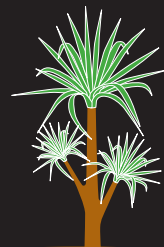




Kumara Vine

Vol 25, December 2008



COMMUNITY
WAIKATO

"Unearthing the wisdom"
Hurahia te whakaaronui

Phone 07 838 1583
www.communitywaikato.org.nz

From the CE's desk

Tena koutou katoa, greetings

In this issue we welcome three new trustees to our Board and we hope you will meet them during their three year term on the Trust. Our website profiles our new and existing board members.

For all of us at Community Waikato this year has been exciting, unsettling, productive and satisfying. We have the good fortune to be participating in some really exciting joint projects with other organisations in our region and nationally. Some of these are the Workplace Wellbeing project, the 'Engage your community' conference, valuing our kaumatua, bulk purchasing scheme, external supervision and Waikato ICT. They will all have a major impact as they progress.

Sandy's involvement in valuing the work of kaumatua has been supported by our own Kaumatua. We are blessed to have a wonderful and wise Kaumatua in Buddy Te Whare who is supported by his wife Fay. Buddy has been unwell of late and hasn't been with us as often as he would have wanted to be but he was here in May to open and bless our new premises here – Puke Rangiora House and celebrate the to launch of our new name and branding. Our move and Buddy's illness have been unsettling elements for us but both have called on our collective wisdom, knowledge and strength to keep our tikanga learning alive and to make our new home a place that supports our work, demonstrates our values and welcomes our communities.

These have supported our productivity and despite the move, we have managed hundreds of workstreams this year with a huge variety of organisations. The workstreams include facilitation, networks, governance, planning, employment relations, legal and financial advice, funding and IT.

We are excited to have contracted Lou Belle Barrett to work with us on resources for our advisory team to ensure the consistency and standards of this work remain high.

Anne who is our Administration Manager loves working with numbers and she has found it stimulating to cost out our programmes for a Pathway to Partnership contract, real satisfaction in keeping efficient accounts and productive to be monitoring against the budget. As with so many organisations in our sector the budget and how we achieve it is unsettling and there will be no let up in the year to come.

The ability to achieve the funding we require to keep our organisations maintained and developing is going to be a real challenge as the economic recession hits charitable trust investments. We'll all need to tighten our belts and concentrate on maintenance of current services rather than developments and my advice is to postpone any big capital projects.



Conferences

Our staff have attended several conferences this year including the National Community House conference that Jenny attended in Auckland, the NZCOSS conference Jane, Jenny and I attended in Waitakere City, the E-engage your communities mini-conference here in Hamilton and the NZFWVO mini-conference in Wellington.

Conferences provide a wonderful opportunity for professional development. The workshops and plenary sessions with great speakers and presenters who stimulate our thinking, present new ideas and different ways of approaching things and from the informal sessions between conference participants. If you're open to it there are so many sources of information, chances to air your ideas and thinking and hear those of others, people who are doing similar work to offer advice and support, opportunities to explore the possibilities for collaborative work, work that can act as a model for your own staff and trustees, peer support and lots of laughter to fill you with energy to bring back to your work and your life.

A conference can be a great eye-opener for a staff member who doesn't often get the chance to see the bigger picture within which their organisation operates. Getting an idea of where your organisation sits in relation to others and how the work you do stands against the work others are doing can be a real help in understanding your own organisation's direction and development.

Training

Training and information are vital parts of the service we offer and this year Sally, Training and Communications has organised excellent training opportunities and we have been delighted to be able to accommodate people in our own training room. We're looking forward to giving the room a fresh coat of paint and a whiteboard to make it an even better resource. Sally will shortly be putting together a draft of the training to be offered next year. There will be more UNITEC courses.

Jane has been involved in a UNITEC review of the Diploma in Not for Profit management which we hope will result in an even better course for our sector.

Continued on page two...

Buddy Te Whare

Kaumtua Korero

This story relates to that which defines sound, time and space.



It tells of an old lady sitting outside her home on a lovely spring morning. A blackbird lands almost at her feet. The old lady looks at the bird and says, "Good morning." The blackbird is somewhat startled and says, "Are you talking to me?" The old lady says "Yes" and asks, "What are you doing today?" The blackbird says, "I am waiting for Mr Blackbird. When he gets here we will go and build a nest. It will be protected from the prevailing winds, there we will lay our eggs, protect them, hatch them, and together we will nurture and develop them to meet the outside world." The old lady says, "What a lovely story." The blackbirds fly away.

I must have been standing near the spot where the old lady sat. Two blackbirds land in front of me. "Excuse me, do you know the old lady who used to sit here? Is she around?" I look at the two blackbirds and say, "No, she died. But after hearing your story she left behind a great legacy. She created nests like you do, to protect, nurture and develop babies and young children and she called her nests Te Kohanga Reo. These are now spread right across the country."

"Oh we are sorry to hear that she has died, but we are glad to hear of the legacy she has left behind. Thank you for telling us that." They fly away.

There is so much to see and hear all around us. Things become familiar and sometimes we miss their importance and their significance or overlook what we can learn from them.

Be aware of what is around you. As the old woman saw, so might we see something also.

*Whakarongo, matakitaki,
kei kona pea he aranga mo tatou.
Listen, observe, there might
be a lesson for us all.*

Na, Buddy.





Continued from page one ... From the CE's Desk

Pathway to Partnership

Community Waikato are working with Child Youth & Family (CYF), Family and Community Services (FACS) and Ministry of Youth Development (MYD) staff, Anthea Simcock from Child Protection Studies and other interested organisations to familiarise ourselves with results or outcomes based accountability.

There is a flyer in the next issue to provide information about this way of working. It will be a familiar concept for many community organisations but this includes identifying the indicators that can measure the impacts of our work.

We believe this is a useful tool for organisations that can be used both internally and externally to show the value of the work the organisation is doing.

A new government

What does this mean for the social service sector? With a review of spending in all government departments and the promise of more tax cuts by the new National/ACT government there are

bound to be changes ahead for our sector. That makes it even more important to be thinking about how you report on the difference that your work makes, the value of your organisation to the wellbeing of the community and our country.

Getting to know your local MP and making yourself known to the new Minister are the start of building relationships so that you can discuss the issues and showcase how your work has an impact.

Community Waikato will put together a briefing paper for the new Minister and we welcome your input. Please email me at andrea@communitywaikato.org.nz.

Waikato Technology Support and Resource Centre

What benefits will this Centre bring to you? The Centre plans to be a comprehensive centre for support, advice, website development and guidelines for working online, ICT projects such as the engage your community conference, e-day and a source of ideas, discussion and advocacy for technology and our sector. We hope that funding applications to get this centre started will be successful. Future plans are to establish local IT support around the region for our sector and to

develop the Centre into a management services centre if the need is there. More on this in the next issue.

I wanted to bring you an overview of some of our work over 2008 and to acknowledge the amazing work done by our Community Waikato staff. We are fortunate in having Buddy our Kaumatua, a wonderful new home, funding organisations that support us, colleagues who inspire us and jobs to come back to in the new year.

The Community Waikato team endeavour to live the values of our organisation and are committed to social justice and the organisations and people who work to achieve it.

I bring to you all best wishes for a safe and happy Christmas and New Year from our trustees and staff Anne, Sally, Sandy, Jenny, Sheryll, Jane and me. We look forward to working with you in 2009.

Nga mihi o te Kirihimete me te Tau Hou

Advisors at Large

Farewell to Charl

We recently had to say farewell to Charl who has worked with us as our IT Advisor for the last two years. Charl is off to continue his studies but will be continuing to do some work with us under contract until we get the new Technology Support Centre up and running. Groups will still be able to access Charl's services by contacting us at 07 8381583.

One of Charl's last major tasks for us was the installation of video conferencing equipment at our offices. This was done in partnership with Coromandel Independent Living Trust and will provide us with a way to beam people in from around the Coromandel and to take part in training, network, and meetings.

We are very sad to lose Charl but wish him the best with his studies. It has been great having him on our team and we hope he will remain working in our sector because having a "techie" who understands us is a rare and wonderful thing!



Merry Christmas

Thames Coromandel, Hauraki and Matamata Piako Districts

On 31 October 2008 I celebrated 3 years as advisor for the tangata whenua, community and voluntary social service and environmental agencies in the Thames Coromandel, Hauraki and Matamata Piako districts.

I want to thank all the people I have worked with this year for making it an exciting and rewarding place to be. All of you have inspired and humbled me because of your dedication to making our families, communities and our society a better place for all who live in it. The collective wisdom is huge and the willingness of Government and Community agencies to share that wisdom and

work together has made a very real impact on the positive future of our communities. I feel privileged to be able to work alongside these groups.

I couldn't have done this work without the support of my team and the Board of Trustees so to all of you, I wish you a very merry Xmas and a safe and prosperous 2009.

*Kotahi te kahao o te ngira e kuhuna ai te miro ma Te miro pango me te iro whero.
There is but one eye of the needle through which the red, the black and white threads pass.*

Sheryll FitzPatrick
Community Advisor - Community Waikato

Kaumatua remuneration

Sandy and Buddy have been working with a group on an important project, which has been exploring the development of appropriate processes for remuneration of Kaumatua who contribute their knowledge and wisdom to our sector in so many ways. Often groups are unclear about how they could and should reflect the contributions made by Kaumatua and at times Kaumatua can be tripped up by Work and Income policies that do not adequately allow Kaumatua to be remunerated without falling foul of their rules.

This is a significant kaupapa and there is the potential for it to impact at a national level in developing good practice options regarding valuing the contribution of our Kaumatua. You can contact Sandy at sandy@communitywaikato.org.nz if you would like to find out more.

NZCOSS Conference

Jane has been elected for another year onto the board of New Zealand Council Of Social Services at the recent national conference along with Debs Tangahau from Rotorua Council of Social Services. With two representatives on the board, it will make representation much more manageable and is a much better fit for our work in the Waikato. We are looking forward to having the opportunity for further development of our relationship with RoCoss.

Collaboration with other capacity strengtheners

There is a real enthusiasm amongst our peers to come together more formally to discuss further ways in which we can collaborate and support each other. This was evident at the NZCOSS conference and the UNITEC review recently. A hui is planned for the end of the year as a starting place to plan. It is a really exciting move forward and signals some significant developments in how we work together and in getting input for our work and development.



"Your employment is dependent on funding"

by Jane Stevens, Workplace Wellbeing Project

For most organisations in our sector people are our primary resource and wages are usually our biggest budget item.

It is hard to reconcile wanting to be responsible, caring employers with the knowledge that when you employ staff you can only plan to have enough to pay wages for a maximum of 12 months ahead.

There is a real sense of discomfort amongst many employers we have spoken to about how to reconcile the realities of employment in our sector with our responsibilities as employers under the Employment Relations Act. We recently spoke to John Ryall the National Secretary of the Service and Food Workers Union about the problems of funding in our sector and the use of 'Dependent upon funding' clauses to reflect our realities. Here is what he had to say.

"The use of 'dependent upon funding' clauses in employment agreements is widespread. Indeed,

the vulnerability of funding is often cited as the reason for making positions fixed term. However, it is not good practice and depending on the wording of any clause, it could be illegal. If a position is ongoing and there is a good chance that funding is likely to be rolled over, it is better practice to make the position permanent and instead include a redundancy clause.

Redundancy is a situation where an employer may have positions surplus to requirements through an event such as loss of funding or reduced forecast funding. There should be a process of consultation set out in a redundancy clause and a commitment to redeploy staff members affected if this is possible or practicable. In most redundancy clauses, there is often a scale of redundancy compensation, which is paid in addition to notice of termination of employment if an employee is unable to be redeployed. One common option is the payment of 4 weeks pay for the first year of service and two weeks extra pay for each year of

"it is better practice to make the position permanent"

employment after this."

This is very useful information and gives us some clear guidelines on how we can deal with our funding realities and still be responsible employers. You can find out more about this and lots of other useful information in our recently released employment resource kit "Mana Mahi" which is available from Community Waikato or online at www.communitycentral.org.nz/workplace-wellbeing

Forces for Good - The Six Practices of High-Impact Nonprofits

Leslie R. Crutchfield and Heather McLeod Grant

What makes great nonprofits great?

Crutchfield and McLeod Grant studied 12 top-ranked American nonprofits that have achieved extraordinary levels of impact. This book details the way they shape government policy, engage and mobilise millions of individuals and, in doing so, help change public attitudes and behaviours. They nurture larger networks of nonprofits and collaborate rather than compete with their peers. They spend as much time managing external relationships and influencing other groups as they do worrying about building their own organisations. These high impact nonprofits are not focused only on themselves but also on the relentless pursuit of results. This book provides powerful insights for all readers who care about creating positive social change and includes lessons for all practitioners and philanthropists who seek to increase their social impact.

Leaders who aspire to grow organisations for the common good and magnify their social impact will learn what it takes to build great organisations in the current social, economic and political climate. They can draw upon the insights in this book to help improve the effectiveness of the organisations they currently support.

The authors discovered the key ways in which social entrepreneurs leverage the other sectors of society to create widespread, systemic change and distilled six ways that great nonprofits have changed the world.

Great social sector organisations do these six things:

Advocate and serve.

They don't just focus on doing one thing well. They may start out by providing great programmes, but eventually they realise that they cannot achieve systemic change through service delivery alone.

So they add policy advocacy to access government resources or to change legislation, thus expanding their impact. Other nonprofits start doing advocacy and later add grassroots programmes to supercharge their strategy. Ultimately all of them bridge the divide between service and advocacy, and become good at doing both. And the more they advocate and serve, the greater the levels of impact they achieve.

Make markets work.

Tapping into the power of self-interest and the laws of economics is far more effective than appealing to pure altruism. No longer content to rely on traditional notions of charity or to see the private sector as the enemy, great nonprofits find ways to work with markets and help businesses "do well while doing good". They influence business practices, build corporate partnerships, and develop earned income ventures – all ways of leveraging market forces to achieve social change on a grander scale.

Inspire evangelists.

Great nonprofits see volunteers as much more than a source of free labour or membership dues. They create meaningful ways to engage individuals in emotional experiences than help them connect to the group's mission and core values. They see volunteers, donors, and advisors not only for what they can contribute to the organisation in terms of time, money and guidance but also for what they can do as evangelists for their cause. They build and sustain strong communities to help them to achieve their larger goals.

Nurture nonprofit networks.

Although most groups pay lip service to collaboration, many of them really see other nonprofits as competition for scarce resources. But high impact organisations help the competition succeed, building networks of nonprofit allies and

devoting remarkable time and energy to advancing their larger field. They freely share wealth, expertise, talent, and power with their peers, not because they are saints, but because it is in their self interest to do so.

Master the art of adaptation.

All the organisations are exceptionally adaptive, modifying their tactics as needed to increase their success. They have responded to changing circumstances with one innovation after another. Along the way they have made mistakes, and even produced some flops. But unlike many nonprofits, they have also mastered the ability to listen, learn and modify their approach based on external cues allowing them to sustain their impact and stay relevant.

Share leadership.

The CEOs are exceptionally strategic and gifted entrepreneurs. But they also know they must share power in order to be a stronger force for good. They distribute leadership through their organisation and their nonprofit network – empowering others to lead. And they cultivate a strong second-in-command, building enduring executive teams with long tenure, and developing highly engaged boards in order to have more impact.

This book can be ordered through Whitcoulls for \$49.99

<http://books.whitcoulls.co.nz>



The need for external professional supervision in our sector

by Sheryll FitzPatrick, Community Advisor

Working in the Coromandel Peninsula has its perks. I travel around what must surely be one of the most beautiful places in the world. However, when visiting the agencies who work in this paradise, I hear the same story; the work of the managers and coordinators of community agencies is becoming increasingly complex and while the region is beautiful to look at, this paradise also has its fair share of domestic violence, child abuse, drugs and poverty. Managers and coordinators of the agencies not only deal with the dysfunction within their communities but are also the meat in the sandwich between the governance body and the staff, paid and unpaid. The management role is a pivotal one in any organisation.

So this begged the question "How can these very important people ensure that they can reflect on their practice and keep themselves, their clients and their agencies safe?" Counsellors, social workers and nurses long ago recognised the need for self-care and to be able to offload in a confidential environment to someone who understood the discipline they worked in. Someone who was not their line supervisor or who had input into their performance appraisal but rather someone who was able to gently challenge the worker to explore situations. Someone who can encourage the worker to reflect on the

impact a situation had both on themselves and on their client, what actions they took, how they felt, what they might do in a future situation and what resources they need to do their job well. The supervisor and worker can also decide what training and professional development the worker needs to grow and develop in their role and together do some forward planning. It is not personal therapeutic counselling and it is not instruction on how a job should be carried out. It is also separate from cultural supervision which is about cultural accountability and cultural competency. It is a structured relationship set up between a supervisor and a worker (supervisee) in which the supervisor supports the worker to critically reflect on his or her work and make any necessary changes.

When I ask managers and coordinators what their understanding of external supervision is many of them have no idea. They often tell me that when they need assistance and support they are simply told by the Chairperson that they are doing a good job. While this is nice there is little real practical value in this for the manager.

There is a growing need for external professional supervision in the Coromandel Peninsula for managers, coordinators, community workers and

"the worker needs to grow and develop in their role"

kaimahi who do not belong to a professional registration body such as NZ Association of Social Workers or the NZ Association of Counsellors.

Clearly, in our area, we needed to encourage people to train to provide supervision. The first step for me was to find out what supervision means. I attended a five day course run by Unitec. Following this I consulted with Wintec in Thames and asked if they could provide some form of training in supervision. So was the genesis of the certificate and diploma of supervision being made available at Thames Wintec at the end of 2007. There were 8 of us from the Thames Coromandel, Hauraki and Matamata Piako Districts and we have completed 4 modules in the supervision certificate course. So we are well on our way to achieving our goal of providing external supervision to those managers, coordinators, community workers and other kaimahi who work in our sector.

Networks Update

by Jenny Patching, Community Advisor



WAIKATO REGION COMMUNITY HOUSE NETWORK

There are over 30 Community Houses from across the Waikato who are members of this network, which is actively working on several key projects and events. This year the network has focused on two key outcomes from its 2007 Conference: a bulk purchase project, and the development of a Multi-Employer Collective Agreement (MECA). Work has also commenced on the next regional conference (see back page for details). Representatives from the Network attended the inaugural National Community Houses Hui in September, and continue to represent the Waikato on a national level through the development of a regular national hui. Community Houses share a core kaupapa – to provide access to services and a central resource for their local community. This valuable role is being increasingly recognised, and the regional Network continues to play a key role in this. The Network meets every second month, and each House takes a turn at hosting the hui. This year has seen a focus for these hui on the projects mentioned, with the occasional inclusion of a guest speaker. New members are always welcome, so if you think your organisation 'fits' the community house model, give Jenny a call.

COORDINATORS & FIELDWORKERS NETWORK



The Coordinators & Fieldworkers network has seen an exponential increase in attendance this year. This has been the direct result of several key changes to the hui structure and format. The Network continues to meet bi-monthly, but now have shorter meetings, and an increased focus on networking and general discussion. Network members share a common work structure in that they are mobile, and work predominantly in the health sector. Want to know more? Give Jenny a call.

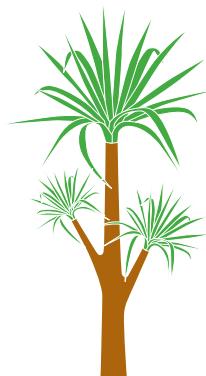


CHILD HEALTH & DISABILITY FORUM



This network has undergone some significant changes over the last two years. A name change means the Forum is now affectionately known as the CHAD Forum, and discussions about the Forum's purpose and function identified a clear rationale. Despite this, continued low attendances culminated in an online survey in August to help identify the Forum's viability, and any potential changes that may affect this. The main outcome was to change the frequency of the hui, from bi-monthly to once per school term, and to change the format of the hui from a formal presentation / guest speaker to a more informal, networking-focused structure. The CHAD Forum now provides an excellent opportunity to meet newcomers to the field, strengthen existing contacts, and discuss issues and projects that affect the work of this vital sector of the community.

If your organisation would like to take part in CHAD Forum hui, contact Jenny for more info & hui dates. Ph 07 838 1583





National Community Houses Hui 2009

*Ka Puta i te Kohu – Out Of The Mists
Hui Tahi, Tipu Tahi – Come Together, Grow Together*

September 18th & 19th 2008 saw representatives from approximately 70 community houses from across the nation gather at Lincoln Green Conference Centre in Waitakere City. The Waikato Region Community House Network was ably represented by Kim Atutahi (Te Kuiti Community House), Anne Ramsay (Ngaruawahia Community House), and Jenny Patching (Community Waikato). The Hui presented some fantastic opportunities to further enrich the work of Community Houses nationally, and to showcase the existing strengths of projects the Waikato Network is engaged in.

Key outcomes from the Hui to note include Anne's election to the National Hui Society Executive, the potential for national research into community houses to be undertaken, and some excellent contacts with other houses from all over Aotearoa. Kim did a fantastic job representing Waikato as part of the panel discussion, which investigated issues such as defining a community house, how community houses can effectively engage with their stakeholders, and possible future directions. A tour of local community houses, and of the eco-building of Waitakere City Council generated several great ideas and topics for further discussion.

The announcement of the 2009 Waikato Region Community House Conference excited great interest from the Hui participants, some of whom expressed a keen desire to take part. There was also a great deal of interest in some of the projects the Waikato Network is currently working on, and a general willingness from all those involved to work more collaboratively to share information, ideas and strengths.

The future for a national network of community houses looks very promising, and the potential significance of such a collaborative effort is amazing! Watch this space!!



(L-R) Kim Atutahi, Te Kuiti Community House; Martin Highgate, Porirua Community Centre; Janie Hyde, Village on 17th (Tauranga); Mike Asmussen, Christchurch Community House; Vicky Sykes, Friendship House (Manukau City); Graham Smith, Massy Community House; Graeme Ennor, Mokoia Community Assn (Rotorua).



(L-R) Jane Livingstone, Massey Community House; Kim Atutahi, Te Kuiti Community House; Martin Highgate, Porirua Community Centre.

Community Waikato Scholarships

by Sally Fenwick Ridley, Training and Communications

Community Waikato makes available \$40,000 from its annual budget each year for scholarship awards. The aim of the scholarships is to support paid and volunteer workers in community-based tangata whenua, community and voluntary social service organisations, who are undertaking tertiary study which will contribute to their own development and social service work.

The intent of the scholarships is to both recognise and support leadership in the social service sector, and strengthen the overall capacity of community organisations.

Scholarship recipients are selected based on their strong community sector involvement, and desire to complete a tertiary qualification with a social service focus.

If you are working or volunteering in the Social Services Sector and are working towards a qualification that will enhance the work you do in

the community then you may qualify to apply.

The scholarships range up to \$1000 each. The 2009 round opens 2 March 09 and closes 10 April 09

To be eligible applicants should be –

- New Zealand citizens or permanent residents of New Zealand
- Working in either paid or unpaid roles in social service organisations in the community sector in the greater Waikato region
- Undertaking tertiary study which will contribute to those roles
- Supported by their organisations in their application

**Application forms
will be available at**

**www.communitywaikato.org.nz
from the opening date.**

**You can contact us from that date
to have one posted to you or call
now and leave your name
and address with Sally
to have an application posted
out on the 2nd of March 09.**

**Ph 07 838 1583 or
email sally@communitywaikato.org.nz**



Whitianga Community Services Trust

"The Hub of the community"

The Whitianga Community Services Trust (WCST), like most of our community houses in the Waikato, is a 'one stop centre.' They have 14 staff members and provide 23 different services, all interacting with one another, under the same roof.

The number of volunteers, 50 or more, are a testimony to the atmosphere and support the volunteers enjoy. The Whitianga and outlying Mercury Bay community really support the organisation and want to be part of what they do.

"When you walk in the doors of the WCST people notice and they welcome you in. There is so much positive energy in the place, emanating from the staff and volunteers" says a visitor to the organisation, "and they are able to provide the help I need or help me find it myself."

One of the services offered at WCST is that of Alternative Education Provider. Carefully structured and approved by the Ministry of Education, this one on one programme helps to identify individual needs and reintegrate teenagers, who have fallen through the cracks in mainstream schooling, back into formal education. They have had some wonderful successes.

Trust Director Brenda Duncan, presents one success story.

"Some two and a half years ago I spotted a young lad wandering around our centre looking at the Op Shop with his Mum. I asked him why he wasn't at school and he replied "I don't go to school" He said he was 13 years old and he didn't know how long it was since he'd been at school. I asked him if he wanted to go to school here and he said yes, I said when and he said tomorrow. He was here at 7.30am the next day.

That is how our external alternative education centre started. As time went on we had another student join us.

We decided to go on a trip. The students decided where to go, prepared a budget and earned their



own money—they cleaned cars. Rainbows End in Auckland was the first choice. On their return they wrote a newspaper article.

We got our first young man a job delivering flyers, taught him about bank accounts and money. He became a high achiever at the correspondence school.

He progressed from there to working - unloading a scallop boat daily. We discovered he had a hearing impairment, which was the cause of many of his early problems. He has now had surgery and is awaiting one more operation. He is now working on the scallop boat full time and will be going to the Bay of Plenty Polytechnic in February 2009, after his surgery, to do a fishing course.

In two and a half years he has gone from young teen school dropout, to a well educated, highly achieving young man, with a full time job and his sights set on tertiary level education.

There are many youth like this young man, who simply need a chance to reach their potential. To

meet this need we have expanded and have purchased 'Successmaker', a computer programme for numeracy and literacy from 5 years of age up to, but not including NCEA Level 1.

We get our students and early school leavers to see our careers advice person, choose a career, and find out what qualifications they need to reach that goal. They use the correspondence school to bring up their numeracy and literacy alongside Successmaker which works at their level. So far, using this method, we have 4 students going to B.O.P Polytechnic next February which is a huge achievement for all of those young people.

Successmaker is available to any person in the community who wants to bring their numeracy and literacy up, further their education and even go on to tertiary level studies."

Whitianga Community Services Trust resides at 19 Buffalo Beach Road in Whitianga and can be contacted at 07 866 4476 or emailed wcst@xtra.co.nz

Workplace Wellbeing goes online

The Workplace Wellbeing Project now has a home on the Internet. It is one of the cross-sectoral projects featured on the new shared IT platform for community sector organisations, CommunityCentral, which was launched recently.

Workplace Wellbeing is a community-driven, sector-led project to promote good employment practices in the tangata whenua, community and voluntary sector. It is a joint project between Community Waikato, the NZ Council of Social Services, the NZ Federation of Voluntary Welfare Organisations and the Service and Food Workers Union Nga Ringa Tota.

Workplace Wellbeing's website on Community Central provides more information about the Project. It also lists up and coming workshops, has links to other employment-related websites, and also contains free, downloadable guides and resources on employment practice which have been tailored specifically for our sector.

www.communitycentral.org.nz/workplace-wellbeing

"It also lists up and coming workshops and has links to other employment-related websites"

 **Workplace Wellbeing**
Valuing the Work of the Tangata Whenua,
Community and Voluntary Sector



BITS and BYTES

Charl Du Plessis



This month's Bits and Bytes article will focus on providing the reader with links to Tips and Tricks regarding questions I am frequently asked when working with the community organisations. I will cover items such as "How to create a System Restore Point" manually in Windows XP Pro to "How to convert a PDF file to Word, Excel or JPG format." As each explanation would cover an entire article I decided to research the internet to tap its vast resources and look for a comprehensive "Tech Tips" website. I was surprised to learn how many websites are available on the internet dealing with those tricky problems, but I have chosen to use HYPERLINK "<http://www.online-tech-tips.com>" www.online-tech-tips.com as they have a large amount of information and the site is a breeze to navigate. The articles are written in plain English and easy to read. The list below covers my top picks from the site but there are many other fantastic tips available and I would highly recommend a visit by our Kumara Vine readers.

How to Create a System Restore Point:

HYPERLINK "<http://www.online-tech-tips.com/windows-xp/create-a-restore-point-manually-in-xp/>" <http://www.online-tech-tips.com/windows-xp/create-a-restore-point-manually-in-xp/>

Configure Office 2007 to save files in older format by default:

HYPERLINK "<http://www.online-tech-tips.com/ms-office-tips/configure-office-2007-to-save-files-in-older-format-by-default/>" <http://www.online-tech-tips.com/ms-office-tips/configure-office-2007-to-save-files-in-older-format-by-default/>

How to convert a PDF file to Word, Excel or JPG format:

HYPERLINK "<http://www.online-tech-tips.com/computer-tips/how-to-convert-a-pdf-file-to-word-excel-or-jpg-format/>" <http://www.online-tech-tips.com/computer-tips/how-to-convert-a-pdf-file-to-word-excel-or-jpg-format/>

How to create a secured and locked folder in Windows XP:

HYPERLINK "<http://www.online-tech-tips.com/computer-tips/how-to-create-a-secured-and-locked-folder-in-windows-xp/>" <http://www.online-tech-tips.com/computer-tips/how-to-create-a-secured-and-locked-folder-in-windows-xp/>

How to get a Vista style Sidebar in Windows XP:

HYPERLINK "<http://www.online-tech-tips.com/free-software-downloads/vista-style-sidebar-in-windows-xp/>" <http://www.online-tech-tips.com/free-software-downloads/vista-style-sidebar-in-windows-xp/>

An introduction to Windows XP Task Manager:

HYPERLINK "<http://www.online-tech-tips.com/windows-xp/an-introduction-to-the-windows-xp-task-manager-processes-programs-and-performance-part-i/>" <http://www.online-tech-tips.com/windows-xp/an-introduction-to-the-windows-xp-task-manager-processes-programs-and-performance-part-i/>

Repair a damaged or corrupt Word document:

HYPERLINK "<http://www.online-tech-tips.com/ms-office-tips/repair-corrupt-damaged-word-document/>" <http://www.online-tech-tips.com/ms-office-tips/repair-corrupt-damaged-word-document/>

How to Insert a PDF into PowerPoint:

HYPERLINK "<http://www.online-tech-tips.com/ms-office-tips/insert-a-pdf-into-powerpoint/>" <http://www.online-tech-tips.com/ms-office-tips/insert-a-pdf-into-powerpoint/>

How to add music to PowerPoint:

HYPERLINK "<http://www.online-tech-tips.com/category/ms-office-tips/page/3/>" <http://www.online-tech-tips.com/category/ms-office-tips/page/3/>



Serving the needs of older people

Loneliness can occur only too quickly as we age. Your friends and family may live out of town, some of your friends have passed on, and suddenly you are unable to venture out of your home the way you used to.

This social loneliness is a reality that many older people live with daily. Age Concern Accredited Visiting service recognises that we can help our older people through our wonderful volunteers who visit an older person every week for social contact and friendship. This service is in need of volunteers

willing to make a difference to an older person's life.

One of the greatest gifts we can give to an older person is 'time'.

Age is no barrier to becoming a visitor, if you are still getting out and about. There are many people in your community that simply cannot get out. They remain at home 24/7 with little or no contact with other people.

Put a smile on someone's face and ring us to become an Accredited Visitor.

You don't have to have a license or vehicle to be an Accredited Visitor, some of our clients may be living in your very own street! Talk to us, we would love to hear from you.

If you know of an older person who would benefit from having some company each week then please also call us.

For more information please contact:

Jane Grantham
Age Concern Hamilton
AVS Regional Co-Ordinator
Hamilton
07 8380328

Contact details for other areas:

Morrinsville: Jan 8895519
Paeroa: Gail 8626256
Huntly: Carole 8266771
Matamata: Wendy 8887987
Te Kuiti: Rae 8783335
Cambridge: Geordie 8276942 [after 1pm]
Thames: Robyn Pengally 8690404
Te Awamutu: Marguerite 8714118
Raglan: Myrna 8258382



Merry Christmas from all at Community Waikato

Community Waikato will be closed for the Christmas break from 24 December and will reopen on 5 January 2009.

Conferences

National Not-For-Profit Sector Conference

"Skills to Make a Difference"

19-20 March 2009

War Memorial Conference Centre

Marine Parade, Napier

For information and registration go to www.nfpconference.co.nz

Philanthropy NZ

18-19 March 2009

www.pnz.org.nz

Down Under Institute

22-26 February 2009

The Down Under Institute brings together practitioners and policymakers working in the areas of diversity, community and inclusion of all people who live on the edge of society - whether it be due to disability, poverty, ethnicity, mental health, etc.

For information and registration go to www.lifestyletrust.org.nz

Training

An introduction to Project Management

19 & 20 Jan 2009

To enrol please contact Sally 8381583 or sally@communitywaikato.org.nz

UNITEC Review



The Not- For- Profit Management Diploma run by UNITEC has become a very valuable source of professional development for people working in our sector. Community Waikato has worked in partnership over the last 4 years with UNITEC to make it accessible to people in the Waikato. They recently underwent an internal review and Jane was pleased to be invited to be part of the review panel. It was a pleasure to hear the stories, the passion and the positive journeys that participation has taken people on. The Diploma is very much alive and well and we look forward to seeing it continue to grow its role as a leader in the provision of professional development for our sector over the coming years. Please contact Sally, 8381583, for any further information about the Unitec programme in Waikato.

Networks

Maori networks:

Please contact Sandy at sandy@communitywaikato.org.nz

Maori Nurses Network

Maori Social Workers Network

Kaumātua Forum

Maori Disability Network

Maori Funders Forum

Thames networks:

Please contact Sheryll at sheryll@communitywaikato.org.nz

Transport steering group

Celebration of the older person

Thames youth forum

Regional networks:

Managers Forum

Please contact Andrea at andrea@communitywaikato.org.nz

Waikato Regional Community Houses Forum

Child, Health and Disability Forum

Coordinators and Fieldworkers Network

please contact Jenny at jenny@communitywaikato.org.nz

Graphic Design and Print management service!

Shelly Smith from Design Buzz prides herself on providing an excellent, prompt and friendly service from graphic design right through to the finished printed product.

For more information or to arrange a free consultation you can contact Shelly on 07 855 5913 or 021 150 0894, www.designbuzz.co.nz



Graphic Design ♦ Print Management

The Kumara Vine was proudly designed & print managed by Design Buzz Ltd

Kumara Vine

This newsletter is produced by Community Waikato and distributed to community-based social service organisations in the greater Waikato. We welcome suggestions and contributions.

Electronic copies can be downloaded from our website www.communitywaikato.org.nz

Community Waikato is a tangata whenua, community and voluntary social service sector trust that works to support, strengthen and advocate for community-based social service organisations in the greater Waikato. Our community advisors work alongside organisations assisting with governance, planning, management, coordination of services, employment, IT advice and other issues faced by the community sector. Community Waikato also facilitates a variety of networks, provides workshops and training, act as Tindall Fund Managers and have an annual scholarship available to support people from community organisations undertaking relevant studies.

Making contact:

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Email: sally@communitywaikato.org.nz

Website: www.communitywaikato.org.nz

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