



Anglican Action

**Mahi Mihinare**

justice through service

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**Annual Report 2020**

# Our Mission Statement

Anglican Action stands for Justice Through Service.

Anglican Action unites Faith and Treaty in an agency 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.

## **Whakarotonga - 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.

# Our Chairperson

Teena Koutou Katoa,

Anglican Action continues to be a leading provider of social services in the Waikato. To do this it must be acknowledged that the Staff, the management team and the culture of the organisation provide extraordinary care and leadership that results in excellent audit results from contract providers.

It was with sadness that Anaru Adams tendered his resignation for the Ngaati Haua Appointment to the Board and I would like to thank him for his work with us. Moko Tauariki will be taking his place at the Board table from this month. Welcome.

I believe that the Board has strengthened its Governance in the last year and this can be seen in various ways including the appointment of an independent Auditor - PKF chartered accountants and business advisors, a Board self evaluation and Governance review and the mandate to ensure that 25% of the Board is Tangata Whenua- which we are actively pursuing -in conjunction with the Board skills matrix.

Our Risk Review has been updated and handed over to the Risk, Audit and Finance committee to maintain and amend as necessary and Policy documents on several aspects of the financial management have been generated.

Housing remains the sticking point for this organisation with Covid making the housing crisis in NZ much worse. There is increased discrimination against Maori and Pacific islanders and ex-prisoners. Without accommodation for people to be progressed to from our housing we cannot take on new clients. While organisations such as Corrections acknowledge and offer help with this situation it is a challenging environment. We have 75 beds over 14 locations and we are continually looking for placement locations.

Covid is now something we all live with and the situation is quite fluid as evidenced by changing covid levels and changes in travel rules. Anglican Action responded to Covid in a very positive and proactive way. Thanks must be given to staff who have ensured communication and health and safety have been maintained and strengthened throughout the pandemic.

Staff and the culture of this organisation are the core of its organisational 'wellbeing'. The Board commends each person within the organisation for their commitment to their work and for caring for each other and their clients. *Whatu Te Muka Tangata* was endorsed by the Board and provides a unique framework, weaving culture into our Strategic Plan and we thank Matua Pine for the inspiration it provides.

We 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.

The last thanks goes to Karen, especially, and her management team. You do wonderful work and it is sincerely acknowledged by the Board.

**Jane Manson - Chairperson, Anglican Action Mission Trust**





# Our Kaumatua

Teena koutou, Greetings, Talofa.

Teena taatou katoa i roto i teenei tau 2020, me ona piki me ona heke. Engari e mihi ana ki a taatou e kaha nei ki te *Whatu i te Muka Tangata* i roto i te whaanau whanui o Mahi Mihinare. Kei te mihi ki o taatou wahi mahi (hubs) me ngaa tangata kaitautoko (supporters) me o koutou titiro whakamua (vision). Ko to maatou he tumanako.

**Pine Campbell - Kaumatua**



# Our Tumu Whakarae

Mahi Mihinare Anglican Action describes itself as a community whaanau with all the inherent responsibilities, obligations and accountabilities, celebrations and aroha that weaves and binds us. We laugh and cry together.

Whakapapa is acknowledged, upheld and honoured; there is deep respect for those who have gone before and upon whose shoulders we stand. There is an abiding commitment to one another as we navigate the present moment with those who seek life beyond the harsh, punitive and unjust margins.

There is reverence and honouring of Mana Whenua, Ngaati Haua, who graciously and generously offer us the hospitality and manaakitanga of Mangaonua where Te Ara Hou is located. We also acknowledge and give thanks for Mana Whenua in the other locations of our services - Ngaati Wairere, Ngaati Maahanga, Ngaati Korokii Kahukura and Ngaati Tamainupoo. Our mahi is made possible by your generosity and is deeply respected by this Mission.

We welcome a future that has now been re-evaluated in light of a global pandemic that has taught us many lessons and offered an opportunity to dive deeply into our mission, purpose, beliefs and values. Our Strategic Plan, *Nau Mai Te Ao Hou* reflects this commitment over the next three years and our cultural framework, *Whatu Te Muka Tangata* provides the mandate to enter into the process of decolonisation of the many layers in our shared cultural life and to open the way for the indigenised weaving of our common futures.

We are excited by the possibilities that focus and strengthen us in our resolve to:

- Pursue Justice through Service
- Offer and ignite Hope
- Commit deeply to our sacred covenant under Te Tiriti o Waitangi
- Address the desecration of the environment and respond to the climate emergency
- Act kindly, seek justice and walk humbly with the Divine.

Our team, our whaanau, our people are ready for the challenge!

**Karen Morrison-Hume - Tumu Whakarae, CEO/Missioner**



# Our History

1980's

Cathedral volunteers working with men classed as chronic alcoholics begins in a derelict central city building.

First staff employed.

Housing New Zealand provides a residence for men navigating the mental health system.

*Anglican Action* replaces *Anglican Social Services* to better reflect our justice through service mission.

1990's

*Steps to Safety*, a new programme working alongside male sexual offenders begins.

Participation in the *Hikoi of Hope*.

Te Ara Hou village established.

Centre for Social Justice established.

*Cross Rose* residence for waahine and tamariki opened.

2000's

First contract with the Department of Corrections to provide Men's Supported Accommodation.

Youth Justice Mentoring and Supported Bail contract with Oranga Tamariki.

2010's

Ethos Cafe opens to the public.

Significant growth in contracts for Men's Supported Accommodation.

2020

Women's Supported Accommodation & EM Bail contracts with the Department of Corrections.

Covid-19 global pandemic.

# Our Structure

Governan

Anglican Action Mission Trust Board

Co-Leadership

Tumu Whakarae/CEO/Missioner

Kaumatua

Tangata Tiriti

Te Ropu Takarangi

Matai

Fono Pasifika

Senior Leadership

Finance  
Manager

General  
Manager

Practice  
Lead

Systems &  
Tech Lead

Strategic  
Maori Lead

Health, Safety &  
Wellbeing Lead

Services

Administration &  
Infrastructure

Women's  
Reintegration

Men's  
Reintegration

Kid's First  
Whaanau Centre

Youth Justice  
Centre

Social Justice &  
Research Centre

Ethos Cafe &  
Catering

Support

Mission Pastor

Chaplaincy

Sanctuary Guardian

Transitional Housing

Diversity Lead



# Our Team





# Our Initiatives

## Comprehensive Covid Response

We acted quickly and proactively as a Mission:

- Went into full lockdown one week early
- Full business continuity plans were already in place
- Sick leave entitlements were doubled in March, well before the national conversation had even started
- *Wahi Awhina*, our online staff portal, was launched and included a daily contact tracing form and management updates.

## Healthy Homes Acquired

The deposit was paid on a pair of new two-bedroom homes in Kirikiriroa. These homes will provide the security of longer-term accommodation for our waahine and their tamariki, allowing an extension to the transitional housing support we offer.

Unite  
against  
COVID-19



## Women's Reintegration Research

We are evaluating and improving our women's work through the gathering of stories from our women throughout their reintegration experience, aiming to follow their journey back into the community.

## Women's Supported Accommodation

A neighbourhood-based supported accommodation programme for wahine was established with space for mothers to reconnect with their tamaraki.



## Ethos Cafe Success

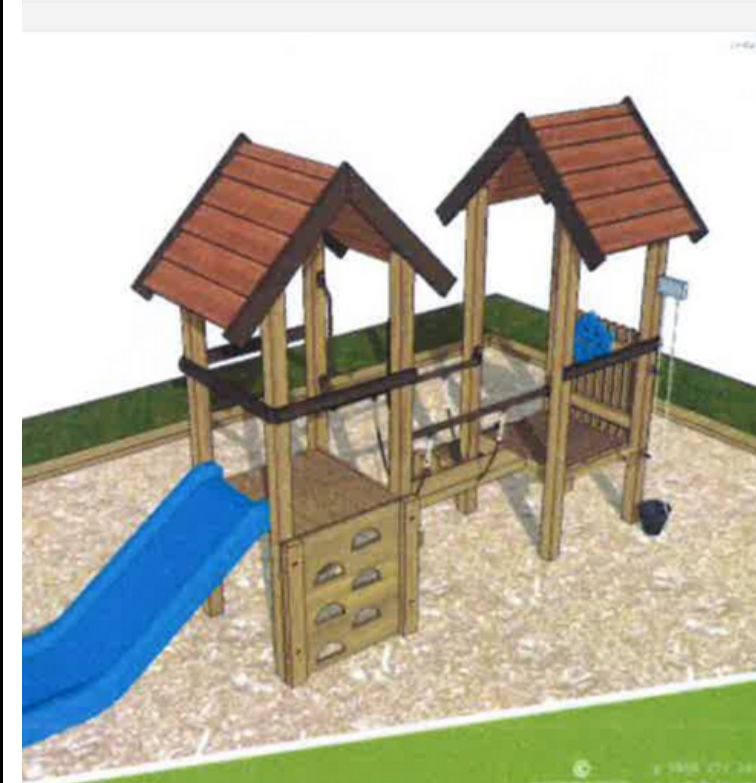
Our social enterprise cafe saw a significant increase in business post-lockdown. This was largely due to a substantial increase in social media engagement, a strong staff team, an uncompromising commitment to sustainable practices, and promoting Maaori-made goods in our cafe shop.





## New Playground Funded

Our playground at Kids First Whaanau Centre was in dire need of replacement. Stepping up to support this to happen, a staff challenge was initiated where in teams our whaanau created fundraising activities which contributed nearly half of the total cost. We were heartened to have the remainder donated by St Stephen's Tamhere.



## Paataka Kai Opened

Responding to an increase in food precarity, 2020 saw the blessing and opening of our Paataka Kai (community food pantry) situated outside Ethos Cafe. This kai is offered without barriers, expectation, or judgement.

*"Take what you need, leave what you can."*



# Our Numbers

**75 beds**

Provided for community reintegration services

**+ 500kgs**

Estimated waste to landfill diverted

**79 staff**

Employed across the Mission

**\$35,000**

Philanthropic funding received for research

**85% of former residents**

In a recent survey have a strong sense of hope for their future

**116 people**

Welcomed into our services

**3923 single-use coffee cups**

Saved from landfill in Ethos Cafe

**> 90% of our rangatahi**

Have spent time living in motel accommodation

**7 submissions**

Advocating for justice by speaking truth to power

**364 food parcels**

Provided to households through Anglican Action



# Our Staff Reflections

"When you take people to house viewings now there can be twenty other people going to that same place. So you line up outside this tiny flat and have your quick look around, and then the real estate agent ends up with twenty people who all want the flat. And our people have a criminal record, so some agents just throw their application in the bin and that's that."

"Unaddressed trauma and its effects has been a common theme amongst our maamaa over the past year, with broad and varied contributing factors such as family harm, sexual abuse, significant bereavements, abandonment, rape, and dysfunctional whaanau relationships. The impact of this trauma is painfully evident in our daily work, and comes hand in hand with issues around addiction. Many maamaa also have difficulties around forming and maintaining healthy relationships. Many of them have had, or still have, intimate partner relationships that are abusive and unbalanced."

"Often times the whaanau are moving around living in these small motel rooms, with lots of tamariki in the one space. I know one whānau and none of their kids are at kura at the moment. There are eight kids, from twelve to two, not going to kura. So when you're not at school and you've got nothing to keep you busy during the day then what do you go and do? You go and offend."

"I got a message from a contact asking for concrete labourers, so I passed it onto our man. He was a little reluctant, as he's been let down before with another employer, but with the help of all of us at Manaaki Atua he went the next day, and came back with a job contract. So he's back in employment now, he's happy, and it's good to see him busy. The issue with him is he can get into trouble if he's not busy, so to see him working is great."

# Our Income & Expenditure

**\$5,030,547**

Contract revenue (+ \$340,800 in 2019)

**\$1,304,382**

Other revenue: Grants, donations, residents contributions & Ethos (+ \$169,800 in 2019)

**\$6,334,929**

Total revenue (+ \$510,600 in 2019)

**\$4,604,384**

Employee-related costs (+ \$180,400 in 2019)

**\$1,338,642**

Other expenses: Property, residential programmes, Ethos, admin (+ \$92,600 in 2019)

**\$5,943,026**

Total expenses (+\$273,000 in 2019)

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**\$391,903**

Surplus (+ \$237,600 in 2019)

# Our Thanks



And to the many individuals and families who give so graciously  
**Ngaa mihi tino aroha ki a koutou**



Anglican Action

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Ko ta maatou he  
tuumanako

We offer hope