

Community Voices

The official magazine of Auckland North Community and Development

Flourish to
frontline:
Project Employ

Community
Network
Aotearoa hui

The Grey District
Youth Trust (GDYT)

New Zealand
Multicultural Arts
& Sport Centre

The
summer
issue



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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



FIONA BRENNAN

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HOLDING THE THREADS OF COMMUNITY TOGETHER

As summer arrives, we celebrate the resilience and creativity that define Aotearoa's community sector. This issue of Community Voices honours the people and organisations who, often quietly, are shaping a stronger, more connected future. We appreciate our funders who support this diverse and impactful mahi.

Community development is a tapestry woven from countless threads of care, collaboration, and courage. The stories in these pages remind us that even in times of uncertainty, these threads hold fast – ensuring our communities remain vibrant and resilient.

Our cover story on Project Employ exemplifies the transformative power of inclusive employment. Kimiyo's journey – from Flourish Café to a frontline hospitality role – shows what happens when opportunity meets determination. For neurodiverse young adults, employment is a pathway to dignity and belonging, made possible by community support.

The Grey District Youth Trust demonstrates how listening to young voices sparks innovation. Their creative programmes – from arts and wellbeing to outdoor adventures – are building confidence and connection across the West Coast. By embracing governance training, GDYT has strengthened its foundation and expanded its reach – a model for sustainable leadership.

This year, Community Network Aotearoa marked 50 years of advocacy under the theme Forward, Stronger! This milestone reflects the enduring power of networks to amplify voices and influence change. Our own

archives echo this resilience, reminding us that advocacy is not optional – it is essential.

At ANCAD, we remain committed to strengthening capability. Through LiiFT Aotearoa, we've expanded governance webinars and introduced Xero accounting training – accessible, practical, and tailored to the realities of not-for-profits. Our Community Accounting service continues to make a difference, pairing Massey University students with local organisations to provide free, confidential support.

We continue to innovate offering bespoke support to many organisations across the Auckland region. This Spring a group of 13 successfully completed our first Talanoa Tupuaga Pasifika Incubator programme. We also piloted our first Chinese language courses in fundraising and governance.

Community is more than services – it is identity and connection. The New Zealand Multicultural Arts & Sport Centre exemplifies this by creating spaces where young people express their heritage through dance, music, and sport. Their performances at Polyfest and grassroots basketball sessions show how cultural pride and social inclusion go hand in hand.

As we look ahead to 2026, our commitment remains clear: to hold the threads of community together through training, advocacy, and collaboration. We invite you to share your stories, engage with our programmes, and join us in building safe, resilient, and connected communities. ●

Ngā mihi nui,
Fiona Brennan
Chief Executive Officer, ANCAD



A group photo taken in the Great Hall to celebrate CNA's 50th anniversary.



Forward, Stronger!

A report back from the CNA members' hui and 50th anniversary celebration

By Ruth Greenaway

Forward, Stronger – was the theme of this year's Community Network Aotearoa (CNA)/ Te Hapori Tuhononga O Aotearoa, members' hui, held at the BNZ Partners building in downtown Wellington. This was the first time I've attended one of the CNA members' hui and it was a great opportunity to promote the COSS network history project I am currently working on.

The hui opened with karakia from CNA's kaumatua, Te Urikore (Papa Julius) of Te Whānui-ā-Āpanui, Ngāti Porou. The day was ably facilitated by Sarah Doherty; guest speakers were CNA's chair, Holly Snape (also of Community Waikato), Murray Edridge – City Missioner at the Wellington City Mission, Linn Araboglos from the J.R. McKenzie Trust, and Belinda Gorman, a partnership and collaboration facilitator and coach. Topics for the day were: "Ensuring financial health" for NFP organisations and the "How to's" of collaboration.

After the morning's discussions, we took time to celebrate the 50th anniversary of CNA. We all walked down the road to Parliament for a morning tea, followed by a buffet lunch in the Great Hall. This was the first time I'd been inside the Beehive. I recognised a few

media faces there. How lucky we are to live in a democratic society where the community can literally access the 'corridors of power'.

NZCOSS was the original organisation that later became CNA. It was formed as a national social service umbrella organisation in 1975 by signed order from the Minister of Social Welfare, Norman King, under the Department of Social Welfare Act 1971. At that time, it operated as a quasi-governmental body with a brief to make recommendations and give advice to the Minister. Its mandate was to encourage and promote cooperation and coordination in the social welfare sector, and to promote local participation in social welfare through the formation and coordination of district and regional Councils of Social Service (COSS). In 1987, NZCOSS emerged as a fully-fledged independent organisation. In the same year, the Minister of Social Welfare opened the inaugural NZCOSS conference and funded NZCOSS to host an AGM and employ a half-time staff member.

Ros Rice has been CNA's Executive Officer for the past 19 years. She has been duly recognised for her years of service and for having rebuilt the rep-

utation of the network, its member organisations, and the sector in general. This is alongside a number of board members who have supported Ros and her team in their mahi. After lunch, people shared stories and memories of their association with CNA. There was also a prize draw, one for each of the five decades!

In 2014, following a full organisational review, NZCOSS rebranded as Community Networks Aotearoa (CNA). Since then, CNA has gone from strength to strength with local and district membership and national organisations joining under the CNA umbrella. Following a review by Oranga Tamariki and due to the work undertaken by staff during the early 2020 lockdown, funding was increased substantially, which enabled an expansion of staff and work projects.

CNA is a proud Incorporated Society, by and for members, and continues to provide information and support for membership as well as advising the Government on what is happening to the many thousands of small community organisations in Aotearoa.

To find out more visit:
communitynetworksaotearoa.org.nz ●



Fiona Brennan, Therese and Ruth Greenaway outside Parliament.



When one door closes...



By Ruth Greenaway

The North Shore Women's Centre (NSWC) has been a compassionate haven for women in the North Shore of Tāmaki Makaurau for the past thirty-eight years, offering a listening ear and a guiding hand during their most challenging times. The Centre's humble beginnings in the 1970s were marked by a group of dedicated women who recognised the importance of health and self-esteem. This initiative ultimately blossomed into the NSWC, which has provided vital services to empower women ever since. It is with a heavy heart that we learn the Centre will close its doors at the end of November due to unavoidable financial challenges.

Just days before renewing their contract with Oranga Tamariki, staff received the devastating news of its termination—an abrupt end to a source of strength for countless women on the North Shore. Manager Tracey Swanberg has poured her heart into this work, and her deep commitment to supporting women and children facing adversity shines through in everything she does. With an impressive background in social work and family violence prevention, she has dedicated her career to making a difference.

In the past year alone, the NSWC assisted nearly 500 women and their

children, proving to be an essential lifeline. Despite their commendable track record and successful audits, the sudden closure leaves many feeling lost and abandoned. The heartbreak of this closure is felt widely, reminding us of how vital it is to uplift those in need. ●



FORUM

Flourish to frontline

Kimiyo's journey to success with Project Employ

Kiri Beven, Funding and Grants, Project Employ
projectemploy.nz

At Project Employ, we believe everyone deserves the opportunity to participate meaningfully in the workforce. Employment is more than a job – it provides purpose, financial independence, and a sense of belonging. Yet for people with intellectual disabilities or learning differences, sustainable employment remains a significant challenge. We exist to break down these barriers and make inclusive employment the norm, not the exception.

Since opening our doors in 2022, Project Employ has continued to make a meaningful impact on neurodiverse young adults and their families. Our work is strengthened by the incredible support of our local community. Every customer who visits Flourish Café directly contributes to the confidence, skill development, and future employment pathways of our trainees. Their daily support helps create real change and real opportunities.

From the very beginning, ANCAD has also walked alongside us, offering

guidance, workshops, and practical support that has helped shape Project Employ into the strong, community-focused organisation it is today.

One of our most inspiring success stories is Kimiyo.

A former Rangitoto College student, Kimiyo first joined Project Employ as a Gateway student and quickly showed determination, warmth, and potential. At Flourish Café Takapuna, she learned hands-on hospitality skills while building confidence in a supportive, inclusive environment. With guidance from Job Coaches and encouragement from her peers, Kimiyo truly flourished.

Her hard work earned her a paid internship with Air New Zealand, where she proved her reliability, teamwork, and positive attitude. This led to a three-month trial at JW Marriott, where she impressed managers with her work ethic and attention to detail.

Today, Kimiyo is proudly employed as a Food and Beverage Services Expert at JW Marriott. She continues to excel,

inspire others, and demonstrate what's possible when young people receive the right support, opportunities, and belief.

Kimiyo's journey from Flourish Café to the frontline of Auckland's hospitality sector shows the extraordinary impact of inclusive employment—and how community support can transform lives. ●





Only 21% of New Zealanders with an intellectual disability are in paid work in comparison to 78% of the general population. We want to change that.

Flourish Café is owned and operated by Project Employ; a charity on a mission to help young people with disabilities learn the skills they need to gain meaningful employment and be a part of a thriving community.

Flourish Café is the first training café in New Zealand specifically set up for young adults with intellectual or learning differences.

Training Programme

Project Employ trainees learn employability skills such as team-work, reliability, communication, and self management while doing work experience at Flourish Café for six months.

Employment

Following training, we work with our graduates to help them find meaningful, paid employment within the community. We also offer ongoing support to employers in order to ensure a successful outcome for all.

Support Us

We couldn't provide these opportunities without the generosity of individuals and organisations. There are many ways to support us including coming in for a coffee, having your event catered by us, making a donation, or talking with us about what our exceptional graduates can bring to your workplace.

@projectemploynz
www.projectemploy.nz

19 Como Street, Takapuna, Auckland
and 185 Fanshaw Street, Auckland CBD



Echoes of August

By Ruth Greenaway

In last month's Community Voices, you would have read about my planned trip to Japan to attend memorial ceremonies commemorating the 80th anniversary of the bombings of the cities of Hiroshima and Nagasaki. Now that I'm back home I am creating a podcast about my trip titled 'Echoes of August.'

I am working with Planet FM to create a five-episode podcast that features oral history interviews, archival reports, captured footage from actual events, as well as the voices of Hibakusha (those affected by the atomic bombings).

Whilst I already knew the history of the atomic bombings in 1945, it was indeed humbling and very emotional to visit the museums in Hiroshima and Nagasaki; especially to see images of life in both those cities prior to the

bombings. As most of the buildings at the time were wooden, only the shells of some buildings made of concrete remained, such as the now famous Dome building in Hiroshima – once a centre for tourism.

My podcast follows the story of Reverend Ian Dixon who was a chaplain in the NZ J-Force which went to Japan in 1946. The Force took a train which went through the ruins of Hiroshima and in my interview with him some twenty years ago, (he has since died), he never forgot the horrific site he saw. Having already served for the duration of WW2 and seen the bombed cities of Europe during, this was something entirely different. He described the force of the bomb as destroying all matter. People had vapourised, leaving only their

shadows on the pavement. One quote I came across was 'concentric circles of horror, concentric circles of the devil.'

Today there is a beautiful peace park in the centre of Hiroshima. Children brought fresh origami peace cranes to their part of the park, people read survivors stories, and I saw many plaques and monuments dedicated to peace.

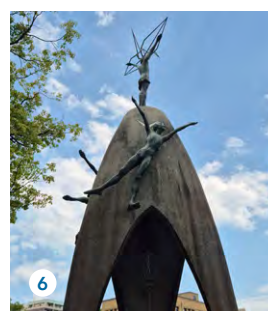
On the morning of August 6th, I left my accommodation just after 5am to get to the park for the memorial ceremony, only to find a long snake-like queue of people waiting to get in. I went through security and joined several thousand people and dignitaries for the service. It got up to 36 degrees Celsius that day.

At 8.15am (the time the bomb dropped), the peace bell was rung, there



Photos: (1), (4) The Hiroshima Peace Memorial Ceremony and park, 6 August 2025.

(2) Atomic bomb devastation in Nagasaki, Supplement to the Auckland Weekly News, 10 October 1945, p.28 ref: Auckland Libraries Heritage Collections AWNS-19451010-28-02. (3) Ruth at the 80th anniversary memorial service in Hiroshima. (5) A peace bell is rung at the memorial service. (6) Children peace monument. (7) A Japanese woman holding the hand of a small child and with another child on her back, is walking along a track next to a fence made of bamboo poles and wire, behind the military camp in Ozuki, Japan, 1946. Ref: J. A. Johansen's photograph album of peacekeeping in Japan by the New Zealand Support Company, 22nd Battalion, October 1946 - April 1947. Auckland Libraries Heritage Collections TRS-A01-49-05



was an orchestra and then speeches, from the mayor or Hiroshima, a peace declaration and a statement read out by two young people on behalf of all Japanese children.

'We believe that the smallest of gestures to those around you might one day lead to world peace. Even just one voice can make a difference. It isn't just adults either. We, the children also have the ability to take action for peace. In order to avoid repeating what happened that day, we will build peace by continuing to convey the will of hibakusha and weaving our voices together as one.'

In Nagasaki, I watched the two-hour ceremony on television from my hotel. There was lots of archival footage and panel discussions (of course all in Japanese). But it wasn't too difficult to figure out what was being said. One item was the story of the Japanese soldier who hid out in the forest for 20 years, not knowing that the war had ended, then coming out into a different world in

1965. Afterwards, I interviewed a young American woman who lives in Japan and works at the A-bomb museum in Nagasaki. She has met several people who come to the museum wanting to find out about family members, or older people bringing their family with them to finally tell them of their own survival story and living as hibakusha.

The Hibakusha's experience of surviving the atomic bombings in both cities was not heard for many years after. They were stigmatised and ostracised because of the physical and mental injuries suffered. It was also feared that any children born to survivor's could be deformed or pass on genetic diseases. It has only been in the last twenty to thirty years that their stories have come to the fore and they have received the recognition, respect, and support, long deserved.

At both the memorial ceremonies, hibakusha were seated at the front, and presented bouquets of flowers in memory of those who died, then water was brought to the front as a symbol of what

people desperately needed on those two days – water!

The podcast will also outline the proliferation in nuclear weapons since 1945, and the threat of war such as the time of the Cuban missile crisis in October 1962. As of January 2025, there are over 8,000 nuclear warheads in the hands of nine countries; all are more powerful than those used in 1945.

My motivation for making this podcast is to honour the stories of the Hibakusha, and the Japanese people who are crying out for the abolition of nuclear weapons, alongside others around the world. As Ian Dixon said in his interview, 'I still have faith in the human race. I do believe we are going to come through it. I believe that the Universe is safe and there is a higher power and in the end that's what I am depending on.' Me too Ian. The podcast will be broadcast in 2026.

If you'd like to know more about this post please email: story@tapestries.co.nz ●



The Grey District Youth Trust (GDYT)

By Katrina Brown, Manager, Grey District Youth Trust | greymouthyouthtrust.com | IG: [artsoup.nz](https://www.instagram.com/artsoup.nz)

The Grey District Youth Trust (GDYT) is a charitable trust based in Māwhera/ Greymouth, Te Tai o Poutini/West Coast. Established in 2001, GDYT's vision is "to work creatively with young people (aged 12 to 24) in ways that cultivate connection, growth, positive change, and participation within the Grey District". I am the manager of the organisation. I work closely with our awesome administrator, Sandra Yeomans, and in collaboration with our Trustees and Chairperson Chris Efford, supporting youth-led programmes under GDYT's three focus areas; Youth Voice; Youth-Friendly Spaces; and Arts and Wellbeing.

In 2021, we were running a creative programme from spaces we borrowed

from other organisations session to session. Four youth participating in our programme applied for and were awarded seed funding from the Ministry of Culture and Heritage, to trial their vision of a youth arts and wellbeing space in Māwhera/Greymouth. This trial was hugely successful and GDYT was determined to support the youth beyond the trial period. We were also hosting the district's only out-of-school Rainbow Youth Group and it was important to us that we could continue to provide this safe and inclusive space for our rural, neurodivergent, creative, and LGBTQIA+ youth.

By 2024, Art Soup had moved into its third and current space. We were providing regular Open Studio ses-

sions, Rainbow Youth Group, weekly tech, painting, craft and music classes and clubs, a youth-led outdoor group, one-off workshops and events for Pink Shirt Day and Youth Week. Youth were organising community events including an annual Youth Night Market and movie night, and offering activities at events run by Grey District Council. With the programmes and youth participation growing, Sandra and I were determined to support our local youth by helping them secure funding to give some certainty to the future of Art Soup and their awesome mahi.

Sandra and I discovered ANCAD's LiIFT webinars when searching for funding options. As Sandra says, "There is a LOT of information out there on the

The Grey District Youth Trust (GDYT)

interweb and we could spend a LOT of money and time we don't have attending webinars and training which may not be relevant to our organisation." There is no way we would have been able to afford travelling to attend so much face-to-face free training in the main centres, or the price of training offered locally.

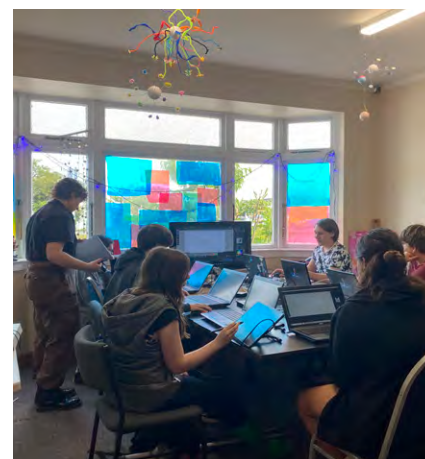
We both took part in the "become funder-ready" webinar, which helped us to understand the funding environment and got us thinking about how we could strengthen our organisation. It changed the way we apply for funding. Sandra and I were aware that there we needed upskilling to make informed decisions and lift our organisation whilst using best practice to meet our legislative and ethical requirements as a not-for-profit. We, and members of our Board, have attended the majority of the "Governance Matters" webinar series. The accessibility and relevance of the training to our organisation and the clear, concise, and evidence-based information encouraged us to attend as many of the webinars as we could get to. It's reassuring to have the knowledge from the training to make informed decisions and it's given us confidence to do so (although it can sometimes be a bit scary, it isn't overwhelming anymore.)

When one of our youth participants expressed their hope of establishing and leading a regular youth outdoor group, we were keen to support their vision. But this was new territory for us. The Health and Safety training gave us the confidence to branch out into supporting youth to adventure in the outdoors. We were able to advise our board from a position of knowledge gained through the training of their responsibilities and develop processes to identify and mitigate risk. This is now a key programme for GDYT, full of excellent adventures!

Over time, Sandra and I have attended over 20 webinars, some more than once, and we have recommended the Governance training to our Board members. For our younger, least experienced board members it provides ac-

cessible free governance training which gets them thinking and for more experienced board members it can fill in some gaps. We have observed our younger board members gaining confidence to have a voice around the Board table. And we have been inspired to engage in further, paid training, scaffolded by this strong foundation of knowledge.

As we have implemented practical suggestions from the LiiFT training, we have grown our own confidence and also strengthened the reputation of our organisation in our community. It has been useful in our roles in a number of community organisations. It has inspired us to speak up more clearly about concerns and reminded us to celebrate the things we do well. ●



Above: Tech workshop at Art Soup

Below: Annual youth night market at Greymouth Regent Theatre.

Bottom left: Face-painting in the park.

Bottom right: Children's Commissioner, Dr Claire Achmad, visits Art Soup.



Photo by Tianshu Liu on Unsplash



Perinatal Support Nelson

Strengthening whānau through governance and care

By Dawn Allan

Photo: A.I. generated

Kia ora, my name is Dawn and I'm the Secretary and Funding Manager of Perinatal Support Nelson—a fit for purpose, heart-led NGO serving the Nelson/Tasman region since 1989. Our passionate team walks alongside mothers and whānau experiencing perinatal distress, offering free, tailored support during one of life's most tender transitions.

Our vision is simple yet profound: that every whānau in our community has access to a Perinatal Support Nelson team member—someone who can walk beside them, listen deeply, and support their mental health and wellbeing from pregnancy through baby's early years. With 1 in 4 women and 1 in 10 men affected by perinatal anxiety or depression, our mahi is both urgent and enduring.

We offer three core services, each designed to meet mums where they're at:

- In-home support from student

counsellors who bring empathy and clinical skill to the family space.

- Therapy groups like "Good grief I'm a Mum!" where shared experience fosters connection and healing.
- Professional counselling for those navigating more complex distress, offered in private rooms or our offices.

We also provide free resources—including a pamphlet for partners—to help whānau understand and respond to perinatal mental health needs.

The ripple effects of this support are powerful. When a mum feels seen, heard, and resourced, her wellbeing radiates outward—into her relationships with baby, partner, tamariki, and wider whānau. She may find herself more social, more connected, more able to adjust to her new identity and commu-

nicate her needs. This is how community wellbeing grows: one supported whānau at a time.

As a small organisation working with vulnerable wahine, we know that strong governance is essential. That's why I was so grateful to participate in LiIFT's Governance Matters training. These short, focused sessions were a lifeline—accessible for time-poor board members, yet rich in content. They helped us sharpen our policies and procedures, clarify our responsibilities, and strengthen our compliance practices. I hope these trainings continue next year—they're a taonga for grassroots organisations like ours.

Ngā mihi nui to LiIFT for investing in community capability. Your training has helped us uphold our obligations with integrity, so we can keep doing what matters most: supporting whānau with compassion, safety, and care. ●



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 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 ●



UPCOMING DATES TO NOTE



COMMUNITY ACCOUNTING PROGRAMME 2026

2–6 MARCH: Semester 1 student registration.
30 MARCH – 15 MAY: Week 1-7 of programme.

GOVERNANCE MATTERS 2026

3 FEBRUARY: The Incorporated Societies Act Changes: Re-register or risk closure - what your society needs to do now.

10 FEBRUARY: The difference between governance and management.

10 MARCH (DEEP DIVE): Managing difficult dynamics at the Board table: Practical tools for healthy governance.

7 APRIL: The legal responsibilities of Boards.

12 MAY (DEEP DIVE): Finding the right people: How to recruit and retain great Board members and volunteers.

16 JUNE: The Board's role in financial oversight.

14 JULY (DEEP DIVE): The importance of a good Chair and the secrets of what a good Chair does.

4 AUGUST: Health and safety and the Board's role.

29 SEPTEMBER (DEEP DIVE): Getting the Board-Manager relationship right: Boundaries, expectations and performance review

13 OCTOBER: AI, cyber security, and digital leadership from a governance perspective.

10 NOVEMBER (DEEP DIVE): Futureproofing your NFP: The 10 governance decisions that will shape your next five years.

AMPLIFY YOUR IMPACT 2026

6 FREE workshops for non-profits in Puketāpapa

18 FEBRUARY: Getting fundraising ready.

11 MARCH: Health and safety and the Board's role plus succession planning.

1 APRIL: Essential first aid.

22 APRIL: Developing a strategic framework for working with communities.

13 MAY: Using AI effectively for NFPs.

3 JUNE: Volunteering best practice guidelines (volunteer support leadership and management).



SOCIAL MEDIA SESSIONS

25 FEBRUARY: 10 steps to marketing your nonprofit.

27 MAY: How to activate your community on social media.

27 AUGUST: Know your numbers - understanding social media and marketing analytics.

29 OCTOBER: How to succeed on Canva as a nonprofit.

RESOURCING LEADERS IN TIME OF CHANGE

12 FEBRUARY

29 APRIL

24 JUNE

12 AUGUST

15 OCTOBER

FUNDING FORUM

19 FEBRUARY

LEADERSHIP SESSION

25 MARCH

FUNDING/FUNDRAISING SESSIONS

4 MARCH: Strategic grant seeking and writing.

10 JUNE: Become funder-ready.

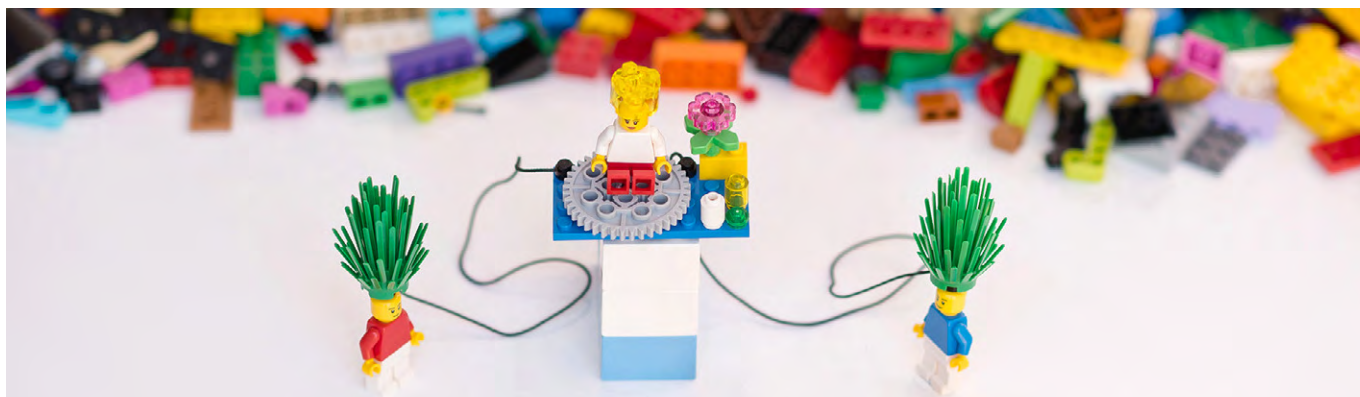
19 AUGUST: Strategic grant seeking and writing.

22 OCTOBER: Become funder-ready.

FIRST AID WORKSHOPS

20 MARCH

18 SEPTEMBER



Build stronger teams with LEGO® Serious Play®

ANCAD is bringing LEGO® Serious Play® (LSP) sessions to Auckland not-for-profits in 2026!

Using LEGO® bricks as a thinking and conversation tool, LSP helps teams think clearly talk openly, and tackle complex challenges together, ensuring every voice is heard.

Ideal for not-for-profits wanting to:

Clarify strategy and direction. | Strengthen leadership and governance conversations. |

Tackle complex challenges collaboratively. | Align teams around purpose and impact.

No LEGO® experience needed. Just curiosity.

To find out more email: simon@ancad.org.nz. To stay in the loop with upcoming LSP sessions, subscribe to the ANCAD newsletter at ancad.org.nz.



AN ANCAD ZOOM TRAINING

THE INCORPORATED SOCIETIES ACT CHANGES

RE-REGISTER OR RISK CLOSURE: WHAT YOUR SOCIETY NEEDS TO DO NOW

Join us at this online session to find out what you need to know for this transition and how to get your decision process moving.

Presenter: Carol Scholes,
Overview Effect

Date: Tues 3 February 2026

Location: Zoom

Time: 6:30pm to 7:30pm

Cost: FREE

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

GOVERNANCE MATTERS SERIES 2026

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: Standard sessions FREE;
Deep Dive sessions \$35.

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3 FEBRUARY

The Incorporated Societies Act Changes: Re-register or risk closure - what your society needs to do now.

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The difference between governance and management.

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Managing difficult dynamics at the Board table: Practical tools for healthy governance.

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14 JULY **DEEP DIVE**

The importance of a good Chair and the secrets of what a good Chair does.

4 AUGUST

Health and safety and the Board's role.

29 SEPTEMBER

Getting the Board-Manager relationship right: Boundaries, expectations and performance review (deep dive)

13 OCTOBER

AI, cyber security, and digital leadership from a governance perspective.

10 NOVEMBER **DEEP DIVE**

Futureproofing your NFP: The 10 governance decisions that will shape your next five years.



Talanoa Tupuaga: Growing Pacific capability through connection, culture, and confidence

By Clark Tuagalu

The inaugural Talanoa Tupuaga Pacific Capability Building Incubator has now wrapped up, and looking back, what stands out most is the sense of connection, confidence, and cultural grounding that grew across the weeks. This series brought together a small but committed group of Pacific leaders and emerging leaders who arrived with different experiences, responsibilities, and aspirations, but all holding the same desire – to strengthen their organisations and the communities they serve.

From the beginning, our approach was simple: create a safe, welcoming, culturally anchored space where people could learn, ask questions, share

openly, and build practical capability at a pace that suited them. Holding the programme at the MPP Offices in Manukau made a big difference. It was central for participants travelling from South and West Auckland, and the evening sessions fitted well around work and family responsibilities.

The environment at MPP played a huge role in the success of the programme. The room had a warm, steady feel that helped people settle quickly and engage. Our hosts, Losi and Leo-tele, were outstanding. Every week they chaperoned the setup of the venue, ensured everything we needed was in place, welcomed our participants, and

stayed with us right through until packing down at the end of each session. Their consistency, care, and hospitality helped create a sense of safety, stability, and belonging that carried through the whole series. We are deeply grateful to them and to MPP for providing an ideal home for the programme.

Across the programme we explored governance, leadership, communication and promotions, funding and finance, and strategic planning. A unique feature of this series was the way our internal ANCAD team worked together to deliver it. This was not a siloed effort. It was a genuine collective contribution. We were fortunate to have deep-dive



sessions led by Simon Ritchie on communications and promotions, Glen Hill on financial literacy and organisational finance, and Fiona Brennan on leadership, values, and the wider purpose of the mahi. Their input provided variety, depth, and practical insights that resonated strongly with participants.

We were also grateful for the session led by Lautalie Schmidt-Geen, who introduced AI tools and digital capability strategies. Many participants found this session particularly energising because it opened up new possibilities for promoting their organisations and working more efficiently.

Participants often commented on how helpful the programme was in building their confidence and understanding of key areas that once felt overwhelming. One participant shared that the communications and AI tools “opened my eyes to how much more we can do for our organisation with the right support.” Another reflected that governance and leadership discussions helped them “understand my role better and feel more confident stepping forward.”

Behind the scenes, as mentioned already, this programme was made pos-



sible through strong internal teamwork. I want to acknowledge Helen, our very competent administrator, whose support ensured the logistics, communication, and coordination ran smoothly throughout the series. Her contribution, along with the backing of the wider ANCAD team, made it possible to launch and deliver this programme with care and consistency.

The final showcase on 21 October was a powerful celebration of the participants’ journey. They spoke confidently about their organisations, their values, and the growth they experienced. Their families filled the room with pride, support, and encouragement. It was a reminder that capability building in our Pacific communities is not only about technical skill – it is also about identity, confidence, and belonging.

Most importantly, I want to acknowledge our participants, who took a punt on a brand-new programme. They arrived not knowing what to expect, but they trusted the process, leaned into the learning, and shaped the direction of the series through their honesty and courage. Without them, this course would not exist. I hope that the pain

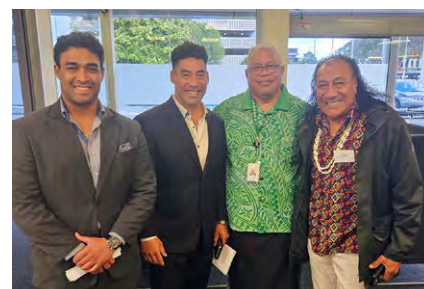


points they brought to the table were answered in meaningful ways, and that their organisations are now thriving, succeeding, or beginning to bear the early fruits of what they planted during the programme. Their commitment was the heartbeat of Talanoa Tupuaga.

We are also grateful to Foundation North, who supported this programme from the beginning. They took a risk on an idea that had not yet been tested, and their faith in the kaupapa allowed us to bring this vision to life. It paid off, and we thank them sincerely for backing our community-led approach.

What was accomplished in this pilot series was more than content delivery. It was the strengthening of people – their clarity, their purpose, their leadership, and their belief that they can continue to grow and contribute meaningfully to their communities.

As we look toward 2026, the foundation laid by this group provides real hope for what the programme can continue to become. Talanoa Tupuaga has shown that when we bring Pacific people together in the right environment, with the right supports, learning becomes powerful, relational, and transformative. ●





From the ground up

A grassroots history of community development in Aotearoa/New Zealand (1974-2026)

By Ruth Greenaway

*Women's Suffrage Day, Myers Park, 1975,
Auckland Libraries Heritage Collections
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ANCAD has commissioned Ruth Greenaway, and oral historian, historic researcher and storyteller to research and author a book celebrating the legacy of the original Council of Social Service network, (today known as Community Networks Aotearoa).

The book aims to explore the evolution of community development from a grassroots perspective, focusing on community leadership since the mid-1970s. The COSS network organisations represented communities from Northland, Auckland, Coromandel, Rotorua, Tokoroa, Tauranga, Waikato, Manawatu, the Hutt Valley, Wellington, Canterbury, Otago, and Southland. Over five decades, they all shaped local initiatives and supported their local communities in both challenging times and monumental social change.

Ruth has embarked on the project and to date has uncovered archival material, began interviewing people, and undertaken a literature review examining themes of different models of community development and the values inherent in community development

including that of community-led development, ethical practice, community wellbeing, placemaking, collaboration and partnerships, knowledge building, thought leadership, and celebrating diversity and inclusion.

The book will explore issues that arose over five decades, such as addressing community need, mobilisation and resistance, the impact of social policy and economic reforms, the challenge of funding the third sector, continued learning and social research, measuring outcomes in a regulatory environment, capacity and capability building, partnerships with government, grassroots leadership and innovation, and looking forward - the future of Community Development in Aotearoa/New Zealand.

The book aims to highlight the regional impact of up to 45 Councils, providing case studies of community leadership, advocacy, innovation, collaboration, initiatives, and programmes, all focussed on representing and uplifting the community sector.

Many of the Councils undertook advocacy to varying degrees to raise the

profile of the community sector this included writing submissions, holding conferences, forming strategic partnerships, developing capability training programmes, umbrellaing groups, lobbying local authorities, councils, and government, much of this work continues today.

As Aotearoa grapples with ongoing challenges like inequality, housing crises, employment, family violence, and climate change, reflecting on the successes and lessons of a grassroots movement such as the COSS/CNA network offers valuable insights for the future of community development in our society.

The project will take another eighteen months to complete, with a published book available for distribution. To find out more about this project please email: ruth@ancad.org.nz ●



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New Zealand Multicultural Arts & Sport Centre

By Eva Chen

Although newly registered, the Centre has been working at grassroots level for over six years to support children and young people to stay connected with Chinese culture and to build belonging in Aotearoa. Their commitment has nurtured the Chinese Cultural Group at Mt Albert Grammar School — performing at Unity Concerts in 2022, 2023, and 2024, and proudly progressing to Polyfest in 2025.

Beyond cultural performance, they run youth basketball sessions to encourage teamwork, confidence, and peer networks — helping young people “build your own family when you don’t have one in NZ.” With support from ANCAD’s Community Accounting programme, they strengthened their finance systems using Xero, and subsequently secured Auckland Council funding for cultural “snack performances” this year.

Across the community, there is a growing sense of pride and connection emerging from the Centre’s programmes. Young people speak of how empowering it feels to celebrate and

express their Chinese identity within mainstream community events, where they are welcomed, visible, and valued. Parents echo this sentiment, noting that the environment their children enter each week is one where confidence is nurtured and leadership naturally begins to take shape. Coaches and volunteers describe the basketball sessions as “whanaungatanga in action,” with friendships forming organically across different cultural backgrounds and young people discovering a shared sense of belonging. Behind the scenes, the Centre has also taken significant steps to strengthen its governance and financial systems — work that is already paying off. With improved structures and accountability in place, the organisation is now better positioned to secure new funding and scale its programmes, ensuring these positive impacts can continue to grow across the wider community.

Cultural connectors working across our communities are consistently highlighting a few practices that make the biggest difference. First, it’s essential to

meet people where they are — culturally, linguistically, and even geographically — recognising that true engagement starts with understanding the worlds they move in. Identity-building doesn’t happen in just one space, so supporting both arts and sports creates multiple pathways for young people to grow, express themselves, and belong. Another crucial investment is capability building: strengthening finance, governance, and



New Zealand Multicultural Arts & Sport Centre

strategic planning early on gives community groups the foundation they need for long-term success. Just as important is giving young people opportunities to be visible; performances at events like Polyfest are incredibly empowering and help affirm cultural identity in ways that resonate far beyond the stage. And finally, it's vital to value the "informal families" that naturally emerge within community groups — often becoming the first place where new migrants feel at home, connected, and supported.

Those working closest with the young people describe a powerful journey unfolding before them. "When we first started, many of these children felt disconnected — unsure where they fit in Aotearoa. But through dance, through music, through sport, they have found pride and friendship." One leader shared that watching the group perform at Polyfest felt like a true milestone — not just for the children, but for the belief that their culture deserves a place on every stage in New Zealand. Another reflected on the deep sense of connection that has grown within the group over time: "Here, we build our own family. We show that belonging is something you create together." These lived experiences from the field capture the heart of what community spaces can make possible: confidence, cultural pride, and a homegrown sense of belonging. ●



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

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COMMUNITY ACCOUNTING



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Community Accounting ceremony 2025

By Eva Chen

In late November we gathered for the Community Accounting Ceremony 2025 – a moment to celebrate the mahi, growth, and collective achievements throughout the year. The ceremony was not just an event, but a chance to acknowledge everyone who contributed to making this programme thrive – students, mentors, community organisations, partners and supporters.

In 2025, we worked alongside:

- 9 organisations in Semester One.
 - 2 organisations in the mid-year intake.
 - 11 organisations in Semester Two.
- A total of 20+ Chartered Accountant mentors generously volunteered their time and expertise, guiding students and supporting community groups through real-world financial challenges. At one point, we received 165 Expressions of Interest from students, showing the high demand and enthusiasm for this learning pathway.

We are also proud to share some meaningful outcomes:

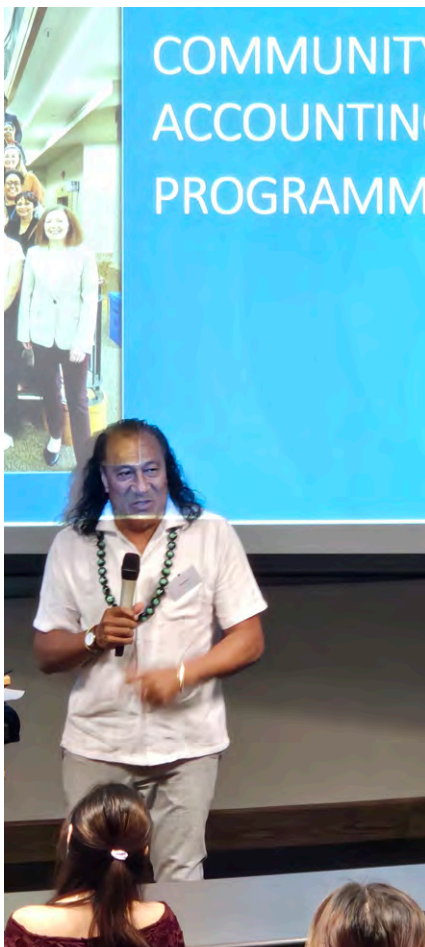
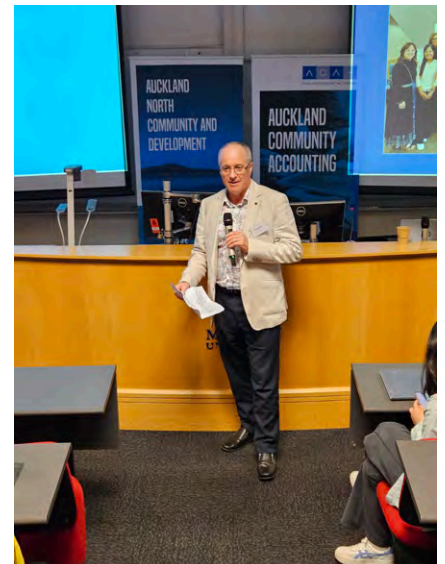
- 2 organisations successfully secured funding/grants after working with us.
- 5 students gained internships, part-time or full-time roles as a result of their participation.
- Our mahi reached beyond Tāmaki Makaurau – extending to Tauranga, Hamilton, and Tairāwhiti. This year brought lots of learning

Community Accounting Ceremony 2025

and reflection. Community Accounting is not just about financial statements – it's about capability building, financial confidence, implementation, governance, and empowering community organisations to do what they do best.

It was heart-warming to hear feedback from organisations who appreciated the patience and professionalism of our mentors and students, and from students who said the programme helped them bridge academic knowledge with real practice, gain confidence, and feel more connected to the community.

As we wrap up 2025, we celebrate the progress made, the relationships built, and the impact created together. Here's to continuing this journey in 2026 – supporting more communities, growing young professionals, and strengthening the ecosystem that holds our communities together. ●



FROM ANCAD'S ARCHIVES...BY RUTH GREENAWAY

FAR FROM FIXED

In the early 1990s, the fourth National government implemented a free-market approach to reducing public spending and welfare dependency. During this period, the North Shore of Auckland transitioned from a predominantly rural and suburban area to a rapidly urbanizing one. Up until then any claims of poverty on Auckland's North Shore had been considered as nothing more than 'mass hysteria.' However, communities were now faced with an increase demand for local food banks and urgent support for families.

In response, the North Shore Council of Community Social Services (NSCCSS) conducted a study into the effects of the welfare cuts, collecting data from various agencies and publishing reports titled "Far From Fixed?" From 1992 to 1995 these reports highlighted areas of soaring unemployment, health concerns, and growing poverty, challenging the perception of the Shore as a comfortable 'white-collar paradise.'

Re-branded as North Shore Community and Social Services, (NSCSS) argued that the North Shore City Council, was responsible for administering the country's fourth largest city with a population of more than 159,000 and that it should have a social development policy; it did not. Continued lobbying by NSCCSS led the Council to reinstate \$1 million in community funding after a NSCSS-led community protest in 1993. The North Shore City Council continued its work, with a succession of mayors including Paul Titchener (1992), George Gair (1995), and George Wood (from 1998).

The demand for housing increased, leading to the development of new suburban housing estates in areas like Albany. Money was also being poured into other facilities such as the North Shore Sports and Leisure Centre (now North Shore Events Centre) opened in 1992; Massey University's Albany campus opened in March 1993; the Bruce Mason Centre in Takapuna opened in 1996; North Harbour Stadium in Albany and the Albany Shopping Centre which both opened in 1997; and the Clear Communications Centre at Smales Farm which opened in 1999.

NSCSS kept making news headlines: *Study questions sustained growth, Street kids' parents gather for support, Group an outspoken voice, Service council calls meeting on housing, Community support groups short-handed and Shore has gaps in services shows report*

By 20027, research conducted by NSCSS showed that there were still gaps in social services available on the North Shore, in areas such as disability, domestic violence, the elderly, families, youth and migrants. Despite ongoing efforts, social well-being issues, such as poverty, child abuse, family violence, and homelessness, persisted.

Nowadays, ANCAD's work extends beyond the North Shore, but is still focusing on sharing knowledge and resources to support fairness, equity, and social justice in the wider community. ●



Shops on Glenfield Mall's upper floor. Glenfield Mall opened in November 1971 and was the first shopping mall on the North Shore. In 1986 a major extension was completed to include a Deka store and Big Fresh. In 1991 the lower level was refurbished with the addition of a food hall. A major upgrade completed by Westfield in 2000 saw the Mall increase to 30,000-square metres and include 114 speciality stores.

Ref: Auckland Libraries Heritage Collections T1812, Creative Commons Licence.



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 info@ancad.org.nz or call 0800 426 223



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