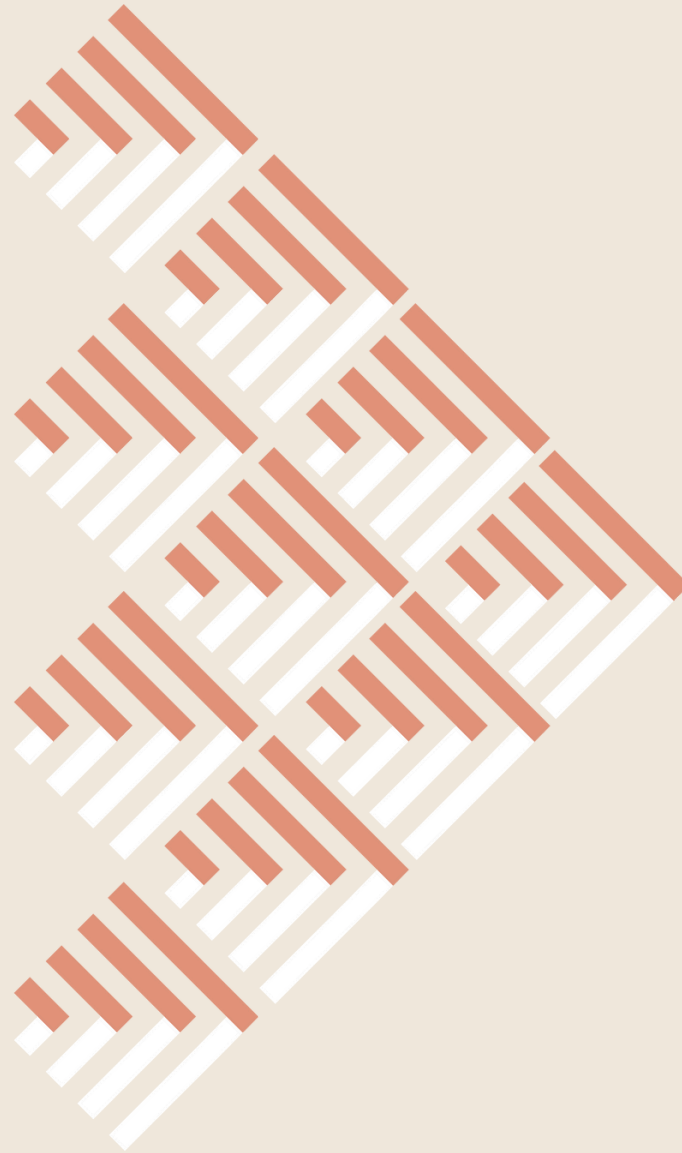


**Annual Impact Report 2023-2024**

**Hui E!**  
Community Aotearoa



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## Message from our Co-Chairs



***“Ki te kotahi te kākaho, ka whati; ki te kāpuia, e kore e whati”***

If a reed stands alone, it can be broken; if it is in a group, it cannot. When we stand alone we are vulnerable, but together we are unbreakable.

- Kingi Tūkāroto Matutaera Pōtatau Te Wherwhero Tāwhiao

”

### **This last year has been one of significant change and renewal for Hui E!**

As we bid farewell to our Kaiwhakahaere Matua | Chief Executive of four years, and to some key employees and Board members, we faced the very real possibility of having to close our doors due to financial constraints. This difficult time forced us to stop and reflect. After ten years of serving the community sector, we asked our partners in the sector - including community organisations, peak bodies and funders - “Are we still fit for purpose?”

Our partners told us to not give up, to remember our roots and to fight the good fight for the interests of the tangata whenua, community and voluntary sector. So, here we are in 2024 with a renewed strategic direction focused on sector advocacy and facilitating collective action.

We could not have done this without the tenacity, skills and collaborative leadership of our new Kaiwhakahaere Matua | Chief Executive, Dr Katie Bruce. Katie is steering us through these challenging times with expertise and hope.

We welcomed two new Board members this year, Lee Colquhoun (Ngāpuhi) and Maraea Garisau Turketo (Ngāti Kahu, Ngāpuhi, Te Rarawa) who have hit the ground running.

Thank you for standing alongside us this year. We enter the next financial year by transitioning to a new network model to weave collective voices and drive equitable systems change so that communities, hapū and iwi can do what they do best.

### **Jewel Petley and Sarah Morris**

Hui E! Co-Chairs

Kia ora

## Message from our Kaiwhakahaere Matua | Chief Executive



*“Inside the word “emergency” is “emerge”; from an emergency new things come forth. The old certainties are crumbling fast, but danger and possibility are sisters.”*

- Rebecca Solnit

### We are stronger together

Hui E! was born through the coming together of organisations in order to support collective action, engagement and advocacy. I was excited to join and be a part of the support crew that provides tautoko to tangata whenua, community and voluntary groups.

I would like to acknowledge our kaimahi past and present for their commitment and in navigating a difficult time for Hui E! This includes long-time Hui E! employee Ronja, as well as Rochelle, Katerina and Vira. Your commitment to the kaupapa shone through the work that you all did, and this annual report shines a light on work that was largely completed before I arrived.

This year there were also moments of hope, and we were excited to welcome the newest addition to the Hui E! whānau, Te Mauri o te Tiwaiwaka, our team member Terrell’s gorgeous new pēpi!

The collective voice of a huge, diverse, and underappreciated sector has an urgency at this time. We have heard from our own Hauora research 2023 and through engagement since, about growing community need, burnout and funding barriers and inequities, particularly for Māori.

We are a beautifully diverse and resilient sector and it is a privilege to be at Hui E! where I look forward to implementing our new strategic plan.

### Dr Katie Bruce

Kaiwhakahaere Matua |  
Chief Executive

Organisation Introduction

**Meet our tīma**

**About Us**

We weave collective voices and drive equitable systems change so that communities, hapū and iwi can do what they do best.



**Dr Katie Bruce**  
Kaiwhakahaere Matua |  
Chief Executive



**Terrell O'Keeffe-Ineleo**  
Kaimanaaki Tūhononga |  
Engagement Officer

Our name Hui E! derives from part of the longer whakataukī —Whano, whano! Haramai te toki! Haumi ē! Hui ē! Tāiki ē! This phrase is used to signal that the group is united and ready to embrace its core purpose. For us as an organisation, it describes a forum for connection, collaboration and advocacy.



**Jewelz Petley**  
Tangata Whenua  
Co-Chair



**Sarah Morris**  
Tangata Tiriti  
Co-Chair



**Bill Karaitiana**  
Tangata Whenua  
Trustee



**Ginnie Denny**  
Tangata Tiriti  
Trustee

Our vision remains steadfast - "Kia mahi tahi ngā tāngata kia puāwai | Flourishing Communities"



**Lee Colquhoun**  
Tangata Whenua  
Trustee



**Maraea Turketo**  
Tangata Whenua  
Trustee



**Rula Talahma**  
Tangata Tiriti  
Trustee



**Soifua Pearson**  
Tangata Tiriti  
Trustee

## Ngā mātāpono:

### Our Values

**Te Whakakaha:** strengthening the collective voice of the sector to build a stronger Aotearoa New Zealand

**Te Hāngai:** applying Te Tiriti o Waitangi in the context of the sector's work and its contribution to charitable outcomes across Aotearoa New Zealand

**Te Whakatairanga:** engaging the sector as a whole and enhancing its independence and relevance

**Te Āwhina:** assisting communities to work collectively to progress their own aspirations and well-being, environmental, social, cultural, economic

**Te Whakawhanaungatanga:** creating opportunities for the sector to connect and learn from each other

**Te Whakanui:** promoting the unique characteristics and impact of the sector

**Te Tautoko:** supporting strategic advocacy and leadership development within and on behalf of the sector to enhance charitable outcomes within Aotearoa New Zealand

**Te Tautoko:** supporting Māori self-determination/tino rangatiratanga, especially within the sector

**Te Whakapuawai:** developing the capability and capacity of the sector to succeed through meeting shared needs, supporting innovation, and participating in civic affairs

## Whāinga:

### Our Purpose

#### Our Vision

A fair and just Aotearoa

#### Our Mission

We champion the community sector | Tā Hui ē! Community Aotearoa he whakatairanga i ō tātou hapori

#### Our Role

- We are a peak body who promotes, strengthens, and connects the Tangata Whenua, Community and Voluntary Sector
- We are thought leaders who amplify, enable and generate visibility for the sector's mahi
- We uphold the mana of our sector and provide an informed voice on core issues
- We advocate for the sector and lead brave conversations
- We create platforms for multiple voices to be heard and promote the importance of reflecting a tangata whenua world view

## A mātāu mahi:

### Our Objectives



#### Hui

We test and build the ideas and gather the people around it, using both face to face meetings and the full range of online options.

Acting as connector and leader, we bring organisations together to build collaboration and reciprocity.



#### Āwhina

We develop practical responses within the sector.

We advocate for capacity and capability building for the sector and facilitate collective action to enable the sector to thrive.

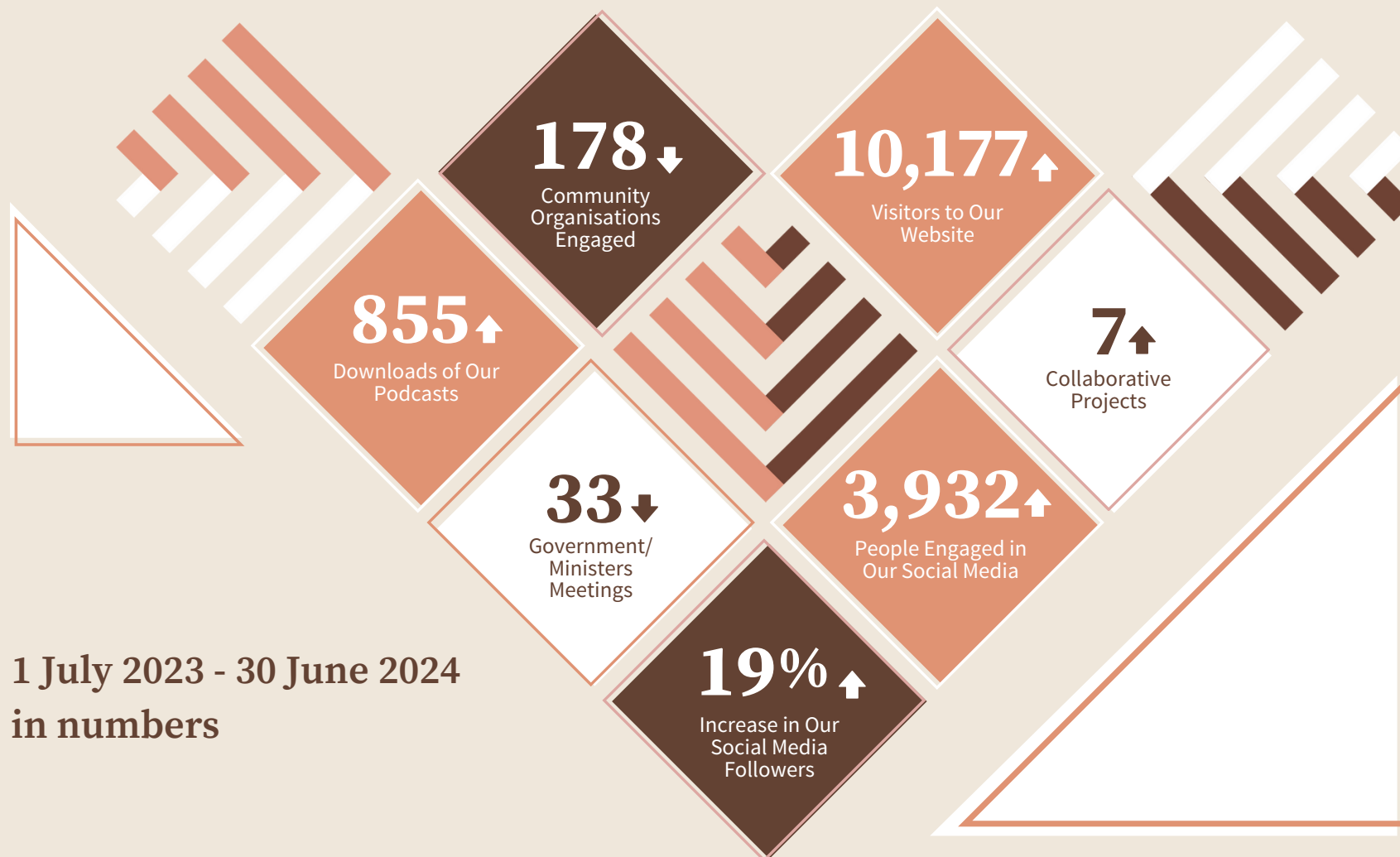


#### Kōrero

We frame the conversation based on evidence and reflection, looking to the future.

We facilitate the reciprocal exchange of information and expertise by building relationships within the sector and with government, philanthropy and business.

Measuring What Matters  
**Year in numbers**



1 July 2023 - 30 June 2024  
**in numbers**



## Introducing the Kōrerotia 2023 research about Māori, community and voluntary groups across Aotearoa

The Kōrerotia research highlights the remarkable ability of Māori, community and voluntary groups to know, understand, and respond to the diverse and often complex needs of the communities they serve.

This research offers insights into how Hauora of the sector is underpinned by a workforce committed to their kaupapa, adequate funding, and the benefits that come from connection. When these elements are in place, the sector is remarkably adaptive and responsive. When they are not - or are out of balance - burnout becomes a major risk.

## Ngā Kītenga Key Findings and Insights

Kōrerotia 2023 captures a sector that is "kaupapa driven". Across this very diverse sector, groups, organisations, Kaimahi (including leaders), Mema Poari (board members) and Kaitiāo (volunteers) are committed to the kaupapa.

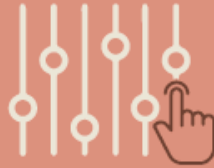
Kōrerotia 2023 highlights current workforce challenges and opportunities, identifying a workforce that is under considerable pressure.

Kōrerotia 2023 highlights the value of connections to the sector. Many groups and organisations reflected that during the pandemic response the sector became more connected. Improving connection and building sector relationships to enable connection, attract Kaitiāo, support innovation and learning, and to reduce duplication are sector priorities.

Kōrerotia 2023 notes that many groups and organisations are reasonably optimistic about their futures, and many expect to continue to be active in the short and medium term.

## Creating the conditions for community groups to thrive

ACCESS THE FULL RESEARCH REPORT AT [WWW.HUIE.ORG.NZ](http://WWW.HUIE.ORG.NZ)



Keep the **ability** to adapt by valuing the sector, its focus on fairness, and the dedication of Kaimahi, Mema Poari, and Kaitiāo to the kaupapa. The sector keeps growing, creating new services and finding new ways to help communities.



The commitment of Kaimahi, Mema Poari, and Kaitiāo to serving the community is strong even when under-resourced. Their adaptability is a strength when combined with capacity. Systemic under-funding poses an immediate risk, leading to burnout and loss of hope. **Improving funding** is a top priority to address this issue.



Recruit and retain an adaptive and capable workforce. Funding is crucial; so is the opportunity to connect with communities, funders, colleagues, and with other groups and organisations in the sector.



Continue to build **connections** to maintain optimism, reduce duplication, maximise learning, and encourage adaptation and innovation. Continuing to build cross-sector connections is a priority.

The sector is **kaupapa driven**, and Kaimahi, Mema Poari and Kaitiāo are **committed** to the kaupapa. The collective **adaptability** of the sector is underpinned by this shared value. Kōrerotia 2023 points to the Hauora and Wellbeing in the sector and of Kaimahi and Kaitiāo as a major risk under current conditions. Overwork, **underfunding**, severe and unmet needs coupled with fatigue, exhaustion, **burnout** are common themes. Kōrerotia 2023 also identifies the **challenges** and **opportunities** related to collective adaptability, funding, workforce and connection, and their influence on Hauora and Wellbeing.

## Kōrerotia 2023 Sector research



**Hui E!**  
Community Aotearoa

The survey, titled "Kōrerotia, speak up!" encourages community organisations to share their triumphs and challenges, providing valuable insights into the current state of our community and voluntary sector. By participating in this survey, organisations can help Hui E! understand the obstacles they face and identify ways they can be better supported.

Following the successful research conducted in 2020 and 2021, the survey and focus groups were repeated this year.

Kōrerotia 2023 demonstrates the extraordinary collective capability of the sector to adapt to community needs, and to innovate, flex and develop new services and events responsive to community needs and contexts, using new tools, technologies, and business models, with considerable agility and pace.

Kōrerotia 2023 illustrates how groups, organisations, Kaimahi, Mema Poari and Kaitiāo are addressing ongoing funding and resourcing challenges.

*"I've noticed with the staff we have, they want to give and keep giving, but it's a mental health and wellbeing thing that needs to move to the forefront, because of the nature of the staff that we have is that they will just keep on giving."* - Focus group

## Kaiwhakahaere Hoa Aropā

Fostering leadership growth  
and community impact



*“Nurtured, supported and challenged”* - Programme participant

*“I feel I have been able to fast track learnings and get our organisation to the place it needs to be in this season”* - Programme participant

Hui-E! collaborated with Volunteering New Zealand on peer and mentoring programmes for managers and leaders within the Community and Voluntary sector, funded by DIA. The Hui E! Kaiwhakahaere Hoa Aropā 6-month programme was an opportunity designed to foster leadership growth, promote hauora, connection and community impact. The programme empowered and supported leaders to continue being a positive force in their community. Through peer mentoring, participants joined a rōpū of three other like-minded peers to collaborate, learn, and grow together.

In total, the programme had 24 participants and an overall retention rate of 87.5%. Our participants came from across the country and were a part of the leadership of organisations of varying sizes ranging from fully voluntary (5), Tier 4 charity (7), Tier 3 charity (7), Tier 2 charity (3), and incorporated societies (2).

Our six coaches provided expert guidance and support throughout their journey, helping them navigate challenges and set meaningful goals. Monthly peer group and 1:1 coaching and mentoring sessions focused on their unique aspirations, ensuring growth was meaningful and aligned with their values.

The evaluation demonstrated overall increases for participants across all measures - confidence, capability, connectedness and effectiveness.

Coaches noted the many challenges facing participants, including being time-pressed and overworked, difficult employment situations, funding challenges, restructures and governance issues. Well-being was a particular focus.

Having a safe space to share and to vent was important and valued, including being able to explore identity, leadership style, cultural values and growing courage. It worked particularly well when the coach had kaupapa experience and worked to understand the participant, their history, working style and needs. Suggestions included better peer matching and more opportunities to connect as a wider group.

## Other highlights

### Māori-led funding wānanga

In 2023 the Hui E! Pou Ārahi facilitated Māori-led funding engagements and wānanga, supported by the JR McKenzie Trust and a Māori advisory rōpū. Key learnings included the value for Māori community organisations engaging directly with funders and opportunities for funders to connect, listen and learn.

As a Te Tiriti organisation, Hui E! learned about the importance of funding by-Māori-for-Māori approaches, and the need to continue our Te Tiriti journey across our organisation, including our aspiration for co-leadership.

### Election advocacy

Collaborating with Philanthropy New Zealand, Volunteering New Zealand, Belong Aotearoa, Socialink, the Salvation Army and Digital Future Aotearoa, we coordinated a campaign to call on the incoming Government to:

1. Commit to sustainable funding practices
2. Make funding more accessible
3. Diversify funding sources.

As the Government show particular interest in the third of these priorities in developing a plan to drive up philanthropic giving, we continue to grow our collaboration partners and advocacy for a community-powered Aotearoa.

### Tātou tātou podcast

Tātou tātou is a collection of interviews with community leaders who share their challenges and ups and downs with a focus on how they manage their well-being and support others they serve to do the same. This year we continued the series with five new episodes. The podcast is a collaborative project with Volunteering New Zealand, the Centre for Social Impact, and Woo Wellbeing.

**Hui E! Community Aotearoa for the Year End 30 June 2024**

	<b>2024</b>	<b>2023</b>
<b>Revenue</b>		
Donations, Fundraising and Other Similar Revenue	336,000	462,465
Revenue from Providing Goods or Services	75,000	60,435
Interest, Dividends and Other Investment Revenue	272	1,272
Other Revenue	8,020	21,188
<b>Total Revenue</b>	<b>419,292</b>	<b>545,360</b>
<b>Expenses</b>		
Volunteer and Employee related Costs	181,550	362,010
Costs related to Providing Goods or Services	289,032	126,660
Other Expenses	36,847	65,780
<b>Total Expenses</b>	<b>507,429</b>	<b>554,450</b>
<b>Surplus/(Deficit) for the Year</b>	<b>(88,137)</b>	<b>(9,090)</b>

# Annual Impact Report Contributors

Dr Katie Bruce



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## Annual Impact Report 2023-2024