



Time to think strategically

Holly Snape, CE of Community Waikato discusses the Community Waikato Strategic Planning process

Community Waikato has recently undertaken a strategic planning process. For me the timing was perfect. As a recent addition to the team it provided me with the opportunity to drill down into thinking about the work we do here and what it is we are trying to achieve. It was an exercise that also encouraged me to think strategically about our role in the community and the potential of our organisation.

The Community Waikato Trust Board were strong leaders in the process and they pulled in the support of external facilitators. This enabled the whole team (staff and board members) the opportunity to focus on the thinking rather than facilitating. It also gave the staff and board time to engage as a team, building our relationship through this shared experience.

Engaging in a strategic planning process allowed our team the time to think about who we are as an organisation and what we want to achieve. We then took the time to consider what steps we would need to take to get there. Not only did this give me clarity around the big picture aspirations of our organisation, but it was also an opportunity to see how others in the team understood our organisation and the impact we can have in the community sector. It allowed time for our thoughts and vision to percolate, to circulate and amalgamate to form a shared direction.

The process is also invigorating. It reminds us why we are here and why we do the work we do. It gives direction and ensures everyone on the team, staff and board members, are all moving in the same direction with a common vision, common mission and a map on how we will reach our goals.





Welcome to our first edition of Kumara Vine for 2016. Last year we trialled distributing the Kumara Vine electronically for the first time and then surveyed people to gather a sense of how people would prefer to receive the Kumara Vine. We had an overwhelming response in favour of sending it out over email. Thank you very much for your feedback! We hope that the content of the Kumara Vine is relevant and accessible for our community and please let us know if you have any thoughts about what you would like to see included.

I hope your year has started well. It seems the ebbs and flows we used to experience have been replaced by a constant stream of work and we have come back to work hitting the ground running. Of course, this can add pressure and leaves little time for planning, networking and training. If you feel we can offer you support in this area, please remember we are only a phone call or email away!

Holly Snape - Community Waikato Chief Executive

The importance of professional development

Professional development in the community social service sector is an important tool for strengthening the sector and enhancing the individual capacity of organisations, as well as maximising the potential of individuals. The sector faces changing expectations and ongoing needs and people working within it need to ensure their knowledge and skills base keeps pace with this.

Professional development and keeping pace with change stands against a backdrop of limited resources, high needs and changing funding and policy requirements. Community Waikato works to meet the challenges of satisfying current training needs, respond to emerging ones and provide cost effective options around what, when and where training is delivered in the Waikato.

At Community Waikato we develop and deliver a range of training opportunities. We identify key topics based on survey

results, listening to requests, taking advice from people working in the area and in response to legislative requirements and changes. We work to develop cost effective options and use an allocation of Tindall funding to subsidise training. Our intent is to strengthen the capacity of the sector by filling the gap between what is taught 'in house' by the organisation and what is learned in practice. We plan our training around what is currently required, from governance workshops to funding forums, facilitation skills to marketing workshops, focusing on what our participants need right now to best meet the needs of their communities and their organisations.

By Sally Fenwick Ridley

JP: MSocSc, PGDipPsych, GradDip NFP Management



Sally is the Training and Funding Manager at Community Waikato. Sally manages the Tindall Fund, the Len Reynold's Fund, research and surveys, the scholarship rounds, organises the training workshops and supervises student placements, along with other projects as they arise.

She believes that strong communities make for strong families and better, safer lives for children. Her focus is on community development and building organisational and individual capacity. She values working alongside community members to define and address community concerns.

Sally is involved as a trustee with MSSAT Waikato, InsightEndometriosis Waikato, Community Research Centre and The Waikato Ethnic Family Service Trust.

View the Community Waikato training calendar on the back page of this issue of Kumara Vine

Determining the future for your organisation

Sarah Gibb & Karen Stockmann – Community Advisors



Does your organisation have a strategic plan? If you have a plan; does it reflect the priorities and activities of your organisation? Or does it sit on the shelf – dusted off when a prospective funder or other ‘important’ person asks to see it?

There is no one size fits all approach to strategic planning. It is the thinking process; the conversations and exploration that organisations do together imagining the future; that is most important. Documenting these thoughts and priorities into a plan is the end result.

Plans need to be real, functional and workable for you. As much as you might like to bring in an outsider to write a strategy, you must own and commit to a plan that is yours.

There are three fundamental questions that an organisation needs to consider and answer in order to determine the best way forward.

Strategic Thinking



1. Why do we exist?

The answers to this question form the basis of your vision or purpose. It describes an end result and provides a destination or outcome toward which all your efforts are focused.

2. How will we work toward this vision or purpose?

There are two aspects to your answers to this question. First, your mission; this describes specifically how you will work toward achieving your vision and with whom. Mission statements often begin with "We will achieve our vision by...."

Second, your values; these describe how you will behave and provide filters through which you will make decisions within the organisation.

3. What specifically will we do?

Once your vision, mission and values are clear; you can determine what specific goals you will work to achieve over the next 2-3 years and the activities that will assist you to accomplish these goals.

The answers to these three questions form the basis of your strategic direction. They enable you to navigate the ever increasingly complex environment of the community sector.

Making good decisions about the future also requires you to reflect on the past as well as considering what is happening today, both within the organisation and in the world around you. As part of the planning process you will need to take time to consider the environment you are operating in and where you fit within that environment; who your various stakeholders are and what they expect from you; whether you want to grow and expand or stay the same size and focus on offering greater quality.

The plan that you develop at the end of the strategic thinking process will be the result of thoughtful consideration of changes, issues, decisions, events, opportunities and priorities for the organisation and the community it serves.

Strategic conversations should challenge assumptions and encourage thinking 'outside the box'. Independent facilitation makes it easier to challenge and stretch a team while allowing everyone to make a contribution. Thinking is richer when there are diverse perspectives contributing to the conversations.

How can Community Waikato help?

We have Community Advisors available to facilitate strategic thinking conversations and assist with putting together your strategic plan. Assistance is tailored to the needs and circumstances of the group.



Contact Community Waikato to request an advisor.

Ph: 07 838 1583

Email: cwinfo@communitywaikato.org.nz

Website: www.communitywaikato.org.nz

Community Waikato initiative sees laptops donated to community organisations

A Community Waikato initiative sees donated refurbished laptops supplied to several community organisations in the Waikato. These preloved laptops were donated by Mighty River Power.

Sarah Gibb, a Community Waikato Advisor came up with the initiative after having several of the community groups that she was working with discuss with her the difficulties they are facing due to lack of adequate technology. What these organisations had in common was they were all people working in isolation and they didn't have technology support. Some were using their own personal computers, others were sharing computers.

"I realised that if many of these organisations had their own laptops it could make a big difference to their ability to do their job" says Sarah.

"Doing this exercise has made us realise that there will always be small community groups looking for technology support, and we are endeavouring to turn this into a long term project" says Sarah.

Don Scarlet, Key Relations Manager from Mighty River Power was approached about the possibility of whether Mighty River Power could donate old laptops they no longer needed so they could be refurbished and rehomed. Community Waikato approached Mighty River Power as they are known to be good supporters of local communities.

"Mighty River Power is a proud part of this community, and this initiative was a creative way that we could support Community Waikato to make a real difference in the day to day lives of local people," says Don Scarlet.

Case study: North Waikato Transport Trust

The North Waikato Transport Trust is one recipient of a donated laptop.

The North Waikato Transport Group was set up in 2012 in response to a growing concern about the lack of transport options to meet residents essential transport needs in the North Waikato Community. At the end of 2014 they became a Charitable Trust. Current membership of the Trust includes representation from, Ngaruawahia, Huntly, and Te Kauwhata. They have nine trustees and fifty volunteer drivers. The Waka Tautoko Community Health Shuttle launched in November 2015.

The service is primarily for people facing transport disadvantage. Transport is essential to sustaining the well-being of rural communities and its members. Accessibility to essential needs, including social interactions, is crucial on many levels from individual health to economic sustainability, particularly for rural communities due to the increased possibility of isolation.

Lack of access due to limited or no transport availability causes transport disadvantage. In other words, if you do not have a car; cannot drive due to age, disability, sickness or no licence; are

having financial issues; or do not have the support of a family of friends, then getting to appointments and buying food can be extremely difficult. At the very least everyone needs to eat and attend health appointments but they also need to socialise, have a sense of purpose, and feel supported and valued. These are basic needs for individuals, families and communities, and become particularly important in rural communities. Population and amenities in rural areas have declined and residents tend to be spread out. The more of these disadvantages a person experiences, the more their well-being is affected. All people are entitled to a quality of life and healthy well-being. Communities depend on the well-being of its members.

Sheryl Batt, North Waikato Transport Trust coordinator is very grateful for the donated lap top from Community Waikato.

"I share a computer with a Friendship House employee. However this became challenging. As the demand of the transport van grew, the more time I needed with access to the computer being critical for our service booking systems."

"The donated laptop was a godsend" she says.



Waikato TimeBank builds strong communities



Some of the Timebank members at a meeting at the Waikato Environment Centre

TimeBanking is gaining momentum in New Zealand. For those who are not sure what it is, TimeBanking is a way of giving and receiving to build supportive networks and strong communities. Members of a TimeBank exchange services in a pay it forward way, sharing skills, knowledge, talents and time within the community.

Within a TimeBank everyone's time is valued equally, so one hour of dog walking = one hour of painting = one hour of computer tutoring. One hour helping another earns one TimeBank credit. So 'time' is a measure of trade, and you use credits to purchase services of another person. Time is traded instead of money.

TimeBanking is complementary to the market economy. It is not a replacement or in competition with it. In the TimeBank people need to look at the many other skills they have, like fixing washers, painting a fence, sewing, providing transport to appointments or the supermarket.

TimeBanking is based on five core values:

- We are all assets – acknowledging that all people have gifts and talents to contribute
- Redefining work – valuing work that builds safe and vibrant communities & strong families
- Reciprocity – “how can we help each other?” rather than “how can I help you?”
- Social Capital – encouraging rich social networks
- Respect – respecting all people and the role they play in our communities

TimeBanking was developed by Edgar Cahn, a retired civil rights lawyer in the 1980's. The concept has spread to over 26 countries around the world.

Sarah McAnallen, the coordinator of Waikato TimeBank says that TimeBanking is a rewarding and enjoyable way to bring people together to share their skills.

“Just like in a babysitting circle, people get the help they need and help each other out by taking turns to be responsible for some of the care and practical support that we all need from time to time. With TimeBanking, people of all ages and all abilities can join in and exchange a whole range of skills.”

This year, Waikato TimeBank is running workshops run by TimeBankers for TimeBankers. Skills will be taught, such as bottling, bicycle maintenance, making sourdough bread. Skills like these help to make people more self-sufficient and lead more sustainable lives, but also bring people together in fun, informal settings.

Sarah McAnallen says that TimeBanking adds richness to member's lives.

“It brings wealth in the form of friendship, caring for one another, having our needs met, and getting help with things we cannot do. TimeBanking values skills which are often taken for granted such as mothering, caring, friendliness, and listening.”

Waikato TimeBank's aim is to build a more inclusive, resilient and connected society. A feature of TimeBank is the Community Chest. People who do not want their own time credits can donate them for someone else to use – such as friends, community groups, or someone who is in need.

Waikato TimeBank has around 200 members and last year 1247 hours were exchanged. Anyone and everyone are welcome to join Waikato TimeBank. TimeBanking is based on the premise that everyone within a community can be a builder and a contributor.

Find out more at <https://waikato.timebanks.org/>

Saving the Maui Dolphins



Each year Community Waikato distributes funds from the Tindall Rural Community Event Fund. This fund was developed to support community-led events, and is targeted toward small rural-based organisations that provide events for families, children, and their communities. This year, one of the recipients of this fund was Whaingaroa Environment Centre, for their annual event to save the Maui Dolphins.

Whaingaroa Environment Centre is based in Raglan, and works to create a sustainable environment. They run a range of eco projects with the support of a valuable group of volunteers. One of the projects they are involved in is the annual Maui Dolphin Day.

Whaingaroa is known throughout the country for being a community that cares about Maui Dolphins. For the last 13 years the community has come together to celebrate our environment, our community spirit and show what communities can do to save one of New Zealand's most endangered species.

The Maui Dolphin is the world's rarest marine dolphin with less than 55 adults remaining. Most threats to their survival are caused by humans. Now Maui Dolphins are found only on the West Coast of the North Island and Raglan is right in the middle

of their limited range. Their survival depends on how our coastal communities change their behaviour to reduce these threats and bring back our iconic dolphin.

Numerous Raglan Community groups have worked together to support the dolphin. These have included Harbour Care planting over 1 million trees, fencing over 600kms of harbour and stream edge, Xtreme Zero Waste preventing leachate from old landfill and installing and servicing enviropods in all storm water entering the Harbour, Whaingaroa Environment Centre conducting water quality advocacy, implementing the Catchment Plan and general dolphin advocacy, and KASM assessing and submitting on sea bed mining applications. These projects have had a major positive impact on the Harbour and coastal environments with a radical increase in biological abundance and diversity .

Maui Dolphin Day celebrates the work all these groups have been doing and shares the latest information about the dolphin and what's next in terms of its recovery plan. Those working for Maui Dolphin took part in the event to answer questions and discuss the latest Maui news. Waikato Regional Council, the Department of Conservation, the World Wildlife Foundation and Forest and Bird were among the agencies who attended the event. One of the highlights of the annual event is the Xtreme Waste Recycled Raft Race. This annual community event provides an opportunity for not-for-profit groups to raise funds with a food stall or an activity. Timebank Raglan showcased community skills we can all share like harakeke weaving.

Māui Dolphin Day is a zero waste event and took place this year on Saturday March 12.

For the past 13 years the Whaingaroa Environment Centre, Xtreme Zero Waste and the Raglan Community House have worked to bring Whaingaroa the annual Maui Dolphin Day.



Image: The annual Maui Dolphin Day Event

2016 Training Calendar with Community Waikato

22 March Community Waikato, 12-2pm, \$10	Conversations with your Auditor March 2016	A workshop run by Bernard Lamusse from BDO Waikato covering discussion to have with your auditor. (Includes working lunch)
24 March Community Waikato, 9:30am-12noon, \$45	Preparing your organisational Budget	Learn how to prepare your organisational budget with Anne Douglas from Community Waikato
15 April Community Waikato, 10:00am to 12:15pm, Free	Conflict Resolution training	This workshop is delivered by Positive Change Programmes, and has been developed to meet the needs of people working alone or in small community organisations
20 April 9.30am to 12noon, cost \$45	Reading and understanding your financials	This workshop presented by Anne Douglas from Community Waikato will assist you in understanding and interpreting your financial statements and reports
25 May Community Waikato, 9.30am to 3.00pm, \$125	Using Graphics in Facilitation	This workshop presented by Karen Stockmann of Community Waikato introduces imagery as a powerful tool for recording and sharing ideas
9 June (morning) Community Waikato, 9.30am-12noon, \$45	Preparing your organisational budget	Learn how to prepare your organisational budget with Anne Douglas from Community Waikato
9 June (afternoon) Community Waikato, 1:00pm to 3:00pm, \$45	Developing your funding plan	Presented by Sarah from Community Waikato, learn how to work out what money you need and make a plan on how will get achieve this
20 July Community Waikato, 9:30am to 12noon, \$45	Reading and understanding your financials	This workshop presented by Anne Douglas from Community Waikato will assist you in understanding and interpreting your financial statements and reports
17 August Community Waikato, 9:30am-12noon, Free	Extra Funding Workshop	Due to high demand this extra funding workshop has been made available
18 August Community Waikato, 9:30am-12noon, \$60	Building your Brand	Presented by Kim Cable from MarketHub, through this workshop you will learn how to build and manage your brand
13 October (morning) Community Waikato, 9:30am-12noon, \$45	Preparing your organisational budget	Learn how to prepare your organisational budget with Anne Douglas from Community Waikato
13 October (afternoon) Community Waikato, 9:30am-12noon, \$45	Developing your funding plan	Presented by Sarah from Community Waikato, learn how to work out what money you need and make a plan on how will get achieve this
19 October Community Waikato, 9:30am-12noon, \$60	Facebook: Making it work for you	Presented by Kim Cable from Markethub, learn how to use Facebook more effectively to maintain relationships and engage your communities
10 November Community Waikato, 9:30am-12noon, \$60	Marketing Basics	Presented by Kim Cable from Markethub, this workshop takes you through some of the basics of marketing and how to go about developing a marketing campaign. You will learn how to create a marketing plan with measurable actions
16 November Community Waikato, 9:30am-12noon, \$90	Introduction to Governance	This workshop has been designed around the four functions of governance: strategic direction; stewardship, stakeholder relations, and self-maintenance

To register or for more information visit www.communitywaikato.org.nz or email robyn@communitywaikato.org.nz



**COMMUNITY
WAIKATO**

"Supporting strong communities"

Hei tautoko kia tuu pakari ai ngaa haapori

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