible workshops, May 2025, Mairangi Arts Centre.



Torbay Community Kapa Haka group.



Rui Han and Rachel from Bays Youth Voice.



Hibiscus & Bays Local Board member Julia Parfitt with ANCAD's Deb Humphries.

Meet our heroes

ANCAD and others were out 'n about at the local North Shore Community Heroes Day, held in May at Mairangi Bay beachfront reserve, celebrating the everyday legends who help keep our community safe, strong, and connected!

Community Heroes Day was a free, family-friendly event showcasing the local services and organisations that support safety and resilience across Mairangi Bay. It was a day to learn, connect, and have some fun with the neighbours!

Thank you for all the important work that you do! ●



Kristi Shaw and Wendy Lawson (ECB Storm Recovery group) and Jocelyn Sanders (Catchment Community Activator, Restore, Hibiscus & Bays).



Members of the Mairangi Bay Surf Lifeguards.



The power of sharing stories

By Ruth Greenaway

LEST WE FORGET

One of the best ways to learn about history is sitting with someone older and listening to their story. Members of the Bays Youth Voice, which is a local youth initiative in the heart of Browns Bay, have done just this.

In April, students from Bays Youth Voice filmed interviews with some of the members of East Coast Bays RSA. Initial introductions were made in 2024, between ANCAD staff member Deb Humphries, who coordinates the BYV, and the ECB RSA through Hibiscus and Bays Local Board Member Julia Parfitt. Founded in 1925, the ECB RSA celebrates its centenary this year.

"Bays Youth Voice have done a stellar job; six interviews over three weeks, video footage and audio recordings." Says Deb Humphries, who coordinates the group.

Final videos were shared with Auckland Council for use in this year's Brown Bays ANZAC commemorations. Interviews were undertaken with the president of the ECB RSA and some of its older members. Stories included personal experiences of WW2, being a jet fighter pilot, joining the army at the age of 15 years, and witnessing French nuclear testing at Mururoa, in the 1970s.

"I'm grateful to have had the privilege

of being present to hear the veterans' experiences. The interviews were extremely interesting and eye-opening, and taught me a lot about the variety of different professions and cultures in the army" - Angela, (Year 13), filmed the interviews.

"Interviewing veterans was an incredibly rewarding experience for me. At first, I thought the large age gap might make it difficult to connect, but as soon as we started talking, I realised how eager they were to share their stories. They spoke not only about their experiences in war but also about their childhoods and life journeys, offering moments that anyone, regardless of



age, could relate to. For me, hearing their stories first hand was so inspiring and it really showed me how powerful it is to connect across generations." - Rachel, (Year 13), interviewer.

"It was very insightful interviewing the veterans and hearing each of their unique stories. Their stories, at moments, showed us the hardships of war and the price of peace. I have realised how lucky we are as young New Zealanders to live in this safe country that these veterans fought for." – Rui Han (Year 11), interviewer.

"Hearing the captivating stories about training regimens, the places they went to and the planes they flew, really inspired me." - Joshua (Year 12), interviewer.

The goal of intergenerational dialogue is to foster a more inclusive and participatory society by recognising the

value of diverse perspectives and experiences across generations. As demonstrated by the reflections from the BYV students, it also promotes empathy and understanding between different age groups, fostering a sense of community and shared responsibility.

Oral history interviewing is an art and is formed in relationships. For the younger person participating in such dialogue and storytelling, provides opportunities to develop crucial skills and learn from diverse perspectives, fostering personal growth and development.

One RSA interviewee said that his greatest life lesson learnt while being in the Defence Force was perseverance, "getting the job done, seeing it through to the end." This rings true for the goals that members of Bays Youth Voice have, as they plan for the year ahead with the

support of Deb Humphries and Selena Wong- Youth and Ethnic Coordinator for North Shore Neighbourhood Support. Goals include finding opportunities for youth internship and work experience, creating a full youth council for the Hibiscus and Bays Local Board, with representatives from across East Coast Bays secondary schools, having a presence at future Auckland Youth Voice annual events and participating in this year's Youth Week 19–25 May.

"Supporting Bays Youth Voice to develop and implement their youth-led initiatives is so rewarding and such a privilege," says Deb, "I encourage people to connect with opportunities to support their meaningful mahi."

To find out more about Bays Youth Voice, contact Deb Humphries: deb@ancad.org.nz ●



Teaching Aotearoa the ‘Deaf Way’

David Brown (Deaf) and his wife Jaime (NZSL interpreter) are using their lived experiences to create a more accessible Aotearoa for the Deaf community.

Having set up the charitable Trust “Deaf Way” in 2024, David and Jaime are providing free online, self-paced courses about, and for, the Deaf community.

Battling the information inequity the Deaf community constantly face, these online courses create a way for the Deaf community to finally access information in their own language, also an of-

ficial language of Aotearoa. With courses currently on allyship, sustainable/ healthy cooking, and a self-advocacy course and climate change course on the way, the information inequity divide continues to close.

Courses are also offered free for the wider public. The healthcare professionals’ course and Deaf culture and sign languages course are both aimed at creating more awareness about the Deaf community which in turn creates a more inclusive Aotearoa.

David stated “People don’t know

what they don’t know, but what we find is that people’s well-meaning ignorance creates barriers for the Deaf community. In 2025, I should be able to go to a medical provider and be confident they know how to book an NZSL interpreter and that they will”. ●

Deaf Way courses can be accessed from their website:

deafway.co.nz

Kaipātiki Local Board



Auckland Council

From my living room to the heart of the community

By Nibras Altayyar, Ethnic Navigator,
Kaipātiki Community Facility Trust

With a background from overseas in Master Basic medical sciences, Montessori education, and many years of experience in the education sector and leading, I've always loved creating meaningful, inclusive spaces for people around me. Serving the community is more than a role, it's a passion and a love of giving. It brings me joy to walk alongside people, celebrate culture, and help build bridges between communities.

My journey in the community at Auckland began in 2016, right from my living room on Auckland's North Shore. As a passionate volunteer and mother, I started an Arabic playgroup for under-fives, filled with songs, games, and stories to help children connect with their mother tongue and culture in a fun, engaging way. I also volunteered

with the Kaipātiki Community Facilities Trust (KCFT) Fun Team. It was a time of learning, connecting, and discovering the joy of grassroots community work.

In 2019, I officially joined Kaipātiki Community Facilities Trust (KCFT) team as the Muslim Connector, supporting local Muslim families and helping raise awareness in the wider community. By 2021, my role expanded to include the Middle Eastern community developing vibrant, tailored programmes for children, youth, women, and seniors alongside projects for the wider community such as the Middle Eastern Bazaar and cooking classes, in collaboration with local centres and services.

Today, I proudly serve as the Ethnic Navigator, working alongside diverse ethnic groups, leaders, and the Kaipātiki

Local Board. We've launched forums, built strong networks, and established the Ethnic Unity Hub, a space for connection, culture, and leadership.

Now, we're excited to take the next step: co-creating Kaipātiki's first Ethnic Community Plan. I'm honoured to be part of this incredible journey and can't wait for what's next.

My dream for the future is to see our ethnic communities thriving strong, visible, and valued. A future where our children grow up proud of their roots, where diverse cultures are celebrated every day, and where every voice is heard and included in shaping our shared future and where we can all feel proud to be New Zealanders, together. Let's keep growing together!

Me tipu, me tōnui tahi tātou ●





A reflection on resilience

By Hilary Star Foged, LEAD Centre for
Not-for-Profit Governance and Leadership

Me te toroa e tau ana i runga i te au
“Like the albatross nestled upon
the current, manifesting resilience
with the elegance of nature.”

Dr Hinemoa Elder in ‘Aroha’

Along with heightened uncertainty and constant change we all have absorbed messages about being resilient and how it's our effort, our determination, being strong and optimistic, that will get us through. But in fact, more and more we are recognising our interdependence as human beings and we have become increasingly aware resilience is much more than individual strength. It is something we can build collaboratively together. It lives in our shared values, our connectedness, and the way we show up for each other. In times of uncertainty, it is this woven strength that sustains and carries us. COVID certainly demonstrated that.

Resilience is “Manawaroa” in te reo Māori. It combines ‘manawa’, meaning heart, breath, and emotions with ‘roa’, meaning long or enduring. Manawaroa speaks to a strength that lasts over time and is deeply connected to leadership, cultural identity, support, and relationships. A perfect definition for resilience we need in our leadership today.

In English, “resilience” is derived

from the Latin word *resilire*, to rebound or bounce and its use became prevalent in the 1950's when psychologists, experts in child development, applied it to children's capacity to thrive despite difficult childhoods. But in the 1970's and 80's the word became more connected to our understanding of our responses to poverty, stress, war and grief. As we began to identify the impact of trauma, acknowledging how people recovered, or didn't recover.

Today, with our recognition that resilience grows through interdependence and relationships, we have learned more how to build personal and community resilience. It's nurtured when we embrace collective adaptability, diversity, and shared understanding. When we take responsibility together, remain open to learning, care for one another, build strong trusting relationships, and allow ourselves to be vulnerable as a team.

As leaders, how do we create more resilience in our communities, our organisations and our teams to meet

current challenges? We are experiencing global realities and chaos that for most of us are contributing to increased stress, anxiety and uncertainty. Where are we able to see change and uncertainty as opportunities for growth and learning, rather than as a threat?

Journalist, activist, and author Soraya Chemaly notes that “During the past two decades disaster response and resilience programmes have expanded to look beyond Western standards of science, measurement and technology to draw on Indigenous histories, knowledge and experience.” Western cultures which emphasise individuality, certainly strongly differ from indigenous cultures that have a deep commitment to, and experience of, collaborative and collective living.

This was made evident to me when, during COVID, I supervised a number of community leaders. Several themes emerged in these conversations as to why some community organisations showed they were resilient and able to respond creatively to the challenges of those years.

A reflection on resilience



These included:

- Having trust in each other.
- Remembering why we are here as an organization; Knowing our 'why'.
- Being vulnerable with each other and asking for help.
- Having more fluid decision-making processes in place when needed.
- People-centered cultures tending to manage better with uncertainty and change.
- Ongoing learning about what works in the tough times and celebrating that.
- Developing skills in leading creative solutions, processes and flexibility.
- Having tough and uncomfortable conversations.

I have learned over time that na-

ture is a valuable teacher (as with the albatross) and provides us with insights about how we, together, can grow resilience. A powerful example is how the trees in a forest nourish each other through their roots. Together trees connect through nourishing each other; foster creativity by being adaptive and flexible; and communicate and learn together. From trees we learn we can thrive when we collaborate and share leadership, and when we care for ourselves and each other.

Sir Mason Durie has provided us with an incredible framework to guide us in building resilience. Te Whare Tapa Whā shows us how to understand the holistic and dynamic nature and dimensions of wellbeing. By embracing spiritual, physical, emotional,

land and roots, family connections and relationships, we build resilience in ourselves and in the communities we lead.

As we look to the future, the resilience we need is not simply about enduring — it is about evolving together. It asks us to re-centre relationships, honour Indigenous knowledge, and lead in ways that are collective, creative, and compassionate. Linda Graham in *Bouncing Back*, writes that 'bonding and belonging nourish resilience'. Like the interconnected roots of a forest, our strength is shared. When we nourish each other, when we listen, adapt, and lead with heart, we grow not just stronger, but wiser. Resilience, then, becomes not a destination, but a way of being, together. ●

ACKNOWLEDGEMENTS:

He Arotakenga Manawaroa – A kaupapa Māori framework for assessing resilience by Awatere et al. 2019.

Sir Mason Durie, Te Whare Tapa Whā developed in 1984.

Soraya Chemaly in The Resilience Myth 'New Thinking on Grit, Strength, and Growth After Trauma'. 2024.

Linda Graham. Bouncing Back: Rewiring your Brain for maximum Resilience and Well-being 2013.

Mother Tree: Discovering the Wisdom of the Forest, by University of British Columbia, forest ecologist Suzanne Simard. 2021.



First Muslim Academic Conference in Aotearoa New Zealand

Experiences and challenges of Muslims in Asia Pacific

By Eva Chen (Ethnic Community Engagement Lead, ANCAD)

INTRO FROM THE ORGANISER

We invited practitioners, academics, and postgraduate students exploring topics directly related to, or encompassing: Muslims, Muslim studies, Critical Muslim studies, Islamophobia, Muslim identity, and Muslimness. This event is designed to be inclusive, welcoming a broad range of submissions including conceptual papers, empirical studies, reports, and compelling case studies.

We've been incredibly inspired by the dedication of the individuals working tirelessly to bring this conference to fruition. The passion of leaders and the shared commitment to betterment for all our communities resonate deeply with the messages we're hearing across the board.

VOICES FROM THE COMMUNITY: WHAT I'M LEARNING FROM PASSIONATE LEADERS

The journey to organising the Muslims in Asia Pacific (MAP) Conference has been truly inspiring. What's become abundantly clear to me is the shared sentiment among community leaders: a

profound desire to empower and support their people. I've seen firsthand their dedication to overcoming challenges and celebrating successes, all while consistently striving for the best. This collective commitment to progress is a powerful testament to the intergenerational resilience I've observed within Muslim communities. It's a message that resonates deeply with my own work.

ON THE GROUND: WHAT I'M SEEING AND HEARING

As an engagement lead, I'm constantly observing key themes emerging across Muslim communities in the lead-up to the MAP Conference. There's a clear demand for more platforms that facilitate knowledge sharing and collaboration. People are actively seeking support in addressing issues like Islamophobia and ensuring their identities are understood and respected. It's truly heartening to also see an emergence of informal networks and dedicated leaders doing exceptional work to foster community well-being and understanding. These are the unsung heroes who are

making a real difference on the ground.

CULTURAL CONNECTOR TIPS: 3 THINGS I'VE LEARNED WHEN ENGAGING WITH MUSLIM COMMUNITIES

From my experience, when collaborating with Muslim community groups, keeping these points in mind is crucial for effective and respectful engagement:

Understand Diversity: It's so important to remember that Muslim communities



Top: The Fatimah Foundation - Ngeleen van de Lisdonk and Eva Chen, ANCAD.
Below: The Federation of Islamic Associations of New Zealand - Abdur Razzaq

are incredibly diverse, encompassing various ethnicities, cultures, and interpretations of Islam. I always try to avoid generalisations and strive to understand the specific nuances of the group I'm engaging with. What works for one community might not work for another, and that's something I continually learn.

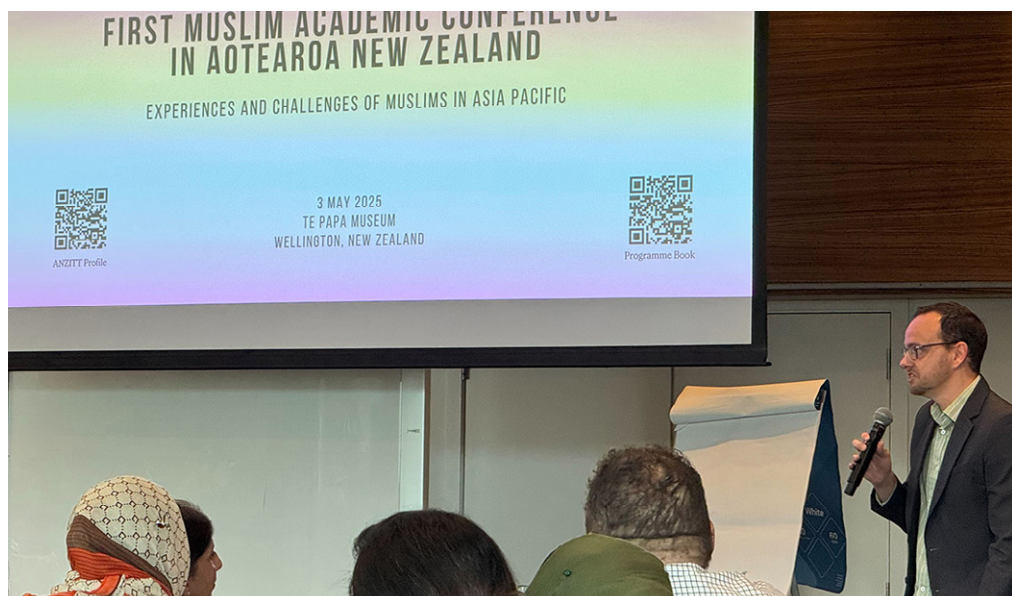
Respect Religious Practices: Being mindful of prayer times, dietary restrictions (Halal), and dress codes, especially during events or meetings, is a sign of respect. I've found that simply asking about these considerations beforehand can build immense trust and show that you value their beliefs.

Value Community Leadership: Many Muslim communities have established leadership structures, including imams, elders, and community organisation leaders. Engaging with these figures can truly facilitate trust and lead to more effective collaboration. I've seen how vital their leadership is in bringing communities together and guiding initiatives.

FIRST-PERSON PERSPECTIVE: REFLECTIONS FROM THE FIELD

Being an ethnic liaison in the NFP space is a journey of continuous learning and profound connection. For me, it's about bridging cultural divides and ensuring that the voices of diverse communities are not just heard, but truly understood and acted upon. My identity as a Chinese-New Zealander profoundly shapes my approach; it allows me to navigate conversations with a unique lens of understanding, often anticipating cultural nuances that might otherwise be missed.

There are certainly challenges – from navigating different communication styles to addressing historical grievances – but the breakthroughs are incredibly rewarding. Witnessing a community feel truly empowered, or seeing a cross-cultural collaboration flourish, makes every effort worthwhile. It's a privilege to contribute to building a more inclusive and equitable society, one connection at a time. Every interaction, every conversation, every success story reinforces why I do what I do. ●



A performer wearing a blue hoodie, a blue baseball cap, and sunglasses is on stage, holding a microphone and gesturing with their right hand. The stage is lit with blue and purple lights. In the background, a large screen displays the event title and date. Three empty blue chairs are visible on the right side of the stage.

Dreaming Between Worlds: The Pan-Asian Music Showcase Night

By Eva Chen (Ethnic Community Engagement Lead, ANCAD)

A group of passionate Pan-Asian artists came together to organise a showcase that reflected their unique journeys—navigating expectations and misunderstandings from both their cultural roots and their lives in Aotearoa.

Many spoke of the challenge of being artists in two worlds: one shaped by their family and heritage, the other by the universal struggles of the creative industry in New Zealand.

Through collaboration, lived experience, and a strong peer network, they brought their vision to life. One key issue raised was the impact of mental health on young artists—and how ongoing support and open conversations can help them thrive.

ON THE GROUND: WHAT I'M SEEING AND HEARING

Young Pan-Asian Artists Creating Their Own Stage

At the Pan-Asian Music Showcase Night, I saw a rising generation of artists refusing to wait for permission to be heard. They're building their own platforms, drawing strength from their cul-

tural identities and each other.

A clear theme emerged: artists are looking for mental health support that is culturally informed and accessible. There's also a strong sense of shared purpose—they're not just performing, they're reshaping how the community sees Asian creativity in Aotearoa.

CULTURAL CONNECTOR TIPS

4 Things to Know When Supporting Young Pan-Asian Artists

- 1 Many live in 'two worlds' — balancing family expectations with personal creative goals.
- 2 Mental wellbeing is a major concern — stress from cultural pressure and career uncertainty is common.
- 3 Collaboration is their strength — they often work in informal but deeply supportive networks.
- 4 They're redefining representation — these artists don't just want to be seen; they want to be understood on their own terms.



REFLECTIONS FROM THE FIELD

As I stood in the audience of the Pan-Asian Music Showcase, I realised just how much these young creatives carry. They're translators between generations, cultural interpreters for both their parents and the wider public.

Their bravery isn't just in performing—it's in confronting stigma around mental health, pushing past gatekeeping in the arts, and creating something new where few have led before.

Their stories reminded me that representation isn't just about visibility—it's about truth, community, and making space for others to follow. ●



A kitchen, a celebration, and 25 years of sisterhood

By Eva Chen (Ethnic Community Engagement Lead, ANCAD)



To celebrate Mother's Day, the Taiwanese Women's Association in NZ partnered with NZMA to use their kitchen space, where members prepared traditional Taiwanese dishes for a heart-warming community gathering.

This moment was more than a meal—it was the result of decades of relationship-building and quiet resilience. For 25 years, the Association has supported Taiwanese migrant women with little to no formal funding. Relying on the goodwill of early settlers, they've built spaces of care across work, family, and social life. Now, their focus is shifting to supporting older members into retirement and nurturing new leaders to carry the torch.

As they marked their 25th anniversary on 14 June, it was clear: this community is powered by women lifting each other up.

ON THE GROUND: WHAT I'M SEEING AND HEARING

Legacy and Leadership in the Taiwanese Women's Community

CULTURAL CONNECTOR TIPS

5 things to know when engaging with Taiwanese community groups:

- Relationships come first – Many initiatives are built on long-term trust and informal networks.
- Volunteer-driven ethos – Most groups operate with minimal funding and rely on goodwill.
- Women are often the backbone – Women's groups are key in maintaining cultural, social, and care-giving roles.
- Elders hold community history – Engage respectfully with early settlers; they are knowledge-keepers and connectors.
- Leadership is emerging in new spaces – Younger generations are stepping up—support their growth while acknowledging the past.

At the 25th anniversary celebration of the Taiwanese Women's Association, I saw the deep legacy of quiet, consistent work in community building. What struck me most was their shift in focus—from helping new migrants settle, to now supporting the wellbeing of ageing early settlers, while also elevating emerging leaders. It's a powerful reminder that community development isn't linear. It's generational, adaptive, and built on trust.

REFLECTIONS FROM THE FIELD

Attending the Taiwanese Women's Association's 25th anniversary, I was reminded of how much of our community infrastructure is carried by women—often unpaid, often unseen. They've sustained this group for decades through love, food, friendship, and grit. What inspired me most was their shift in vision, not only honouring their past, but also investing in emerging leaders and looking after those who once looked after us. It's a full-circle moment, and a blueprint for inter-generational strength. ●



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

simon@ancad.org.nz

0800 426 223

(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.

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.

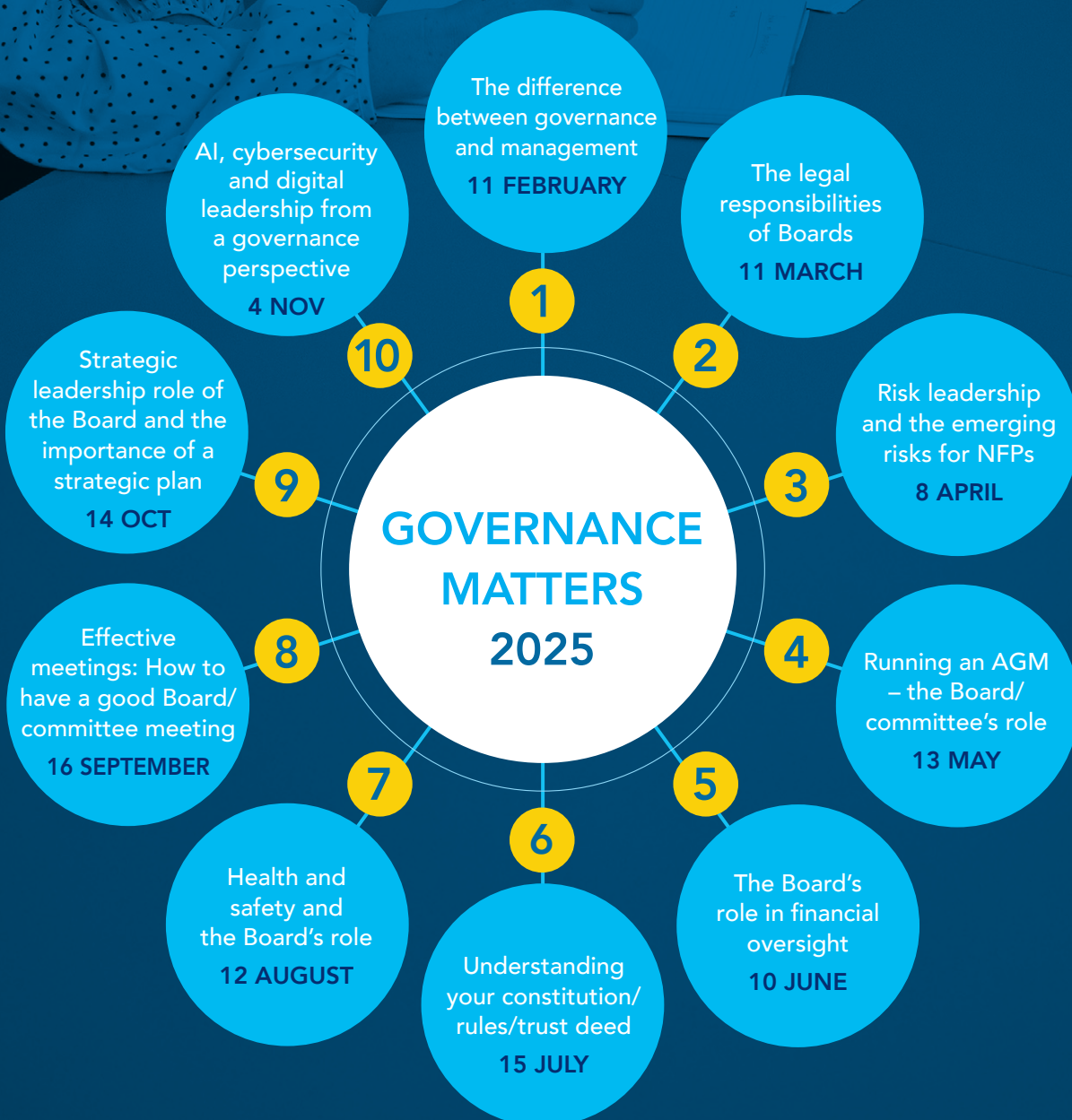
Our hope is that many will benefit and build on the good works they are already doing for the sake of community in Aotearoa.

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

www.liift.nz ●



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

Recent LiiFT session highlights

INTRODUCTION TO COMMUNITY-LED DEVELOPMENT WORKSHOP with Denise Bijoux



EFFECTIVE LEADERSHIP FOR RESILIENT COMMUNITY ORGANISATIONS WORKSHOP with Hilary Star Foged



NAVIGATING GOVERNANCE WORKSHOP with Sandy Thompson



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
7 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 five 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.

Time: 10am to 11:30am

Location: Zoom

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

LIIFT

INFORM AOTEAROA INSPIRE

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ANCAD'S PROFESSIONAL DEVELOPMENT PROGRAMME 2025

DATE	TOPIC	TIME	PRESENTER	LOCATION
4 Jun	Resourcing Leaders in Times of Change; Module 3: Leading through change	10am to 11:30am	Aly McNicoll	Zoom
10 Jun	Governance Matters Session 5: The Board's role in financial oversight	6:30pm to 7:45pm	Carol Scholes	Zoom
11 Jun	Planning and implementing a successful fundraising event	10am to 12pm	Stephanie Maitland	Albany
18 Jun	Effective leadership for resilient community organisations	9:30am to 12:30pm	Hilary Star-Foged	North Auckland
25 Jun	Social Media Essentials 2: Using AI effectively for non-profits	12pm to 1pm	Alecia Hancock	Zoom
15 Jul	Governance Matters Session 6: Understanding your constitution/rules/trust deed	6:30pm to 7:45pm	Carol Scholes	Zoom
17 Jul	Balancing wellbeing with organisational success	10am to 11:30am	Rochelle Stewart-Allen	Zoom
22 Jul	Leadership Connect 3	12pm to 1pm	Damian D'Cruz	Zoom
25 Jul	Essential First Aid	9:30am to 2pm	Sarah Thompson	West Auckland
31 Jul	Financial governance	6:30pm to 7:45pm	Sarah Doherty	Zoom
7 Aug	Strategic grant seeking and writing	9:30am to 12:30pm	Therese Lanigan Behrent	Otara
12 Aug	Governance Matters Session 7: Health and safety and the Board's role	6:30pm to 7:45pm	Carol Scholes	Zoom
14 Aug	Resourcing Leaders in Times of Change; Module 4: Transformational leadership – Inspiring initiative and solutions from within the NFP organisation	10am to 11:30am	Hilary Star-Foged	Zoom
21 Aug	Fostering collaboration and connection	9:30am to 2pm	Denise Bijoux	North Auckland

ANCAD'S PROFESSIONAL DEVELOPMENT PROGRAMME 2025

DATE	TOPIC	TIME	PRESENTER	LOCATION
28 Aug	Navigating governance: Essential skills for NFP leaders	6:30pm to 8:30pm	Sandy Thompson	Otara
3 Sep	Volunteering Best Practice Guidelines: Train and Grow/Feedback and recognition	10am to 11:30am	Heidi Quinn	Zoom
9 Sep	Leadership Connect 4	12pm to 1pm	Damian D'Cruz	Zoom
10 Sep	Social Media Essentials 3: How to use LinkedIn effectively for a NFP organisation	12pm to 1pm	Alecia Hancock	Zoom
15 Sep	Governance Matters Session 8: How to have an effective Board/committee meeting	6:30pm to 7:45pm	Carol Scholes	Zoom
8 Oct	Resourcing Leaders in Times of Change; Module 5: Reflective practice for NFP leaders	10am to 11:30am	Sandy Thompson	Zoom
10 Oct	Essential First Aid	9:30am to 2pm	Sarah Thompson	South Auckland
14 Oct	Governance Matters Session 9: Strategic leadership role of the Board and the importance of a strategic plan	6:30pm to 7:45pm	Carol Scholes	Zoom
16 Oct	Become funder-ready	10am to 11:30am	Therese Lanigan Behrent	Zoom
23 Oct	Placemaking as community engagement and development	10am to 11:30am	Denise Bijoux	Zoom
29 Oct	Volunteering Best Practice Guidelines: Celebrate volunteer impact/Exit volunteers	10am to 11:30am	Heidi Quinn	Zoom
30 Oct	Governance 101: The Governance Blueprint: Equipping Trustees for Non-Profit Leadership	6:30pm to 8:30pm	Pat Mitchell	Sunnynook
4 Nov	Governance Matters Session 10: AI, cybersecurity and digital leadership from a governance perspective	6:30pm to 7:45pm	Carol Scholes	Zoom
11 Nov	Leadership Connect 5	12pm to 1pm	Damian D'Cruz	Zoom

Trusts and grants



This article comes from the **2025 Funding Guide**.
Get your copy today from the **SHOP** page at ancad.org.nz.

Applying for funds is a key source of income for many organisations and there are a range of funders to apply to including:

- Gaming.
- Community.
- Corporate.
- Government.
- Private Family.

Like with all fundraising, there are no guarantees of success but you can increase your chances by knowing:

- What you need funding for.
- Why you need funding.
- The difference the funding will help make.
- Where to apply to.

ESSENTIAL INFORMATION

Most funders need to know the same information about your organisation and ask for the same attachments. Save some time by getting it ready beforehand. Have a file on your computer with copies of the required documents so easy to upload or print as needed. Paperwork to have available depends on your organisation but could include:

- Certificate of Incorporation.
- Rules/Constitution.
- Charities Services Certificate or proof that you are registered
- Proof of your bank account – pre printed deposit slip or bank statement.
- Latest annual financial report, needs to be signed by Chairperson.
- Current budget.
- Proof of donee status with Inland Revenue Dept (www.ird.govt.nz) so that donations to your organisation are tax deductible.

- Proof of identity of the two contact people for your applications eg valid passport or drivers license. Must be in colour and both sides of the drivers license.
- Names of your Board/Committee members.
- Current letters of support.
- Photos of your work in action (that you have approval to use).
- Copy of a brochure about your organisation, your latest newsletter and/or an event flyer if you have them.
- If applying for salaries, job descriptions and signed employment contracts for the roles you wish to apply for.
- If applying for lease of your office space, a copy of your signed lease agreement.
- If applying for contractors, a copy of the signed agreement.
- If applying for items you wish to purchase, two formal written quotes from New Zealand companies, on the suppliers letterhead, addressed to your organisation.

FAQ DOCUMENT

You might find it useful to have a Frequently Asked Questions (FAQ's) document. This is a Word document that lists key information including:

- Name, address and contact information of your organisation.
- Online passwords for funders.
- Name, address, phone and email address for the two contact people for applications.
- Names of Board/Committee members.
- GST number.
- New Zealand Business Number (NZBN).
- Certificate of Incorporation number.
- Legal status eg are you a Trust or Incorporated Society?
- Registration number with Charities Services.
- Date your organisation was founded.
- Bank account name, number as well as bank and branch.
- Social media addresses.
- Stats re your work eg number of clients, ethnicities, their ages, geographical location, food parcels handed out, counselling sessions held.
- Other organisations you work with.
- Referees – names and contact information.

FUNDING REQUEST FORM

If you are often approached by staff asking you to secure funding, having a simple form for them to complete might make it easier for you.

Headings could include:

- Title of Project/Item/Event needing funding.
- Amount requested (GST Exclusive).
- Date funding needed by.
- Date of planned activity/event.
- Where will activity take place?
- Do you have two formal, written quotes for each item required? If yes please attach. If no, when will they be available?
- Have any deposits been paid or need to be paid? If yes, when?
- Who will benefit?
- Why is it needed?
- What outcomes do you expect?

CASE STUDIES

Having stories showing the difference your organisation makes are very useful to support your fundraising programme. To help record those, a simple form could be useful with headings such as:

- Date.
- Name of Client/Service User/Volunteer.
- Permission to Share: Yes/No.
- Conditions to Sharing: eg use initials only, for newsletter only, no photograph.

Questions to get the person talking could include:

- How did you hear about our organisation?
- How long have you been involved?
- Which of our programmes and services are you involved with/used?
- What was your life like before you accessed our services?
- How has our service made a difference for you/your family?
- How is life for you now?
- Anything else you would like to say?

THE APPLICATION FORM

Read the instructions carefully as there are usually certain criteria to follow. Check your eligibility. Funding organisations do change their criteria from time to time.

The form or their website will usually say what they won't fund – so don't waste their time (and yours) if your organisation and/or project doesn't qualify.

If the application is a hardcopy or downloadable form, print off a couple of copies so you have one on which to draft your answers. If the application is online; check whether you must do it all in one sitting, or can save and go back to edit it later. Sometimes it is a good idea to write the narrative for an application in a Word document first in case you are accidentally logged out partway through the process. Are there character or word limits you have to adhere to?

- Think carefully about what you are asking for.
- Have you phrased your request clearly? Will the person reading it easily understand?
- Is your request convincing?

You must demonstrate, as well as you can, why the funding should go to your organisation. What is the need? What are the benefits. What are the outcomes?

You must state clearly the services/programmes you offer, how it benefits the recipients, why it is different to other organisations. You should also have some concrete statistics to support your application – don't be vague e.g. "approximately 60% of recipients..." If you have done your homework, you should be able to state the actual number of clients/members/service users you have, the number of food parcels provided, number of community meetings held.

There is immense value in including comments/feedback from your clients and other community agencies. These comments may be contained in letters of support, thank you notes or feedback after attending a workshop/meeting. They can be added to the application and/or cover letter or the whole document as an attachment. Please ensure you have permission to use. Consider using just first names or initials. However, if the funder is clear on no attachments or limits the number/size of attachments then respect that. It certainly won't help your application not to follow their request.

Please answer every question, don't say "see attached". If possible, you can attach additional information but complete the application form.

The Grants Administrator who will be processing your application will be reading many applications, don't assume they know about your organisation, keep it simple so they can understand. Make it easy to read, don't use acronyms or terms from within your organisation that means nothing to anyone else.

Before you post or upload the application, double check to see that you have supplied everything required. Post or courier it to be received before the closing date. If it is an online application, try not to wait until the last day before applications close – servers get overloaded and computer systems do crash.

Remember – keep a copy of the completed application for your files! ●

ANCAD'S 2025 FUNDING GUIDE



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



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Maximum that can be ordered is two. For bulk
orders of hard copies (more than two) contact
Simon directly at simon@ancad.org.nz



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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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How volunteering helped me grow – professionally and personally

Quote from Qidi Zhao



Mel Wang



Qidi Zhao

“

I'm truly grateful to ANCAD and Eva Chen (Community Accounting Lead) for giving me the opportunity to be part of the Community Accounting volunteer program, and for her outstanding coordination throughout the entire process. From organising team groupings to assigning clients and arranging regular meetings, her thoughtful planning ensured everything ran smoothly and efficiently.

A heartfelt thank you also goes to Mel Wang, Community Accounting mentor, whose patient guidance helped me build a strong foundation in using Xero. With her support, I learned how to set up client accounts and reconcile daily expenses, which

not only deepened my understanding of the system, but also gave me the confidence to use Xero in a practical setting.

This has been a truly rewarding and meaningful experience. I've even started using Xero to manage my own daily expenses, which has made my personal financial management more structured and efficient.

Thank you again to everyone who made this journey so valuable. I'm walking away with new skills, real-world experience, and greater appreciation for the role of digital tools in modern accounting and I look forward to applying what I've learned in future studies and work. ●

”



Ewen (right) receiving a Civic Award from Mayor George Wood and Deputy Mayor, Dianne Hale, North Shore City Council, 2001.

FROM ANCAD'S ARCHIVES...BY RUTH GREENAWAY

Originally known as the North Shore Council of Community and Social Services (NSCCSS), the organisation played a vital role in community development on the North Shore. As social conditions shifted due to growing suburban life, NSCCSS adapted its focus to meet these changes. Established in 1975, NSCCSS aimed to coordinate and facilitate communication among community groups and statutory agencies on the North Shore. It promoted voluntary welfare activities and addressed the overall social welfare needs of the community.

NSCCSS grew from a membership of only 52 individuals and representatives of voluntary agencies to an incorporated body representing over 250 organisations and individuals by 1995. During this time, the all-voluntary NSCCSS team worked closely with the local community, supporting ongoing community development amidst significant political and social changes. However, one notable challenge was that overall coordination of social welfare work remained voluntary, and many groups preferred not to be "organised." As one observer noted, "It seemed that most existing groups at that time preferred to remain voluntary. To introduce 'professional' assistance would cut right across the principles they stood for."¹

¹ A history of NSCCSS 1974-2014, published on the 40th anniversary by ANCAD, 2014.



By 1987, there was a growing demand for information sharing between community groups and local councils, especially in relation to the distribution of funding for local initiatives. Following the amalgamation of local borough councils and the formation of the North Shore City Council in 1989, NSCCSS established several working groups to review local government spending and reforms. One significant committee was the Education Working Party, formed by Ewen Derrick, Linda Blincko, and David Hoskins, along with representatives from Raeburn House.

Ewen Derrick became instrumental in providing research support to local government and community services. Key concerns for NSCCSS included the implications of local government reforms for community groups, recommendations for incorporating Community Development Services into the future North Shore City, and methods to facilitate communication channels between the community and local authorities. One notable submission, led by Ewen Derrick and Fay Freeman, proposed the establishment of Ward Committees within the new “City of Cities”, which included a proposed structure for a Community Development Division within North Shore City.

Ewen believed in seeking justice for the oppressed by walking alongside those in need and working for positive change in solidarity with the marginalised. He didn’t hold back when it came to confronting the structures and ideologies that maintain wealth and power over others. His career in community development began with the Ponsonby Work Cooperative, where he supported unemployed men in community improvement projects. He later worked as a fieldworker for the Department of Internal Affairs, focusing on work cooperatives and trusts, and engaging with gangs to foster community understanding and cooperation. In 1981, Ewen became the first community advisor for Northcote Borough Council (and on the Shore), he also served on 19 community group executives or governing boards, and chaired seven of these, significantly impacting community development on the North Shore. One such example was the establishment of Onepoto Awhina, a society aimed at empowering the local community. Ewen later managed the newly formed community development department at North Shore City Council.

Ewen’s work earned him several awards, including a Civic Award, the Queen’s Service Order, and recognition from Child, Youth and Family. He authored several publications on community development and his memoir, “Community Development & Social Change,” was an authoritative piece of work on community-led development for the times; becoming prescribed reading for students studying social work at Massey University, AUT and Auckland College of Education.²

Ewen died in February 2008. ●

² Ewen’s story features in ‘My Story, Your Story, Together Builds Communities’, published by ANCAD in 2016.



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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