



# MERI KIRIHIMETE

ME NGAA MIHI  
O TE TAU HOU



Kumara Vine



He piko  
he kaainga  
Community Waikato

December 2022

# 12 Highlights for Community Waikato 2022

By Holly Snape, Community Waikato CE

The world is still in a bit of a strange place, so I thought, rather than try to dissect that, I would be a little more positive. To wrap up the year, I would like to share with you 12 highlights for Community Waikato in 2022.

It has been a busy year characterised by robust relationships, enduring collaborations and community capacity building events. I hope you all have an opportunity to rest at least at some stage over the summer. We look forward to 2023!



Community Waikato 21st birthday celebration

## 12. Online training (governance training)

With increased challenges delivering face-to-face training, we opted to invest in delivering more online training. We ran 8 governance training sessions to approximately 163 participants.

## 11. The development of our wellbeing strategy

We determined it was important to be proactive in caring for the wellbeing of our team. We developed a formal wellbeing strategy and encouraged everyone to develop individualised wellbeing plans. This has encouraged us as a team to connect with each other more and supported the team to prioritise their own mental health and wellbeing.

## 10. 21st Birthday party

Community Waikato celebrated our 21st Birthday Party in September. It was a fun evening with great food, a 21st birthday cake, 145 of our close friends and a fantastic speech by (inaugural CW CEO) Bev Gatenby about the changes over the last 21 years.

## 9. Painting with the team

As a part of our wellbeing strategy, a couple of the team organised a painting session – where we were given pointers on how to create a work of art. Some were better than others (this is not an area that I excel!) but it was a lot of fun and a great team building exercise.



## 8. Visit to local Land War sites

Our team also visited land war sites around Waipa. This was a poignant occasion and prompted some important conversations about the history of our region and the ongoing impact on people in our community.



## 7. Transport Symposium

We partnered with the Waikato Regional Council to host the second regional Community Transport Symposium. Over 70 people attended, ranging from providers of community transport, elected officials, policy makers and funders.



## 6. Banking advocacy progress

Many community groups have struggled with issues when trying to access the banking system. We have been working with Community Networks Aotearoa and other organisations nationally to highlight the problem. Our group has now secured funding for an in-depth piece of research that will support our advocacy.



## 5. Tick for Governance

We had a key role in working with Community Networks Aotearoa who developed the Tick for Governance online training programme. This programme comes with a micro-credential so those who complete the course are credited for the work. I have completed the 10 modules and received my micro-credential.



## 4. Collaboration with Interactionz

This year we have collaborated with Interactionz. We facilitated sessions with community organisations and Interactionz have captured the conversations and outcomes in unique graphic depictions. We hope to continue this collaboration into the future.



## 3. Influencing systems

Being on the inside of a system can be a powerful way to influence that system. In 2022 two Community Waikato members (one governance and one team member) were elected to councils in the region.



## 2. Hei Ahuru Mowai Collaboration

We continue to provide umbrella support to Hei Ahuru Mowai. The work they do is vastly impactful, advocating for outcomes for Maaori, particularly in the health sector. This year, Hei Ahuru Mowai thanked the team at Community Waikato with a stunning and humbling taonga.



## 1. Conference

Our top highlight of the year has to be the Embrace the Challenge conference. We had 238 delegates over two days of networking, keynote speakers and workshops. While there was a lot of planning and pressure leading up to the conference, the opportunity to be together as a sector, and take some time out to connect and rejuvenate was totally worth it!



## 12 Tips for Wellbeing



If our team is thriving, members are doing well and are successful, healthy, and strong. Thriving communities begin with thriving individuals. When we grow and nurture our people, we grow and nurture our organisation and its impact, and we are better able to deliver within and for our communities.

It has been long recognised by Community Waikato that the team are its greatest asset. The organisation genuinely cares about its team members and wants to see them thrive as individuals with 'full cups from which they can pour' when working. We have developed a wellbeing strategy because we value our team and want to ensure that wellbeing is a priority.

### These are our 12 wellbeing tips.

#### 1 > Take time for yourself

There's the saying that you 'can't pour from an empty cup'. If you are not taking time and looking after your own wellbeing, then you are less able to serve others. Take time to rest and recover when needed, and do those things you enjoy.

#### 2 > Prioritise what's important

Have a plan. At Community Waikato we have both individual wellbeing plans and a team one. It is important to ensure key things are in place and are prioritised – such as manageable workloads, maintaining relationships with each other, and having fun in our work.

#### 3 > Focus on all aspects of wellbeing

We use te whare tapawha to take a holistic look at wellbeing. This means we consider our tinana (physical health), wairua (spiritual health), connecting to the whenua (land), whaanau (health of our family), and hinengaro (our mental health)

#### 4 > Work within your capacity

This links back to prioritizing what work is the most important to meet our strategic plan, and on not taking on too much workload, or work that is outside of the scope of the area we cover.

#### 5 > Connect/ relationships

Even though our team are not often all in the office at the same time as we work from home or away from the office, it is important for us to stay connected and engaged with each other. One easy way to do this was through introducing Coffee Buddy – which means that once a month we make an effort to catch up with a team member that we have been assigned that month. This could mean going to a café for a coffee or taking a stroll around the lake. It has been a nice way for our team to stay connected.

#### 6 > Celebrate achievements

It is great to recognise when we as a team or individuals have something to celebrate. Recently Community Waikato celebrated our 21st birthday with the sector.

#### 7 > Walk outside/ take a breather

Nature is the best healer, and sometimes just taking a few moments to clear your head and take a breather can help you reset.

#### 8 > Be kind (to yourself and others)

Being kind is an easy (and free) thing to do. And it makes yourself and others feel good.

#### 9 > Serve others

Most of us are working in this sector because we know the value of serving others. It is not only good for the communities we serve, but is also good for our own health and wellbeing.

#### 10 > Ensure resourcing needs are met to be able to deliver your job

Having the resources you need to properly do your job ensures less stress, and a better ability to be able to meet strategic objectives.

#### 11 > Continue learning/ professional development

This allows us to continue to improve how we deliver, gain new skillsets, and builds confidence and credibility.

#### 12 > Playful productivity/ have fun

A job doesn't have to feel like something you have to do to make ends meet. Try to find ways to put enjoyment into your job. Laugh with teammates, do team building activities that are fun, learn something together (such as te reo Maaori). Even though the work we do is serious, we don't need to be serious all the time.

## Charities Amendment Bill 2022 – 4 things we'd like to see change

By Ros Rice,  
Community Networks Aotearoa

The Charities amendment bill has been a long time coming. The bill amends the Charities Act 2005 – a key piece of legislation for the charitable sector that will impact over 28,000 registered charities across Aotearoa. While the amendment bill includes some promising changes such as simpler compliance requirements and more affordable access to justice, the bill has some concerning creases we'd like to see ironed out.

Here are just four of them:

#### Definition of Officers:

Let's take a moment to recap on who officers are and what exactly they do. Officers of a charitable entity are responsible for ensuring that their organisation is run in accordance with its rules and the requirements of the Charities Act. They have a crucial role in ensuring that their organisation's funds and assets are used exclusively to advance the charitable purpose of the organisation

The new bill extends the definition of officers broadly to "a person who is able to exercise significant influence over the management or administration of the entity".

This would allow people both within and outside the organisation to be officers, including any staff members, or even accountants and lawyers external to the organisation. As those working in the sector will know, exercising influence over management does not make you fit for purpose as a Charity Officer.

As the Charities board has the right to ban an officer in Part 4 of the Act, Charities Services gain the power to essentially fire staff members, taking away the employment rights and responsibilities of the organisation's governing body.

It is this kind of regulatory change that shrinks the legal independence of Charities from Government and disrupts the very structure of the Community Sector.

#### No Post Implementation Review:

The purpose of a post-implementation review is to evaluate the legislation against its expected outcomes. Unfortunately, the new bill has no mention of a review of any sort. With new regulatory restrictions, should it not be necessary to check the validity of the new legal requirements, and keep a finger on the pulse of unintended consequences that emerge? We think so.

#### Annual Review of Procedures:

While some amendments in the bill reduce compliance work and make reporting easier for Charities (particularly smaller organisations), some add further, unnecessary restrictions that bog organisations down and take their time away from meaningful mahi in their communities. An example of this is the requirement for an annual review of procedures.

While there are charities with out-of-date constitution, legislating to enforce all Charities to complete annual reviews is overkill. Yes – we should encourage a better understanding and use of constitutions, but this should be done through education and cooperative work between the Charities Services and respective organisations. Legislating this as an annual requirement is unnecessary and over-regulatory.

#### A Eurocentric Framework:

As Doctor Elizabeth Kerekere states in her address to the House, the Bill represents a

"Eurocentric framework that our Māori, Iwi, Hapū and Whānau organisation are working within."

We are disappointed to see that the bill includes no mention of a Māori Advisory committee being formed to show true collaboration between Charities Services and Tangata Whenua.

Community Networks Aotearoa will be advocating for the changes above (along with a list of others) to the Select Committee in December 2022.

This is a crucial time for Charities in Aotearoa and your voice matters. Public submissions for the Charities Amendment Bill close December 9th, 2022. Whether you're 14 or 74, a volunteer or a director, all public submissions are given the same respect and value. All you need is an interest and opinion on the bill.

(thanks to Aye Studios for their help with this)



Member of Parliament Dr Elizabeth Kerekere with CNA CEO Ros Rice





# Community Waikato Workshop programme 2023

Community Waikato supports the professional development of the community sector with the provision of a range of relevant and subsidised workshops. The type of workshops we provide are based on requests and feedback on needs identified by people working in the sector.

Broadly we cover Governance, Leadership and Management, and Operational themes, with workshops covering areas including Funding, Financial, Governance, Treaty of Waitangi, Leadership, HR areas, Conflict management and De-escalation, Evaluation and Coaching and Mentoring.

Professional development is critical for organisations and individuals. It's important that individuals extend and challenge themselves and organisations support staff development thereby ensuring people stay up to date in their own field and extend their learning in new areas.

Seizing new and different opportunities will help people extend their vision, prospects, and the way they

approach their work. Organisations need to encourage and invest in staff professional development, both as a tangible way to show staff members they are valued, and in supporting their capability and capacity of the organisation. Ultimately, strengthening the capability and capacity of staff and organisations through professional development and learning means that service users get the best possible support and care.

We have yet to set any dates for workshops in 2023, however our planning is underway. We will offer a similar range of professional development opportunities as previous years with a mixture of zoom and face to face opportunities.

As always if you have any requests for workshop opportunities, please don't hesitate to contact [sally@communitywaikato.org.nz](mailto:sally@communitywaikato.org.nz) and we will do our best to source these for you.

Visit [www.communitywaikato.org.nz](http://www.communitywaikato.org.nz) for information about upcoming professional development opportunities.