

Community Voices

The official magazine of Auckland North Community and Development

ANCAD
submission to
Parliament

Reflection:
Talanoa Tupuaga
Programme 2025

The NZ Ethnic
Women's Trust story

Did you know?
Women's herstory in
Aotearoa NZ

The
autumn
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



CEO Welcome

FIONA BRENNAN

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Haere mai and welcome to the Autumn 2026 issue of Community Voices. A warm welcome if you are a new reader. We hope you find the magazine encouraging, uplifting and informative. Please share your community news and stories with us. This magazine is a place where we can amplify your voices and your impact.

I continue to be inspired by the extraordinary mahi happening across our region and throughout Aotearoa. The stories in this issue reflect not only resilience but deep care, innovation, and the belief that communities themselves hold the wisdom and capacity to shape a more connected future.

We welcome new staff employees and specialist contractors to the ANCAD family this month. Mikayla Mackereth takes up the new SAM Table Facilitator role that supports our social services family violence response and coordination. Rachel Gu is our Youth In-

tern for Bays Youth Council and other youth engagement initiatives. We also welcome Keryn Grogan who undertakes therapeutic arts activities facilitation within the multi organisational collaborative Creative Learning Centre initiative. We have also recently been recruiting for an Events Assistant for our many workshops and community programmes. Look out for further announcements on this appointment in our e-news and on the website.

We acknowledge the mahi of our many volunteers and staff who bring resilience to work every day and live their commitment to their mission driven organisations through their dedication professionalism and heartfelt people-centered service. ●

Ngā mihi nui,
Fiona Brennan
Chief Executive Officer, ANCAD



**AUCKLAND NORTH
COMMUNITY AND DEVELOPMENT**
Te Runanga Ratonga Hapori o Te Raki-Pae-Whenua

Editorial – Autumn 2026

HOLDING THE THREADS OF COMMUNITY TOGETHER

By Fiona Brennan, Chief Executive Officer, ANCAD

As we enter Autumn 2026, this issue of *Community Voices* reminds us of the heart, strength, and ingenuity that define Aotearoa's community sector. In a landscape marked by ongoing change, rising pressures, and increasing complexity, the stories in these pages highlight what we see every day in our mahi:



“When communities lead our collective wellbeing grows.”

LEADERSHIP

Across the motu, everyday leaders are responding to the needs of their people with compassion, cultural insight, and unwavering determination. ANCAD's recent submission on the Emergency Management Bill reflects a theme woven strongly through many of this issue's stories - our communities, especially migrant and ethnic communities, are not just recipients of emergency information - they are essential partners playing an indispensable leadership role. As first responders, interpreters, connectors, organisers and trusted advisors. As Parliament reshapes the country's emergency management sys-

tem, it is essential these leaders are recognised and resourced.

STRENGTHENING CAPABILITY, CONFIDENCE, AND CONNECTION

Capability building remains a cornerstone of our sector's resilience. Through the LiiFT Aotearoa learning pathways programmes and our bespoke supports services, we continue to hear clearly the challenges organisations are facing- navigating Incorporated Societies Act reforms, managing governance role clarity, responding to funding pressures, and preparing for future uncertainties.

Yet there is so much to celebrate. Pacific led organisations engaging in the Talanoa Tupuaga programme, leaders from Asian Family Services deepening their governance skills, and local groups embracing practical, culturally grounded tools all demonstrate the sector's willingness to learn, adapt, and grow.

WHERE OPPORTUNITY AND IDENTITY FLOURISH

This issue highlights the transformational power of inclusive opportunity. From the creative leadership of Bays Youth Council, the Mairangi Arts Centre community hub and the cultural pride nurtured by the New Zealand Multicultural Arts & Sport Centre - these stories remind us that community development is not only about services and programmes - it is about belonging, voice, and visibility.

BUILDING SUSTAINABLE FUTURES

The Community Accounting programme continues to strengthen organ-



“When people see themselves reflected in their community, they flourish.”

isations from the inside out. Groups like Kauri Choir and the NZ Ethnic Women's Trust are building confidence in financial management, governance, and planning - foundations that ensure their mahi will continue to uplift future generations.

HONOURING OUR PAST, SHAPING OUR FUTURE

This issue also takes us back through the stories of the COSS network and the story of women in Aotearoa. These reflections ground us in the long arc of advocacy, courage, and community action that brought us to today and guide the path forward.

As we look ahead, one thing is clear - our communities hold the threads that keep us resilient, safe, and connected. As always, our commitment remains to walk alongside you, supporting thriving communities across Aotearoa. ●



ANCAD submission to Parliament

Photo: A.I. generated

Building an emergency management system that works for everyone

Why Auckland's ethnic communities must be at the centre of New Zealand's new emergency resilience framework

When severe weather battered Auckland in recent years, something became unmistakably clear – our communities are often the first responders. Neighbours evacuate neighbours, faith groups open their doors within hours, and ethnic community leaders become lifelines for families navigating confusing systems in unfamiliar languages.

As Parliament considers the **Emergency Management Bill (No. 2)**, Auckland North Community and Development (ANCAD) argues that the new legislation is an important opportunity - not just to strengthen national structures, but to recognise the real, everyday responders in Aotearoa's most diverse city.

AUCKLAND'S DIVERSITY MAKES INCLUSION ESSENTIAL

Auckland is home to one of the most multicultural populations in the southern hemisphere. Pacific, Asian, Middle Eastern, Latin American, and African communities form the social fabric of the region. Yet, during the 2023 floods and cyclone season, many of these communities faced the greatest barriers to safety:

- Warnings that were never translated.
- unclear evacuation instructions.
- limited visibility of official responders in cultural spaces.
- low trust or familiarity with government systems.

The Bill recognises the need for a "whole-of-society" emergency management approach. ANCAD's submission strongly supports this intent but calls for more robust, practical measures to ensure ethnic communities aren't an afterthought, but a core part of the system.

PUTTING COMMUNITY LEADERSHIP AT THE TABLE

The Bill proposes stronger roles for communities and iwi Māori, including representation on regional committees. ANCAD recommends going further by formally including ethnic community representation on these bodies.

Ethnic organisations already play critical roles during crises - coordinating

Building an emergency management system that works for everyone

food distribution, providing translation support, offering shelter, and reaching families who might otherwise fall through the cracks. Giving these leaders direct involvement in planning and decision making will strengthen the entire system.

COMMUNICATION: MORE THAN TRANSLATION

Effective emergency communication is not simply about converting English messages into other languages. It is about relationships, trust, and giving communities the knowledge they need well before a crisis strikes.

ANCAD calls for:

- Statutory **multilingual warning systems**.
- Preparedness education delivered through cultural centres, faith communities, and language schools.
- Ongoing training to ensure community leaders understand emergency processes and can guide families through them.

When trusted leaders know how the system works, vital information reaches people faster and more clearly.

RESOURCING COMMUNITY-LED RESPONSE

Repeatedly, Auckland has seen community groups mobilise long before formal response systems fully activate. Yet these same groups often operate with no resourcing, no formal recognition, and no clear channels for coordination.

The submission urges the government to establish dedicated funding streams for multicultural preparedness,

response training, and community resilience initiatives. If communities are already responding, they should be supported to do so safely, sustainably, and in partnership with official agencies.

AUCKLAND'S UNIQUE GOVERNANCE NEEDS

With one council overseeing more than 1.7 million people, Auckland requires a tailored approach. ANCAD recommends that Auckland's emergency management structures reflect not only geography but also the region's cultural



diversity. This includes requiring Auckland Council to demonstrate how ethnic communities were engaged in developing local emergency plans.

SHARED LEADERSHIP WITH MĀORI

The Bill's commitment to Māori leadership - including a National Māori Emergency Management Advisory Group - is a significant step forward. In Auckland, where iwi and ethnic commu-

nities frequently work together at grass-roots level, there is real opportunity for **inclusive partnership models** that strengthen both Māori leadership and multicultural capability.

BUILDING RESILIENT INFRASTRUCTURE FOR DIVERSE COMMUNITIES

Infrastructure failures hit some groups harder than others - especially migrants in insecure housing, newcomers unfamiliar with support systems, and large multi generational households. ANCAD recommends that the Bill require planners to assess and mitigate disproportionate impacts on ethnic communities when designing critical infrastructure and emergency plans.

MOVING TOWARD A MORE EQUITABLE SYSTEM

Ultimately, the Emergency Management Bill (No. 2) has the potential to reshape how New Zealand prepares for and responds to emergencies. But its success relies on recognising the people who already hold their communities together when disaster strikes.

For Auckland, that means embedding ethnic community leaders into planning and governance, ensuring communication is culturally accessible, and resourcing the community led response capability that consistently proves essential.

Strengthening emergency management is not just about systems - it's about people. And when all communities are informed, empowered, and included, Aotearoa becomes safer for everyone. ●

UPDATE. The Bill is **still under consideration by the Governance and Administration Select Committee**. The committee period is active and runs until **8 June 2026**, when its report back to Parliament is due. No second reading has yet occurred, and the Bill has not progressed to the Committee of the Whole House or Third Reading stages.



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

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LiiFT Aotearoa: Building capability for community impact

LiiFT Aotearoa is the learning and capability pathway developed by Auckland North Community and Development (ANCAD) to support the growth and sustainability of community and for-purpose organisations across Aotearoa.

Through practical workshops, sector insights, and useful tools, LiiFT seeks to both inform and inspire those serving in governance, leadership, and operational roles. The two “i’s” in LiiFT reflect this purpose — learning that informs practice and inspires confident leadership within community organisations.

LiiFT focuses on strengthening the core capabilities organisations need to thrive. These include governance and accountability, leadership and decision-making, funding and sustainability, financial stewardship, organisational culture and wellbeing, systems and operations, impact and learning, and digital communications. Together these areas support organisations to strengthen their

foundations, improve effectiveness, and plan confidently for the future.

Recognising that organisations develop over time, LiiFT supports learning across four stages of organisational development – Foundations, Strengthen, Sustain & Scale, and Renew & Re-imagine. This Learning & Pathways approach helps leaders access capability support that is relevant to their organisation’s current needs and future aspirations.

Delivered by experienced facilitators and sector specialists, LiiFT sessions provide practical insight and tools that organisations can apply directly in their governance, leadership, and community work.

Through LiiFT, ANCAD continues its long-standing commitment to strengthening community organisations so they can continue making a positive difference in the communities they serve.

For more information about upcoming learning opportunities, visit:

www.LiiFT.nz

Trusted across Aotearoa

This map shows where organisations have engaged with LiIFT learning over the past year, based on registration data.





INFORM AOTEAROA INSPIRE

What we're hearing from community organisations in 2026

Insights from ANCAD's LiiFT Aotearoa sessions and ANCAD community events

Through LiiFT workshops and ANCAD forums, participants are regularly invited to share their perspectives through live polling. While not a formal survey, these responses provide a useful snapshot of the issues currently shaping community organisations and the areas where capability support is most needed.

By Simon Ritchie, ANCAD

GOVERNANCE CAPABILITY

In a recent governance workshop exploring the new Incorporated Societies Act requirements, many participants indicated that their boards are still navigating the changes. While some organisations had begun the re-registration process, a significant number were unsure what stage their organisation had reached. Confidence levels were also low, with nearly **70% reporting limited confidence that their boards fully understand the new legal requirements.**

Another governance poll explored how clearly the roles of governance and management are understood within organisations. Only a small number of respondents said the distinction was very clear. Most participants indicated that while roles are generally understood, they sometimes become blurred. This reflects a common challenge in volunteer-led organisations where board members and operational leaders often work closely together, highlighting the importance of strengthening governance capability and role clarity.

FUNDING PRESSURES

At ANCAD's Community Funding Forum, organisations were asked about their biggest funding challeng-

es. The most common difficulty reported was **identifying the right funders (63%)**, followed by **limited time or organisational capacity (41%)** and **writing strong applications (41%)**. When asked about their funding approach for 2026, only **6% reported having a clear funding plan**, while many organisations said they were still working through their strategy.

LOOKING AHEAD TO 2026

Participants in another LiiFT session were asked how confident they felt about preparing for the pressures of the coming year. While **44% felt somewhat confident**, more than half reported feeling **unsure or concerned**, and none described themselves as very confident. The results suggest that many organisations recognise the challenges ahead but are still developing the strategies and capability needed to respond.

Across these discussions, a common theme emerges: Community organisations are deeply committed to their work but are operating in an increasingly complex environment. Strengthening governance capability, funding strategy, and organisational resilience continues to be a priority across the sector.

These conversations sit at the heart of LiiFT learning, helping organisations strengthen the capability, confidence, and systems needed to sustain their work in the years ahead.



Asian Family Services (AFS)

A LiiFT Aotearoa impact story

By Gigi Hui

Joining the Asian Family Services (AFS) board has been an inspirational journey. Established in 1998, AFS is an NGO that has long been a pillar of support for Asian communities across Aotearoa, delivering culturally responsive services, public health education and counselling for those experiencing gambling harm or mental health challenges.

I joined the board with strong alignment to their kaupapa, lived experience connected to the communities AFS serves, and experience in human resources, organisational development and coaching.

I'm grateful for the wisdom my fellow AFS board members offer and the learning that comes from observing how they operate, as well as mentors within my network who have generously shared their governance expertise.

I knew I had to be intentional in how I develop my governance knowledge, which is different to management, particularly in an NGO where governance and management can easily become blurred. That's where ANCAD's LiiFT Aotearoa came into the picture.

I discovered LiiFT last year and have since attended several of their Governance Matters sessions. Their learning is practical, focused, and grounded in real governance experience, designed to inspire and build the capability of boards. Life is busy, but even when I'm dialling into sessions with a headset on, juggling dinner and bedtime routine with my preschooler, the learning lands, speakers are boahJoining the Asian Family Services (AFS) board has been an inspirational journey. Established in 1998, AFS is an NGO that has long been a

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ANCAD's LiiFT training has helped strengthen my governance muscle as a board member. I've enjoyed the learning they provide and look forward to future sessions to equip me with the knowledge to serve AFS who is doing life changing work in the community. ●

ABOUT AFS

Asian Family Services (AFS) is a non-governmental organisation committed to delivering mental health and gambling harm minimisation services for Asian communities residing in New Zealand since 1998. The team consists of New Zealand-trained Asian clinical practitioners, public health experts, and cultural support workers to provide comprehensive and culturally responsive care throughout the country. The nationally operated Asian Helpline (0800 862342) offers free and confidential support to Asian individuals without visa restrictions, available in eight languages: Mandarin, Cantonese, Hindi, Korean, Vietnamese, Thai, Japanese, and English.

asianfamilyservices.nz



ABOUT GIGI HUI

Gigi Hui is a coach and seasoned HR professional with a background in various industries and businesses like PwC and Deleat (Oyster Bay). She is a current Board Member for Asian Family Services (AFS). Her passion and commitment to developing and empowering others fuels her coaching and consulting business, Creation Hubs, where she works as a certified coach and consultant, helping individuals and those in management and leadership navigate their careers through specialised coaching, management and leadership development.



Reflection: Talanoa Tupuaga Programme 2025

By Toni Helleur, Development Navigator & CEO, I AM Māngere

Before joining Talanoa Tupuaga programme, I AM Māngere was supporting a growing number of community champions and Pacific led organisations who needed guidance in governance, funding, digital capability, and organisational development. As Development Navigator and CEO, I could see that our people were hungry for this knowledge, yet many lacked access to practical, culturally grounded tools. I realised that to serve them well, I needed to upskill myself — not just to understand the content, but to experience the programme firsthand so I could refer others with genuine insight and confidence.

It felt like the right time to seek support because our organisation was

moving into a phase where stronger systems, clearer processes, and more capability building were essential. I wanted to strengthen my own leadership toolkit so I could better guide the champions and groups who rely on us. ANCAD's Talanoa Tupuaga offered a space that aligned with our values — Pacific led, hands on, and grounded in real world application.

The most helpful parts of the programme were the step by step activities, case studies, and the way ANCAD's Pasifika Capability Lead, Clark Tuagalua broke down complex topics into simple, practical learning. Governance, funding pathways, and digital tools were presented in a way that made sense for

Pacific organisations, and each session added something meaningful to my kete. The cultural grounding of the programme made the learning feel relevant, empowering, and deeply connected to the communities we serve.

Since completing the programme, I have gained greater clarity and confidence in how to support Pacific led groups through their development journeys. I now have practical tools, templates, and frameworks that I can share directly with our champions. Our internal capability at I AM Māngere has strengthened, and I feel more equipped to guide organisations through governance conversations, funding readiness, and system improvements as well as

continual referrals to attend this programme themselves in person. This has already led to clearer processes, stronger referrals, and more intentional support for our community partners.

These changes have had a direct impact on the community champions and groups we serve. With stronger knowledge and better tools, I can provide more meaningful guidance, helping groups become more confident, organised, and sustainable. This lifts the quality of support available across Māngere and ensures our champions are better positioned to deliver for their own communities.

Looking ahead, I am excited to continue sharing what I've learned and to actively encourage Pacific led organisations to participate in ANCAD's Talanoa Tupuaga programme. The programme has strengthened my leadership and reaffirmed my commitment to building capability across our community. My next steps are to embed this learning into our development pathways at I AM Māngere and continue championing opportunities that uplift and empower our people.

WHO IS I AM MĀNGERE?

Many Streams of Our Community Trust – Ngā Manganui o te Hapori – is a community led charitable trust estab-

lished in 2020 after many years of grassroots action in Māngere. Grounded in the principle he tangata, he tangata, he tangata, our work centres on people, relationships, and collective wellbeing.

Our flagship initiatives – I AM Māngere, the Māngere Community Enviro Hub, Street Chats, and the Nesian Collective – act as local connectors, mobilisers, and enablers. Developed by the

“ANCAD's Talanoa Tupuaga programme showed me what's possible when Pacific leadership is taught through a Pacific lens — practical, empowering, and deeply connected to our people.”

community, for the community, these initiatives bring together contributors, champions, organisations, and whānau to build a thriving and supported community across Māngere, Ōtāhuhu, and neighbouring suburbs.

We create shared community spaces, mobile engagement hubs, and trusted navigation support that help individuals, families, and groups access

services, opportunities, and pathways that strengthen their wellbeing. Our model is increasingly being replicated as demand for our approach grows. Working from neighbourhood streets through to regional and national stakeholders, we ensure community voice, needs, and aspirations shape the systems that affect them, while identifying gaps and opportunities to create meaningful, lasting change.

WHAT DO WE DO?

- **Support for individuals and families** (helping people navigate the range of social services, support, and opportunities available to them; Street Chats; mobile service hub; advocacy).
- **Empowering community champions** (connecting people to others in the community with capability and experience in navigating certain issues, systems, and services)
- **Connecting the community (facilitating cross-sector engagement;** bringing community and organisations together to work together; forum and network involvement)
- **Capacity building for community groups** (shared workspace; upskilling local groups in governance, admin, funding applications; sourcing seed funding for start-ups). ●





Bringing community together

Supporting the ninth Community Christmas Charity Tea gathering

By Eva Chen, ANCAD

In December 2025, the New Zealand Community Charitable Trust hosted its ninth annual Community Christmas Charity Tea, bringing together seniors, community leaders, volunteers, and local organisations for a celebration of connection and generosity. The event created a welcoming space where older members of the community, particularly those who may live alone - could enjoy companionship, entertainment, and a shared festive meal.

The gathering highlighted the power of collaboration across the community sector. Local organisations, businesses, and volunteers contributed time, resources, and sponsorship to make the event possible. Representatives from community organisations, including Auckland North Community and Development (ANCAD), joined civic leaders, local businesses, and cultural groups in supporting the initiative.

The day featured performances,

music, and entertainment, along with opportunities for participants to connect and share stories. Volunteers played a central role in welcoming guests, co-ordinating activities, and ensuring that attendees felt valued and included. The event also recognised community milestones, including celebrating a local resident approaching her 101st birthday.

Behind the scenes, a dedicated team from the New Zealand Community Charitable Trust worked alongside



New Zealand Multicultural Arts & Sport Centre



volunteers and partners to organise the event. Their efforts demonstrate the importance of strong community leadership and collaboration in supporting wellbeing and social connection, particularly during the holiday season.

In her address, NZCCT Chairperson Misty Leong stated:

“May public welfare become a bridge connecting generations, and may every senior citizen have dignity, companionship, and warmth in society.”

Events like this reflect the collective commitment of community organisations across Auckland to ensure that no one feels isolated at Christmas. Through partnership and goodwill, initiatives such as the Community Christmas Charity Tea continue to strengthen relationships and bring people together. ●





Strengthening community through music and capability: The Kauri Choir story

By Eva Chen, ANCAD

Kauri Choir Inc is a community organisation that supports Chinese seniors in North Auckland. The choir brings people together through singing, dancing, and performing at community events. These activities help seniors stay active, connected, and proud of their culture.

In 2025, Kauri Choir participated in the ANCAD Community Accounting Programme. Before this, the choir faced some challenges. The organisation was growing, but many committee members are Mandarin-speaking seniors, so language was sometimes a barrier when preparing documents. The group wanted to improve their funding application, understand compliance requirements, and plan for long-term sustainability.

Through ANCAD, the choir received support from Chartered Accountant mentors and university accounting students. The programme lasted six weeks and included structured sessions and meetings. The support helped the choir improve its understanding of the New Zealand funding system. Importantly,

much of the support was delivered in Mandarin, which made it easier for committee members to understand and participate confidently.

After completing the programme, Kauri Choir became more organised and confident. Financial processes are now clearer and more transparent. Committee members feel more comfortable discussing financial plans and making decisions. The choir has also expanded its community activities, including performing at retirement villages and organising larger celebrations for Chinese New Year.

With stronger governance and financial systems, Kauri Choir is now better prepared for future growth. The organisation can plan events more carefully, work with partners more professionally, and explore funding opportunities.

By strengthening its internal systems, Kauri Choir can continue supporting seniors and building stronger connections within the wider Auckland community. ●



ToP: Lunar (Chinese) New Year celebration in Sunnynook.

Above: Eva Chen with one of the board members of Kauri Choir Inc.

Below: Eva Chen with Lisa, our contact person for the Community Accounting programme.





My experience at the Community Accounting programme, 2024 – 2025

By Erroll Gibson

While studying a Bachelor of Accountancy at Massey University in Auckland, I had the opportunity to volunteer with ANCAD's Community Accounting programme. I was interested in the programme because it offered the chance to gain practical accounting experience while contributing meaningfully to the community. My father was a volunteer firefighter for almost fifty years, so from an early age I learned the impact that can be made from giving back to the local community. Some community organisations face financial challenges or uncertainty, and the programme provides a space where they can receive guidance and support in understanding their financial situation. Being part of that process was both a valuable learning experience and a reminder of the real-world impact that accounting skills can have.

Through the Community Accounting programme, I worked with clients from a variety of backgrounds, each with their own financial questions and circumstances. Often, the most important part of the process was listening carefully to understand their situation and then helping them organise their financial in-

formation in a clear and practical way. For many clients, accounting terminology and systems can feel confusing and sometimes overwhelming, so one of the key skills I developed was learning how to communicate accounting concepts in a way that was simple and approachable. This experience helped me realise that accounting is not just about numbers and technical knowledge, but also about supporting people and organisations to make informed decisions about their finances.

Volunteering in the programme also helped me build confidence in working with real financial information and interacting with clients in a professional setting. While studying accounting provides a strong technical foundation, working directly with community members added an important practical dimension to my learning. It allowed me to apply the knowledge I was developing in my degree while also gaining insight into the kinds of financial challenges organisations face in everyday life.

Another aspect I appreciated was the collaborative nature of the programme. Working as a team with other students and a Chartered Accountant mentor

created a supportive learning environment where we could discuss different situations and learn from each other's perspectives. This strengthened my technical understanding but also reinforced the importance of teamwork and communication in professional practice.

Looking back, my experience with the Community Accounting programme played an important role in preparing me for my career in accounting. The programme helped me develop confidence, communication, and leadership skills, as well as an appreciation for the broader social value of financial knowledge. Since completing my degree, I have started my career as an Assistant Auditor at Audit New Zealand, where I continue to build on many of the skills I developed through volunteering. My experience reminded me that accounting is ultimately about helping organisations understand financial information and make good decisions. I am grateful for the opportunity the Community Accounting programme provided me in developing skills to support the community both in a practical and meaningful way. Thank you, Eva, the Chartered Accountant mentors, and the ANCAD team. ●



Strengthening systems to support communities: The NZ Ethnic Women's Trust story

By Eva Chen, ANCAD

NZ Ethnic Women's Trust was established in 2001. For more than 20 years, the Trust has supported ethnic women and families across Aotearoa New Zealand. It is a well-established organisation with strong community trust and grassroots experience. The Trust works closely with mums and families, especially migrants and former refugees who are new to New Zealand. It helps them feel connected, confident, and supported as they settle into a new country.

In 2024, the Trust joined the ANCAD Community Accounting Programme. This was not because the Trust was struggling, but because it wanted to strengthen its systems while continuing to grow.

As the Hamilton group expanded

over the past two years, the Trust travelled regularly to visit families, support local leaders, and build capability. When the needs in Hamilton increased, representatives also visited the MSD Hamilton office to advocate for the community.

Because the Trust supports migrants and former refugees, the needs can be complex. Strong financial systems, clear reporting, and good governance are important when working with government agencies and funders. ANCAD's community accounting support and leadership programmes provided useful capability building in these areas.

ANCAD offered accounting mentors, university students, and practical advice. They helped with understand-

ing financial reporting, governance processes, and accountability systems. This support was ongoing and relationship based.

The Trust was already doing strong community work on its own. ANCAD's involvement added another layer of support, making the organisation more holistic and sustainable. Financial management is now clearer, governance conversations are stronger, and the Trust feels more confident advocating for wider community needs.

Looking ahead, NZ Ethnic Women's Trust will continue supporting families while strengthening its systems, ensuring long-term sustainability for the communities it serves. ●



Showcasing Mairangi Arts Centre

By Deb Humphries, ANCAD

Photo: A.I. generated

I wanted to take the opportunity to Showcase Mairangi Arts Centre because of the fabulous partnership they bring to ANCAD.

Mairangi Arts Centre has been a pivotal member of the Bays in Action Collective for the past 5 years. We have dreamed big dreams together of what we could do to provide greater opportunities for youth wellbeing through youth development.

The Bays in Action Collective have listened to the hopes and dreams of our community, especially our young people and what has been a constant echo is the need for a dedicated Youth Hub. A space where young people can access support but also where they can show leadership, self-agency and voice.

Art Centres have needed to be innovative; funding constraints and pressures have required thinking outside the box and bold action. Mairangi Arts Centre has embraced new ways of being and the challenges that come with creative new endeavours. MAC has become a HUB for the community, supporting community cohesion and pro-

viding a space for all to feel welcome.

In February together we launched our new Creative Learning Centre, many wonderful initiatives are embracing the space but one in particular echoes from our Bays in Action korero. A programme has been developed for local intermediate schools. The programme provides structured, therapeutic, creative, and community-connected learning pathways designed to strengthen wellbeing, increase belonging, and enable successful transition back into mainstream education or alternative

pathways. Not at all BAU for an Arts Centre but BAU for an organisation creatively embracing their community and working collaboratively to create something incredibly needed.

Bays Youth Voice look forward to interviewing everyone involved over the next few months and sharing our early wins, learnings and impact...but, for now, we just celebrate the launch of this incredible space and say a big THANK YOU to Mairangi Arts Centre for being BOLD, BRAVE and EMBRACING their community. ●





Empowering the next generation

The support of youth leadership in the community

By Rachel Gu, Youth Intern, ANCAD

Even with boundless passion, youth-led initiatives often face a “sustainability gap.” It is common for a youth-led initiative to lose its momentum as people graduate and move on to another chapter of life, however this was not the case for Bays Youth Council. From the very beginning ‘till now, ANCAD has always been a part of the journey, not only acting as an anchor but also a source of empowerment that allows the youth council to grow and build momentum. Because of ANCAD’s steady hand, the Youth Council’s capacity has grown exponentially. No longer just a consultative group of 5-8 youth but a group of 20 young individuals across year 9 to year 13 who are now leading and initiating events.

ANCAD provided a range of support such as a consistent framework of mentorship, networking opportunities and strategic support. Rather than directing Bays Youth Council to host certain initiatives, ANCAD empowered them to do what they believe will interest and benefit youth.

From the early initiatives such as clothes swap and beach clean-ups to the more recent events such as supporting the consultation of Auckland Mayoral Plan, ANCAD provides the strate-

gic scaffolding that allows the young leaders to navigate the complexities of organizing and hosting initiatives but also the opportunity to learn from their mistakes.

The recent consultation of Auckland Mayoral Plan at Summer showcased how important ANCAD’s support for Bays Youth Council has been. Infusing the plan with youth-led vibrancy, Bays Youth Council used lollies as votes and created engaging visuals to allow young people to gain an idea of the main aspects of the plan. Within the period of 4 hours, more than 80 individuals took the initiative to vote and take a lolly as a reward for themselves too!



Looking at the votes, transport and economic concerns are the main focus for many youth, with a combined 36 voters who believe Auckland Council should focus on these areas. Other voices that were captured highlighted the need to increase opportunities for youth. Some of the answers to the question “As youth, what do you want to see in our community,” were: “Uni student expo on specific subjects” / “Uni intro/ prep guide”, “More youth performance opportunities,” “Safer/ more punctual public transport” and “Job market guide and what you can do.”

Today, Bays Youth Council continues to thrive under the support of ANCAD. Many initiatives are already being planned and executed for the coming month such as a potential collaboration with the Browns Bay Chinese Society to celebrate Chinese Lunar New Year with the importance of sustainability in mind (the idea is to make dumplings from vege gardens and calculate how much carbon has been saved).

Thanks to ANCAD’s continuous support and their provision of a professional ‘safety net’, Bays Youth Council will continue to empower the community as well as mentoring the next wave of young leaders. ●



Did you know?

Women's herstory in Aotearoa NZ

By Ruth Greenaway, Writer and Storyteller, ANCAD

Land Girls, 1945. A group of up to 26 land girls lined up outside the main recreational block at the Patumahoe gardens. Auckland Libraries Heritage Collections 1631-ALB319-04-04

The first woman to graduate from university was Kate Milligan Edger (1857–1935); graduating with a Bachelor of Arts (BA) on July 11, 1877, from the University of New Zealand in Auckland. She was also the first woman in the British Empire to earn a BA.

The movement for equal pay in New Zealand began in the 1890s, gaining momentum after women won the vote in 1893, with the National Council of Women (NCW) adopting the concept in 1897. Driven by unions and women's groups, the campaign sought to address "sweated" labour and pay discrimination, ultimately leading to the Government Service Equal Pay Act (1960) and the Equal Pay Act (1972).

The first female Mayor in NZ (and the British Empire), was Elizabeth Yates

(1840–1918); elected mayor of Onehunga Borough Council on November 29, 1893. Despite facing intense, gender-based opposition during her term, she achieved significant local improvements before her tenure ended in 1894. Dame Catherine Tizard in 1990 a former Mayor of Auckland became **the first woman Governor-General** and held the post until 1996. Dame Silvia Cartwright became **the first woman High Court judge** in 1993.

The first woman in parliament was Elizabeth McCombs (1873–1935), a social reformer and Labour Party member. While women won the right to vote in 1893, they could not stand for election until 1919. Elizabeth was the first of many women to enter the House of Representatives, with women finally achieving a majority in Parliament in 2022. In

1949 Iriaka Rātana successfully contested the Western Māori seat and became **the first Māori woman in Parliament**. She held this seat for 20 years. Whetū Tirikātene-Sullivan held the Southern Māori seat and was appointed minister of tourism in 1972, making her the first Māori female cabinet minister. Sandra Lee won the Auckland Central seat in 1993. She was the first Māori woman to hold a general seat in the New Zealand Parliament.

Jenny Shipley was **the first female Prime Minister of New Zealand**, serving from December 8, 1997, to December 10, 1999. A member of the National Party, she took office following a leadership change. While she was the first woman to lead the country, Helen Clark was the first elected female Prime Minister. was the first female Prime Minister

Did you know? Women's herstory in Aotearoa NZ

of New Zealand, serving from December 8, 1997, to December 10, 1999. A member of the National Party, she took office following a leadership change. While she was the first woman to lead the country, Helen Clark was the first elected female Prime Minister. Jacinda Ardern (2017–2023) also served as female Prime Ministers of New Zealand.

•
The Order of the Good Shepherd (OGS) was a pioneering Anglican order of women in New Zealand, founded in Auckland in 1894 by Sister Frances and Mother Hannah to support the poor, while the Community of the Holy Name (CHN) was a related Anglican community of sisters that later absorbed the order, with both playing a significant role in New Zealand's social welfare.

•
The National Council of Women was established in NZ on April 13, 1896, in Christchurch to unite women's groups, promote gender equality, and advocate for social, political, and economic justice. Founded by suffrage leader Kate Sheppard, who served as its first president, the organisation emerged shortly after women won the vote in 1893. At its peak had a membership of over 150 women's organisations across the Dominion.

•
The first Union for women was the Dunedin Tailoresses' Union (1889), was established to fight poor working conditions for women. The Working Women's Resource Centre was established in 1984, Auckland supported working women and unions.

•
The first women's centre in NZ was known as the Mother's Rest Building (1918). Built in Heretaunga to provide a dedicated space for women, now known as the Heretaunga Women's Centre.

•
The first rural women's institute was Rissington Women's Institute in Hawke's

Bay, founded on 7 February 1921 by Miss Anna Elizabeth Jerome Spencer and Amy Hutchinson. It was established to support rural women and initiated the growth of the Women's Institute movement across the country. Up to the 1990s, **the Federation of Country Women's Institutes** (CWI) frequently claimed to have the largest membership of any women's organisation in New Zealand. Named the Women's Institutes (WI) until 1952, its aim was 'the improvement and development of community life' in rural areas, by bringing women together to discuss matters of mutual concern.

•
Contraception became freely accessible in the 1920's with the invention of the diaphragm. Other key milestones include the founding of the **Family Planning Association** in 1936, the introduction of the pill in 1961, (initially for married women), and the Contraception, Sterilisation, and Abortion Act (1977), marking a major shift toward reproductive autonomy.

•
Women doing 'men's work.' Māori women, like their Pākehā counterparts, took a role in running farms and increasingly in working in factories. While fewer than 50 Māori women were working in industry in 1926, the number increased tenfold by 1945 to around 500. This began the increasing urbanisation of Māori. Nearly 4,000 New Zealand women joined the **Women's Land Service** (formed 1942) to fill critical agricultural labour shortages caused by men enlisting. These "land girls" performed vital work including shearing, milking, and fencing, often facing, harsh, isolated conditions. They were honoured with a memorial in 2022.

•
Alien marriages meant that women who married 'Aliens' (immigrants, other

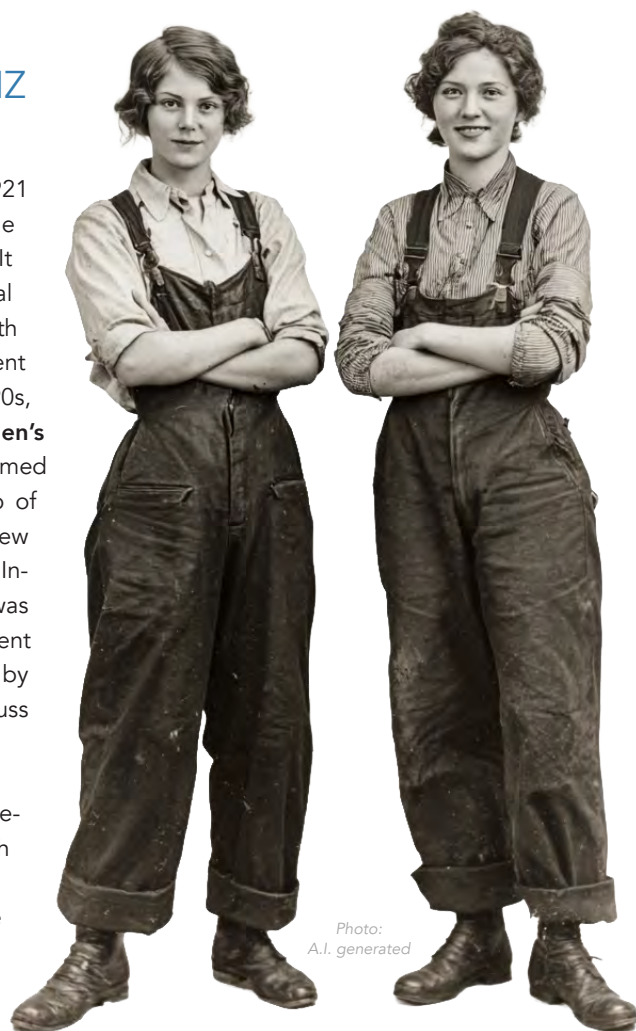


Photo:
A.I. generated

than British), were stripped of their NZ and British citizenship until 1946 when a major shift occurred where it was enacted that no British woman lost her nationality on marriage to an alien, even if she gained her husband's nationality, unless she specifically declared herself an alien. The Aliens Act (1948) passed just before the introduction of New Zealand citizenship; this act regulated the rights of non-citizens in the country. The Citizenship Act (1978) formalised the modern definition of a New Zealand citizen and, by extension, defined an alien as a person who does not have the status of a New Zealand citizen, Commonwealth citizen, or British protected person.

•
The New Zealand 'Woman's Weekly' began on December 8, 1932, during the Depression to provide "usefulness, cheerfulness and happiness" to readers. Launched by Otto Williams and Audrey Argall, it featured cooking, romantic stories, and knitting patterns.

Did you know? Women's herstory in Aotearoa NZ

The Māori Women's Welfare League was established in 1951 to support Māori in areas such as housing, health, and education. The league spread quickly throughout the country, with 300 branches formed within five years.

Forced adoption of children from young, unmarried women significantly decreased and began to end in the mid-to-late 1970s and early 1980s. The era of widespread coerced adoption, often called the "baby scoop era" (roughly 1940–1980), was driven by societal pressure, stigma, and legal structures that favoured placing children with married couples.

'Reclaim the night' marches were first held in New Zealand in the 1970s, moving through entertainment districts or areas women avoided out of fear.

Māori women were at the forefront of Māori protest movements about land rights, racial inequality, and Māori sovereignty during the 1970s and 1980s. A number, such as Ngahua Te Aweko-tuku, Ripeka Evans and Donna Awatere, were influenced by the women's liberation movement, which critiqued the perceived patriarchal nature of traditional Māori leadership. Some Māori feminists raised the issue of Māori women's speaking rights on the marae. Many of these Māori women found themselves at the vanguard of the violent clashes between anti-apartheid protesters and the police during the controversial 1981 rugby tour by the South African Springbok team. These clashes were captured by prominent Māori filmmaker Merata Mita in her movie Patu. Two of the most outspoken land-rights campaigners of the 1970s were Whina Cooper and Eva Rickard. Cooper, at the age of 79, led the 1975 hīkoi (land march) from Te

Hāpua to Wellington. Eva Rickard led a group of protesters in occupying the Raglan golf course, taken from its Māori owners originally for use as an airstrip in the Second World War.

The Domestic Purposes Benefit (DPB) was introduced in 1973 along with the new term 'Solo Mum'. The DPB was for sole parents (women and men), carers, and people living alone, primarily aiming to support women with children. It was rebranded as 'Sole Parent Support' in July 2013 as part of welfare reforms. It has provided financial independence for carers, though it has also been historically stigmatized and subject to various policy changes.

The first women's refuge was established in Christchurch in 1973 - the Christchurch Women's Refuge, (1973-2013). At the time, taking a stand against family violence was a radical act that permanently changed New Zealand's social landscape.

The first national lesbian conference in New Zealand was organised by 'Sisters for Homophile Equality' (SHE) in Wellington, March 1974.

The longest-surviving women's health centre is Health Alternatives for Women (THAW) established in 1980, in Christchurch as a feminist health resource centre.

New Zealand fully decriminalized sex work through the Prostitution Reform Act (PRA) (2003), becoming the first country to do so to protect

workers' human rights, health, and safety. The Act removed criminal penalties for soliciting and brothel-keeping, treating sex work as a legitimate occupation.

Abortion was basically considered illegal until 2020, remaining the only medical procedure in the NZ under the Crimes Act (1961). However, from 1978, abortions were permitted on the grounds of saving the mother's life and mental and physical health.

Despite progress, inequalities persist, with women earning less than men, facing higher rates of unemployment, and experiencing high rates of violence.



Photo:
A.I. generated



Councils of Social Service

History update

By Ruth Greenaway, Writer and Storyteller, ANCAD

I have written the first two chapters of this history and discovered a lot. Below is part of the historic timeline I've created. The book begins in 1918 when Councils of Social Service were just being established around the world in response to the welfare needs of soldiers serving in WW1 and for families at home facing various hardships and social need. In chapter two we move into the welfare and social challenges during the Great Depression of the 1930s and then onto WW2. New Zealand's first Social Service Council was established in 1931, from then on Councils were formed in partnership with local authorities often as part of a city or regional council with funding attached.

COSS TIMELINE EXTERNAL INFLUENCES

- 1918** Mr W. Bayley of Winnipeg University, visits NZ and speaks to temperance groups on the "Social Questions in Canada" and the need for the mobilising of moral forces for social service.
- 1919** The National Council of Social Services is established in Britain to coordinate the work of various voluntary social and community organisations.
- 1925** Child Welfare Act
- 1926** The Pensions Act
- 1930** Mrs Allen visits NZ and speaks at the University Women's Club about the Edinburgh Council of Social Services.
- 1933** Napier Social Services Committee established (after the 1931 earthquake)
- 1935** Governor General of NZ Lord Bledisloe becomes chair of the British NCSS (1935-38)
- 1937** Formation of a Council of Social Service in NSW, Australia
- 1938** Social Security Act (NZ)
- 1939** At the outbreak of war, the British NCSS establishes a network of Citizen Advice Bureaux (CAB's) nationwide.
- 1940** The city of Christchurch establishes 'the Mayor's Social Service Council'
- 1940** A national Social Service Association conference is held in Christchurch
- 1943** The Scottish Council of Social Service is founded as a national body
- 1945** Universal Family Benefit introduced in NZ
- 1947** New Plymouth Council of Social Services
- 1949** Professor Marsh of Victoria University College, calls for a more cohesive social services in NZ

EXCERPT FROM CHAPTER ONE:

As part of the prohibition drive Mr William Bayley, a university graduate, politician and medallist in philosophy and political economy from Winnipeg, the capital of Manitoba, Canada was invited to New Zealand in August 1918. In his address at a meeting of the Presbyterian Men's League, he also illustrated Winnipeg's response to 'The Social Questions' facing Canada at that time. He spoke of 'mobilising moral forces for progress,' as part of the work of the Social Service Council of Winnipeg. The Council was composed of representatives of religious, social, and labour organisations. The Council sought to 'unite all the divided forces in its community clubs, which dealt with moral and social questions, which denominational organisations could not in their nature handle successfully.'

EXCERPTS FROM CHAPTER TWO:

Local authorities and government both here in Aotearoa and across the ditch in Australia, were taking notice of the effectiveness of such a model of organising within the social service sector. The first attempt to establish a local social service council in New Zealand came in response to a natural disaster – the Napier Earthquake of 1931.

In 1936, two hundred branches of social service organisations in Sydney already registered under the Charitable Collections Act joined forces and became members of a newly developed New South Wales Council of Social Service. One of the first things achieved by the Council was the creation of an index of charitable relief across the State, reporting that ‘In the past duplication and imposition were inevitable and led to a demand for some central organisation to coordinate charitable relief work.’

A growth in social services

A national Social Service Association conference was held in Christchurch, in July 1940. In attendance were the range of church social services and community services, plus the newly formed Social Service Council of Christchurch, known locally as ‘the Mayor’s Social Service Council.’

The Mayor – Mr Andrews said, ‘The Social Service Centre might become more valuable still as the war progressed.’ It would be able to assist soldier’s wives and families who could not be assisted through other channels. It was, found, too, that ‘the organisation could give slight but important assistance to pensioners who found it difficult to carry on when they or their dependants became sick.’

I will be bringing you further highlights from the COSS history in coming issues of Community Voices. Many thanks so far to the people I have visited and interviewed. My research has included a literature review of community development in Aotearoa NZ, social welfare and social policy, New Zealand history, organisational histories, and primary archival resources, including exploring organisation’s own archives. Further archival and desktop research has come via the Alexander Turnbull Library, Auckland Libraries, Auckland Museum, Auckland University, Digital NZ, Dunedin City Council, Hawkes Bay Digital Archives Trust, MacMillan Brown Library, Mahara Upper Hutt Community Archive, National Library, Research Bank, Takapuna Library, Taranaki Research Centre / Te Pua Wānanga o Taranaki – Puke Ariki Archives and Archives Central (Manawatu). This project has been made possible with funding from Lotteries Environment and Heritage. ●



Te Tari Taiwhenua
Internal Affairs

Tram 248, Auckland Streamliner, 1930s, MOTAT Archives





HEALING...



The I'm Possible Garden...



SURRENDER...

Supporting local artists at the Rose Centre

By Ruth Greenaway,
Writer and Storyteller, ANCAD



The Rose Centre's Supporting Artists initiative is about celebrating local creativity. Based in Belmont on the Devonport Peninsula, the Centre operates a community theatre, hosts events, from yoga, afterschool programmes, music to theatre and provides space for community groups to utilise.

The Centre also provides a platform for artists of all ages to showcase their talents, connect with the community,

and spark inspiration. From performances to visual arts, the Rose Centre proudly supports emerging voices, with a special focus on engaging youth.

As you enter the Rose Centre there is a large dark grey wall in the theatre foyer where local artists can display their work. Exhibitions rotate once a month, free of charge. I was fortunate to showcase my work in my first exhibition in February.

Thank you to the team at the Rose Centre, I'm so grateful to have had this opportunity. As an emerging artist it can be daunting trying to figure out where to go, how to connect with galleries and other artists. So, this was a good first opportunity. The Centre is a place 'where creativity blooms and connections are made.'

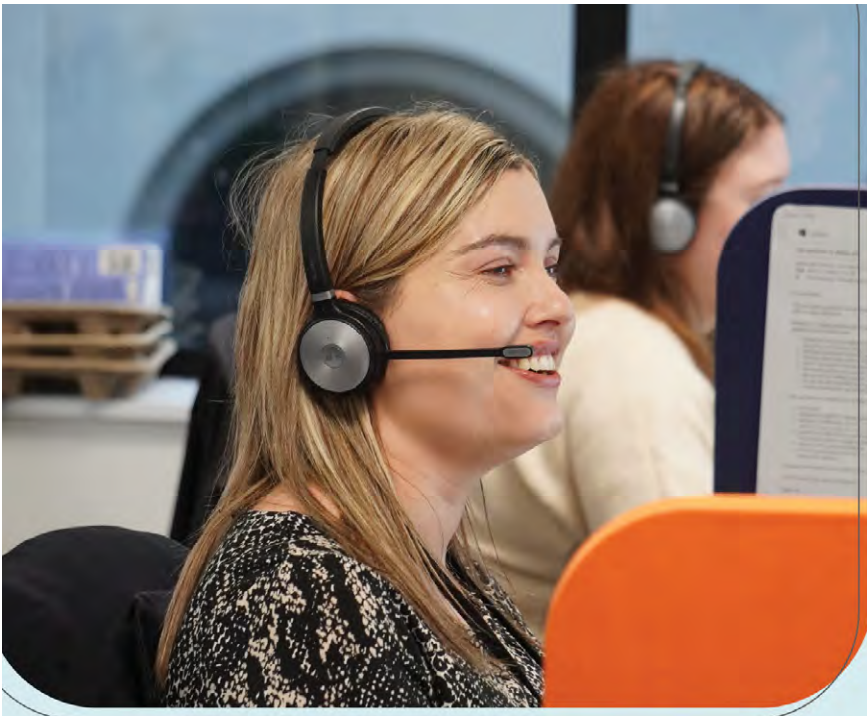
To find out more visit: <https://www.rosecentre.co.nz/>

Above: Ruth Greenaway with her art exhibited at the Rose Centre February 2026

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FROM ANCAD'S ARCHIVES...BY RUTH GREENAWAY

PROGRESS, CHANGE AND PROBLEMS

In the 1990s North Shore Council of Community Social Services (NSCCSS) observed an increasingly competitive rather than cooperative environment as a result of the requirement to tender for contracts from government, local bodies, and funders. 'Contracting seems to be the new vehicle through which services are now provided and along with other community groups NSCCSS has also attracted many contracts.'

NSCCSS gained contracts to deliver programmes such as research, seminars, forums and publishing resources via the North Shore City Council, Community Funding Agency, Department of Labour, WINZ, and North Health. Resources created by NSCCSS included: a research report into emergency housing in partnership with Massey University, a youth services directory and newsletter for the North Shore, and a community newsletter – Community Connections, and a national newsletter – Community Links which provided community groups with general information together with funding and editorial content. Forums hosted by NSCCSS included one on the rights of parents, a youth summit addressed by the Minister for Youth Affairs, a forum on housing with the Minister for Housing, and regular public community meetings held at the Takapuna Methodist Church.

Submissions to statutory bodies also continued to be made during this period on a regular basis. In particular, a submission was made to North Shore City Council (which began in 1989), to adopt a social policy framework. This led to meetings between NSCCSS staff, board members and the mayor, deputy mayor, and various councillors. In 1992 NSCCSS and the North Shore City Council together agreed on a workable definition of community development as: 'People working together to create a community where



Western side of Hurstmere Road (1994) looking north from the corner of The Promenade to just beyond the intersection with Killarney Street. Ref: Auckland Libraries Heritage Collections T2871

FROM ANCAD'S ARCHIVES...BY RUTH GREENAWAY

people's needs are met and people can participate in making decisions to improve their lives.'

North Shore city mayors during the 1990s were Ann Hartley (1989–1992), Paul Titchener (1992–1995), George Gair (1995–1998) and George Wood, who took office in late 1998, continuing into the 2000s.

Nationally this was a period when the National government introduced drastic welfare reforms under the finance Minister Ruth Richardson's "Mother of All Budgets" in 1991, which enacted radical welfare cuts including reducing unemployment, sickness, and sole-parent benefits. Universal family benefits were abolished in favour of targeted "Family Support" payments. Benefit levels were cut by up to \$27 per week for some recipients and a community wage was introduced, requiring beneficiaries to undertake assigned community work to receive benefit payments.

These reforms led to a sharp increase in poverty, particularly for children, and significantly increased demand for charitable services and food banks. Such changes also represented a fundamental shift from the ideals of universal social security (1938) to a stricter, "safety-net" model aimed at reducing fiscal debt. NSCCSS respond to this through publishing collaborative data driven research reports 'Far From Fixed' highlighting the poverty experienced by some families in areas of the North Shore, traditionally perceived to be affluent. 'Pockets of extreme poverty exist on the North Shore, hidden among the white-collar workforce, according to a community spokesperson,' reported the Herald in July 1995.

Catherine McClintock was the executive officer at the time and Linda Blincko, chairperson. Members of the board came from community groups across the Shore, such as the North Shore Poverty Action Coalition, Raeburn House, Age Concern, CAB, Community Action Network, Hospice, and from within the health sector. The key goals were:

- Increase coordination to ensure a cohesive social fabric on the North Shore
- Encourage and support improved standards of social service activities on the North Shore
- Empower community groups to resolve challenges and develop in a positive way
- Encourage groups to follow community development models and provide leadership to do this

Elsie Tillett, MBE was an early executive member of NSCCSS, and a founding board member of the national body NZCOSS in 1975. At the 20th anniversary (1994) she reflected that – 'NSCCSS has been the one organisation that has consistently promoted and supported community development on the Shore. The biggest challenge has been to educate the local authorities and more recently the new North Shore City Council to appreciate the principles of community development.' Her hope was that one day there might be a city council with a stated social policy and a community development department with equal status to other council committees so that community organisations and individuals 'can feel supported and valued and NSCCSS can feel it's years of service to the community have been worthwhile.'

At the 21st AGM (1995), NSCCSS changed its name to North Shore Community and Social Service Council Inc. ●



Elsie Tillett, MBE
(circa 1990s).

ⁱ NSCCSS, *The History 1974-2014*, published in 2014 for the 40th anniversary.

ⁱⁱ *Ibid*, p.29

ⁱⁱⁱ *Secret Life on North Shore*, by Catherine Masters, NZ Herald, July 8th, 1995

^{iv} NSCCSS, *The History 1974-2014*, p.30

^v *Ibid*, p. 41

GOVERNANCE MATTERS SERIES 2026

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Presenter: Carol Scholes,
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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.

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

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29 SEPTEMBER

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

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LEADERSHIP IN TIMES OF CHANGE

is a facilitated learning series for leaders navigating uncertainty, pressure, and complexity in the community sector.

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12 February
Presenter: Sandy Thompson

2

**Trust, Transparency and Tough
Conversations:
The Heart of Effective
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29 April
Presenter: Hilary Star Foged

3

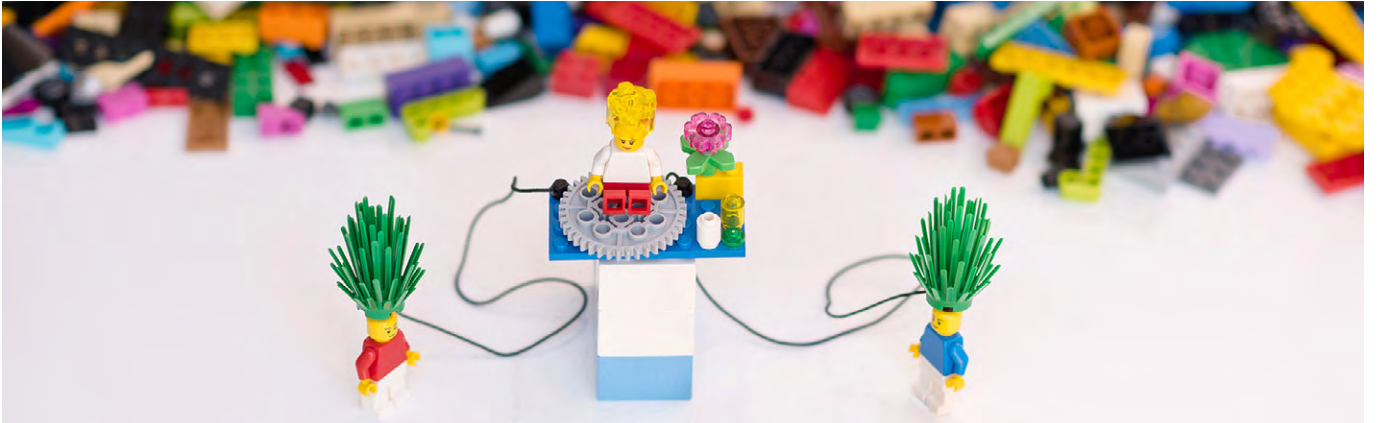
**Managing Difficult
Personalities and Toxic Behaviours
in the Workplace**
24 June 2026
Presenter: Aly McNicoll

4

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15 October
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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



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Eva Chen 陳怡華
Programme Lead

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