



# MAHI MIHINARE

ANGLICAN ACTION

---

ANNUAL REPORT 2021-22



# OUR MISSION STATEMENT

Anglican Action stands for Justice Through Service.

Anglican Action unites Faith and Te Tiriti in a Mission committed to flax roots support and challenge from the margins to an unequal society in order to liberate and empower.

Anglican Action celebrates the spirituality of life and believes that every sister and brother, known or stranger, of this land or another, is considered to be our neighbour.

All of creation is sacred and of equal and infinite value with a soul worthy of care and respect.

To this end, Anglican Action commits itself to the pursuit of justice through service within and beyond the borders of Aotearoa New Zealand.

We will advocate and stand in solidarity with all of creation and every brother and sister being denied justice or the basic human necessities of life.

We offer hope.

# OUR VALUES

## **WHAKAHOU - REGENERATION**

This value refers to living in the rhythms and cycles that are life-giving without wasting, exploiting or violating the natural order.

## **WHAKAORATANGA - RESTORATION**

This value refers to the restoring of individuals to themselves to enhance their sense of self, their mana, their mauri, spirit and humanity.

## **WHAKARATONGA - REDISTRIBUTION**

This value reminds us that inequality is rooted in systems of greed and destructive consumption. This value is not based on merit but on the commitment to equity that ensures everyone receives all they need to flourish and thrive.

## **TAU TAUPAKI - RECIPROCITY**

This value reminds us that life is not a balance sheet or ledger. It is based on giving and receiving freely. In this "economy" of community, we learn to be generous and open-handed and to offer support, care, our time and talents to whoever needs it.



# FROM OUR CHAIRPERSON

Tenā koutou katoa,

Covid has shaped the way we work, play, communicate, celebrate and mourn. It has certainly been challenging for an organisation such as Anglican Action to be able to maintain it's people facing care ....and they have done it so well. Not only caring for our clients, but also caring for each other.

As an organisation we are continuing to look at ways to improve our reporting and the Finance and audit committee have done much to ensure policies are appropriate and fit for purpose and that finances are linked to the operational and strategic objectives in the Mission. There are new financial reporting rules that will come into play next year and Karen and Ken have ensured that we are well equipped to meet the requirements.

The Board met with our Auditor in May 2022 for the first time (due to covid). We had appointed PKF chartered accountants in 2020 as an independent auditor. He was very complimentary of Ken's work and was comfortable with the Boards decision to endorse a negative budget this year.

This is basically to provide staff with a sum that will help them through the present cost of living crisis and for loss of income due to isolation requirements that can escalate especially if there is extended family and children.

The challenges that have become larger during covid and cost of living hikes directly impact us all but even more so those who need accommodation and affordable living. The next year will see greater challenges to provide those basic needs to those on the margins.

The Board would like to sincerely thank all our funders - we are indebted to your generosity and endeavour to ensure it is used wisely and with care.

And to our contract holders- we appreciate your contracts, and we appreciate that this work - for the marginalised, is a privilege.



For all those who do the unseen work for Anglican Action through support, contacts and financial contribution – we acknowledge you and thank you.

For all the staff – you make a profound difference in peoples lives every day – in big ways and small ways and I am very proud to be associated with Anglican Action because of the work you do.

The last thanks goes to Karen and Matua Pine , and the management team. Your work holds this organisation together and improves it each year and it is sincerely acknowledged by the Board.

Finally, The Board has seen changes in the past year with Brian Prestige resigning and we have welcomed Moko Tauariki and Mark Tumai onto the Board team.

It is with great sadness that we farewell Gerald Bailey from the Board at this meeting. His service to Anglican Action has been tremendous and in many ways has shaped the organisation as it is now with the careful crafting of our Trust Deed and considered legal advice.

I personally would like to thank Gerald for the wisdom and support he has given me and the immense amount of work and commitment he has given Anglican Action over many years.

Jane Manson

## OUR BOARD

**Jane Manson** - Chairperson

**Gerald Bailey** - Deputy Chairperson

**Rosanne Matheson** - Chair of Finance Audit and Risk Committee

**David Wilson** - Trustee

**Meleane Burgess** - Trustee

**Mark Tumai** - Trustee

**Moko Tauariki** - Trustee

**Polly Atatoa-Carr** - Trustee

**Archbishop Phillip Richardson** - Trustee



## OUR KAUMATUA

Tēnā Koutou. Greetings. Talofa.

Matariki, me to Kāhui Whetu kua rewa nei ki te pae o te rangi, tēnā koutou. Pōhutakawa te tohu o te mate, tēnā koe i a Anaru Tamihana, te Tumuake tawhito o te Kīngitanga ara, o Ngāti Haua whānui. Moe mai rā e te Rangatira. Ka mihi ki o tātou wāhi mahi (Hubs) me te hunga tautoko (support staff), me ō koutou anga whakamua (vision for the way ahead). Ko tā mātou he tūmanako (we offer hope).

Matua Pine Campbell



## TUMU WHAKARAE CEO/MISSIONER

Legacy is something I have been considering as I reflect on this past year and write this report.

I am particularly aware of the depth and breadth of this word as we come to acknowledge Gerald Bailey in his retirement from the Mission's Trust Board. His selfless, sacrificial giving of time and professional expertise, his example of faith as a way of life and his dedication to the pursuit of the common good exemplifies what "justice through service" truly represents. Gerald has shown us how to fully integrate what the law requires and what love demands and it is upon this legacy that we will continue to build our Mission into the future. Gerald, on behalf of all of us in the Mission, a heartfelt, soul filled, thank you for this legacy taonga.

It is perhaps more difficult to imagine COVID-19 as a positive legacy but if we think about the moment we all stopped through lockdowns, when we think of the re-evaluation of values, the momentary respite that the planet received from our relentless plundering and polluting, and the opportunity to re-think the place of work in our lives, we might just be able to contemplate the pandemic as the catalyst for new legacy building.

This has certainly been the response from the Mission. Our strategic plan continues to point us to a new future and is probably more relevant today than when it was first written in 2020. As we grappled with, and met the challenges of the past year, we also recognised the need to re-develop our operational plan in order to respond to the ever-changing context in which the strategic objectives are located. This work has been undertaken and we now have an explicitly seamless continuity from strategic to tactical, to financial, to operational to everyday workplan. This also exemplifies the principle of interconnectedness and the importance of being dedicated to continuous development, being agile and capable of realignment if and when necessary.

We recognise that the movement for change, for justice, and for service, requires a unique commitment and call to the purpose of the Mission. Over the past year we have needed to re-shape, re-configure and re-develop ourselves in response to this new, more fluid emergent environment. The extraordinary people who create this Mission turn up in so many ways with gestures of solidarity that add strength and mana to our collective and inter-connected work. From the people who come through our doors in search of hope that is tangible and enduring, to the staff who come with boundless generosity of spirit, to the trustees who gift their time and expertise, to the Church who prays for us, to the statutory partners who contract us, to those who donate funds and to those who simply believe in us and support us in a myriad of ways, we thank you all for the privilege of working together to build a greater legacy of community.

In acknowledgement of the immense legacy endowed to Te Ara Hou from Ngati Haua, we recognise the great attributes of manaakitanga, kaitiakitanga, wairuatanga and whanaungatanga which endure as a heartbeat from the original story of this whenua and its people.

To mana whenua, we say

Kia tau iho ra ngā manaakitanga ō ngā tūpuna, kia whai painga ngā uri whakatipu.  
*May the blessing of your tipuna rest upon us as we building upon their legacy for generations to come.*

Karen Morrison-Hume





# 2021 HAPPENINGS





# REINTEGRATION

Our reintegration services this year saw the successful completion of 10 years of work with an individual on intensive community mentoring, who prevailed despite numerous barriers and setbacks.

Our ongoing in-house evaluation and research with our Whakaoranga Wāhine services is continuing to provide insights into the experiences of women in the justice system.

A persistent challenge for all of our reintegration work is the need to secure long-term housing for our residents to begin the next steps of their lives in-community.



# AWHITIA

Awhitia is a new team that combines the roles of the Centre for Social Justice, welcoming and manaakitanga, pastoral and spiritual leadership, and the technology and design aspects of communications and branding.

The formation of this new team included a physical redesign of our spaces, notably the reception space has been upgraded to reinforce that this is a space for welcoming, kōrero, and warmth at the heart of our Te Ara Hou site.

This team also lead our environmental mahi across the Mission looking at all things from electric vehicles to composting across our sites.







# WAYFINDING THROUGH CHALLENGES

Navigating the challenges of COVID led us to recreate how we do our work. Like many other workplaces, those of us who are able to work remotely, continue to work in a hybrid working model.

The move away from desktops to individual laptops has also encouraged an examination of our systems and processes, which are continuously being revised in light of how we can best do these online and without paper hardcopies.

Our Wāhi Āwhina staff support webpage has been overhauled from a place for staff connection during lockdowns, to an online staff portal featuring all and any Mission resources, links, templates, policies, or guides.

Our ongoing creativity with the use of technology has been crucial as we continue to navigate delivering our mahi in ways that maintain our collective wellbeing.

We envisage this new version of Wāhi Āwhina will make it easier for new and existing staff to access key resources, have a clearer understanding of the wider Mission, and better connect with each other especially during hybrid working.

The new design and colour scheme will also help reframe this site as an ongoing staff hub and not just a COVID space.





# RESPONDING TO PAPATŪĀNUKU

This year has seen a renewed commitment to environmental justice. Recognising that the crises facing our planet are in response to the same drivers that are impacting upon our communities. The interconnectedness of the legacy of colonisation and racism, and, greed and individualism.

This work has been two-fold, with work to restore the whenua, and also, to reduce the impact we have as a Mission community upon Papatūānuku. Remote and flexible working during the COVID lockdowns encouraged us to assess our vehicular emissions as a whole-of-organisation. The findings of this have encouraged our move towards replacing our fleet with electric vehicles.

The long discussed task of clearing and replanting of the lands surrounding Te Ara Hou began this year. Hamilton City Council generously donated 300+ plants to kick off this project. Over 90 hours of volunteer time have gone into this project so far. Clearing a 200m<sup>2</sup> area of ivy, tradescantia, and bamboo, and replacing these with turutu (New Zealand blueberry) and wharariki (mountain flax).

This work has created opportunities for our residents to join us in practical mahi, *hands in the ground*, activities to practice kaitiakitanga with our Mission and Te Ara Hou community.





# HE ŪKAIPŌ

Kids First Whānau Centre, this year, became He Ūkaipō. Our new name, gifted to us by Tania Hepi and Matua Pine Campbell and reflects our commitment to every tamaiti that enters our programme with their Māmā.

Our kaupapa is to provide a safe, warm, loving home for tamariki to flourish in with the full support of their whanau. Our team are advocates for tamariki, coming together from varying backgrounds and professions.



*My ūkaipō is the place where I was raised. It is the place where I feel the greatest connection to my whānau, hapū and iwi. It is the place where my identity stems from. Where I learned my place in the world, the place that taught me the reason for my existence. My ūkaipō exists in the Spirit world, the emotional world and the physical world. It exists across all time, the past, the present and the future. My ūkaipō encompasses all that I am and all that I will become, my potential. It nourishes me spiritually, emotionally and physically.*



# OUR MUM'S VOICES

“

*If more mums could come to a place like this, the whole world would just be better*

---

*I haven't loved every day here, but every day has been a learning curve. Communal living has taught me a lot about the way I relate to people and I have adapted to it better than I thought I would. I have blown myself away with [baby]. I always knew I was maternal but I can't believe how much I love her.*

---

*Its actually been pretty life changing. I see mums come here and completely change in a good way.*

---

*One of the best things I have learned is how important it is to practice self care – for myself and for my kids.*

---

*I'm growing as a woman. I'm going from being a teen towards being an adult. I have stronger independence. I came to a place where I didn't know anyone and I just got involved. Even though it is hard work, the hard things bring out the better things.*

”





# TE AKO RANGATAHI

The kaupapa of Te Ako Rangatahi is to create a positive and safe environment for rangatahi to learn new skills and explore new pathways. Our Whaingā are to:

- **Strengthen** hope with our rangatahi and their whānau.
- **Advocate** for our rangatahi; listen to the unheard, speak for the voiceless.
- **Empower** our rangatahi to create new narratives and better futures.
- **Engage** with our rangatahi through positive role modelling.
- **Transform** relationships and help build stronger people, whānau and communities.
- **Encourage** our rangatahi to establish, build and maintain connections to their whānau, hāpū and iwi.

The team has seen some exciting changes in the last year, including the new youth hub "He Kura Whakangungu" which is a space for mentors to bring the rangatahi they are working with to a safe and welcoming space.

We have a full kitchen, bathroom, lounge, laundry, crafts room, garden, garage and gym set up. These facilities are used on a daily basis, to develop and grow the life skills of the rangatahi.







# PROGRAMME

Our new programme development is focused on building, strengthening and maintaining 6 key aspects we believe are crucial in creating and shaping a successful future.

## ***Tūāpapa***

*The core of the mahi we do is focussed on our foundations, our identity, who are we and where we come from. Understanding our cultural connections and working towards strengthening that for each individual.*

## ***Hauora***

*We recognise that mental, physical and spiritual health and wellbeing are essential to leading a successful life, and encourage our rangatahi to keep that at the forefront of everything they do.*

## ***Kaitiakitanga***

*Exploring what Kaitiakitanga means, why its important and how we can contribute to Te Taiao however small.*

## ***Te Ao Hurihuri***

*Supporting our rangatahi to become independent and equipping them with practical life skills.*

## ***Ka Muri, Ka Mua***

*Understanding our past, learning from our challenges and how we can use that to navigate our future.*

## ***Tama Tū, Tama Ora***

*Exploring passions and interests, setting goals for the future and mapping the pathways to get there.*

Even though we still face challenges within the Youth Justice space, the missions commitment to supporting and building capacity to meet the needs of our rangatahi and their whānau is at the fore font of the mahi.





# 270

Referrals Received

# 171

New Service Starts

# 543

Individuals Worked Alongside

# 39

Uncontracted Residents



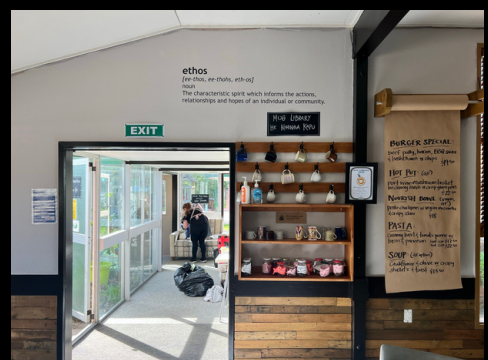


# ETHOS

*The characteristic spirit which informs the actions, relationships and hopes of an individual or community.*

Ethos continues to be an important social enterprise that offers a place for the wider community to experience the manaakitanga of the Mission. The café offers:

- *Training opportunities to those from within our services*
- *Environmental commitment through recycling, mug library and other initiatives*
- *A spacious, well-equipped conference room*
- *Large group catering orders are completed by our in-house catering team for customers on-site and off-site*





With a continued focus on providing high-quality sustainable and delicious food, Ethos offers space for local Māori Artists to promote and sell their products in the cafe, as well as providing a community drop off space during the winter months for blanket drives.

Ethos was recognised by Saveboard in the contribution of Tetraprak Cartons which is used in the production of building materials and now has become a community collection point.

The kitchen garden was created to support sustainable practices which reduces the financial expenditure. Ensuring the menu reflects the seasonal changes, it is continually adapted to provide seasonal fresh produce.



# FINANCIALS

	2021 (\$)	2020 (\$)
Operations Revenue	6,575,669	6,160,637
Other Revenue	117,139	170,157
<b>Total Revenue</b>	<b>6,692,808</b>	<b>6,330,794</b>
Personnel Expenses	4,687,038	4,567,364
Other Expenses	1,611,769	1,375,662
<b>Total Expenditure</b>	<b>6,298,807</b>	<b>5,943,026</b>
<b>Net Surplus for the year</b>	<b>394,001</b>	<b>387,768</b>
Fair Value Gain on Investment	-	4,135
<b>Total Comprehensive Revenue &amp; Exp</b>	<b>394,001</b>	<b>391,903</b>
<b>Statement of Financial Position</b>		
<b>Assets</b>		
Cash & Cash Equivalents	688,679	2,141,913
Investments	1,669,188	579,082
Receiveables	523,745	579,409
<b>Total Current Assets</b>	<b>2,881,612</b>	<b>3,300,404</b>
<b>Non Current Assets</b>		
Investments	-	117,568
Fixed Assets	1,584,896	580,728
<b>Total Non Current Assets</b>	<b>1,584,896</b>	<b>698,296</b>
<b>Liabilities</b>		
Current Liabilities	1,502,065	1,428,258
Non Current Liabilities	-	-
<b>Total Liabilities</b>	<b>1,502,065</b>	<b>1,428,258</b>
<b>NET ASSETS</b>	<b>2,964,443</b>	<b>2,570,442</b>
<b>NET ASSETS COMPRISE OF:</b>		
Retained earnings at 1 January	2,538,640	2,150,872
Total Comprehensive Revenue & Exp	394,001	387,768
Fair Value Reserve	31,802	31,802
	<b>2,964,443</b>	<b>2,570,442</b>



# WE THANK & ACKNOWLEDGE GERALD BAILEY



Gerald has made an inestimable contribution to the governance and life of Anglican Action. His background in the law, the university, and on many trust boards in this region has enabled Anglican Action to develop credibly and confidently.

We did however also recognise that cricket would always be his first love and that certain international matches might take a greater priority.

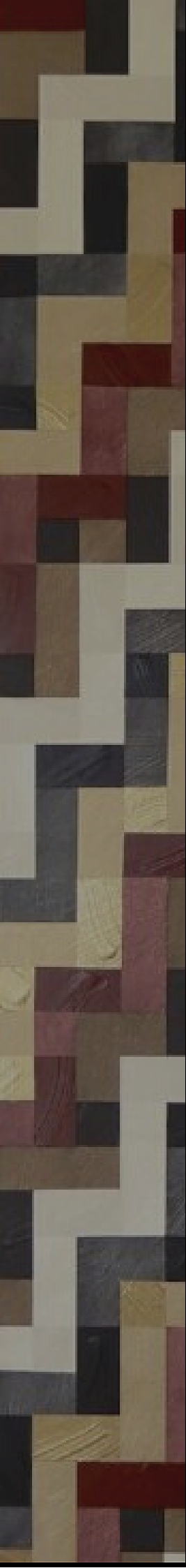
This expansive and gifted man is acknowledged with the following reflections:

*"The walled medieval towns of Europe shut their gates at nightfall and put their trust in one of their number, their watchman, to protect them from harm.*

*Gerald has been our watchman for over 20 years. With wisdom and commitment he has crafted and proclaimed the 'special character' that has defined the work of this agency since its inception."*

*John Denny*





*"Canon Gerald Bailey brought his in depth professional experience as a highly regarded Christian statesman and lawyer to the business and governance of the Anglican Action Trust Board for over three decades.*

*He helped see through the complex transition of the board from an Anglican social service diocesan department , to the Anglican Action board. This crucial transition saw Mahi Mihinare go from strength to strength.*

*Over a number of decades Gerald combined a passion for justice through service, with a precision and acumen that has consistently supported Mahi Mihinare Anglican Action governance , it's prophetic Missioner Karen Morrison Hume and it's wise Kaumatua , Canon Pine Campbell, through thick and thin. This has made all the difference to this mission and its transformative community work down through the decades.*

*Canon Gerald leaves this mission with the highest respect of his colleagues and friends: he will always be remembered with great affection and regard."*

*Sir David Moxon*

*"Gerald's contribution to the development of Anglican Action Mahi Mihinare, as with all that he has done across the life of the Church and especially within this Diocese, has been nothing short of outstanding. His personal integrity, attention to detail, prolific memory, and detailed record keeping has meant that every time Gerald contributes he brings not only wisdom and experience but a great clarity of thought and recourse to the facts of history.*

*Throughout, Gerald is unfailingly kind, respectful and generous. When I think of those who have enabled and supported the ministry of successive bishops of this Diocese of Waikato and Taranaki, Gerald ranks amongst the two or three whose contribution has been unparalleled. I cannot easily find adequate words to express my personal gratitude."*

*Archbishop Philip Richardson*



**SOUTHWELL  
SCHOOL**

## **TAMAHERE CRAFT GROUP**



**St Paul's  
COLLEGIATE SCHOOL**





The background of the entire page is a light grey Maori pattern, specifically a 'hau' (floral) design, which consists of stylized, flowing, and symmetrical leaf-like shapes. The pattern is dense and covers the entire area.

NGĀ MIHI MAIOHA  
KI A KOUTOU

WE THANK  
YOU ALL



MAHI MIHINARE  
ANGLICAN ACTION

---