
Annual Report 2011-2012

Auckland Workers Educational Association



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TO FIND OUT MORE:

www.awea.org.nz

www.trc.org.nz

www.culturematters.org.nz

President's Report



awea

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It's been an interesting year and we we have been as busy as ever. Our return to our roots in addressing gaps in the community sector has given us plenty of challenging and stimulating work. While we are able to draw on our experience and skills in this area it has also highlighted problems that have been around a long time. Too many tasks are falling to one person and and funding continues to be scarce.

It has been a year of survival rather than innovation. As we go into 2012 we will need bring forward a process (recently started) of everyone coming together to review where we are going. We need to continue to find ways to work autonomously and collectively – how do we get greater synergy?

Any eagle-eyed readers of our annual report last year would have noticed that we didn't include a strategic/annual plan for this and future years. That was because we didn't have the resources for strategic planning meetings.

Despite the year's internal stresses we have held together, or been held together, by a powerful kaupapa—working on the margins, being involved in building capacity with iwi and Māori organisations, redefining our role in community education and continuing our commitment to social justice education.

As we approach our 100th birthday we remember our long history in community education. We remind ourselves that we have survived through many difficult periods because of our passion for social justice and will, as always, tackle the challenges ahead.

Audrey Sharp, AWEA President

Our history in community education

The Auckland WEA held its first meeting at the Trades Hall in Hobson Street on 21 October 1914, only 11 years after the inaugural branch was established in England. AWEA was established, like others in the movement, in the liberal-humanist tradition 'to educate for democracy' and 'civilise' the workers, focusing on the industrial, social and political problems of the day.^Ω



A generous bequest in the 1930s, coupled with the hard work of volunteers, eventually enabled the AWEA in 1986 to buy its own premises, a villa in Grey Lynn. We provided courses and supported other educational activities for many years.

An academic style of education was provided through lecture and tutorial classes controlled by the University College Council's Tutorial Class Committees. Among the members of Auckland's first economics class in 1915 were future Labour Prime Ministers Michael Joseph Savage and Peter Fraser. From the early days AWEA saw itself as essentially a working class movement, gathering strong union membership and worker participation in classes.

By the 1920s, AWEA had broadened activities to include prison education, summer schools, Box Discussion Schemes on economic and social issues, and drama and debating clubs. Despite the popularity of artistic and recreational courses that began to emerge generally in the 1920s and 1930s, Auckland maintained a strong focus on its core academic courses for many years.

However, by the 1970s new priority areas were identified. AWEA was one of the earliest organisations to provide te reo Māori and women's studies courses. A pilot adult literacy programme sponsored by the AWEA was the forerunner of the Adult Reading and Literacy Association, now

known as Literacy Aotearoa. A community development approach emerged whereby the AWEA helped groups to identify and meet their own educational needs. Early groups which were supported included solo parents, inner city youth and community workers, environmental groups, trade unions, Māori groups, women's groups, anti-rape groups and anti-racism groups.



Current AWEA premises shared with Te Tai-awa o te Ora in the St Johns Catholic Church complex in Ōtara.

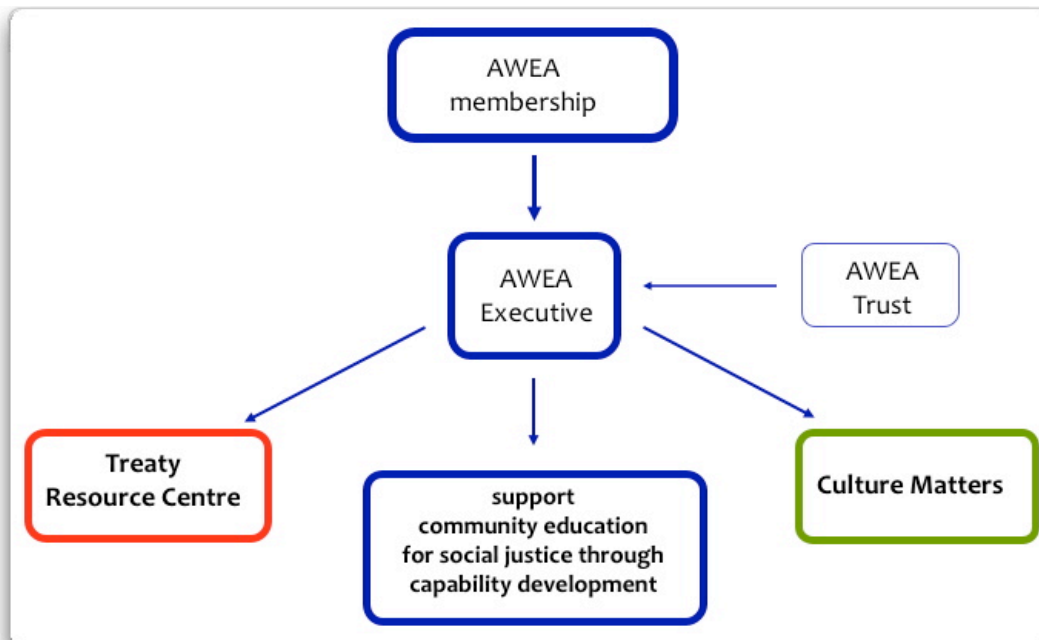
As high schools in the Auckland region increasingly provided courses that the AWEA had delivered, so that by the 1990s the only class that Auckland was still running was the highly successful Woodwork for Women. This was hosted by Auckland Girls Grammar School and funded through the Avondale College Community Education Programme.

Funding for WEAs came indirectly from the government via university grants from 1919 until 1975, when the relationship with universities was finally severed. From 1975, funding came from the Department of Education through polytechnics. Financial support from government was withdrawn totally from 1982 to 1984 and then again from 1992 to 2003.

Several strategies were developed when it was realised that government support was not reliable. One was to sell the Grey Lynn building in 2000 and invest the proceeds. The resulting fund is managed by the AWEA Trust so that it maintains or increases its real value; surplus returns contribute to the cost of basic AWEA administration and to funding of specific one-off projects.

Another strategy was to relocate in smaller, rented premises shared with a Māori social service organisation in Ōtara. Even more importantly than the cost savings, this move has situated us in the heart of communities with whom we work.

Structure and executive



Executive Members 2011 — 2012



Audrey Sharp — President

Audrey became involved with AWEA in 1988, and her roles since have included being a volunteer, the manager and for many years a member of the Executive Committee. Audrey teaches taxation law in the Commercial Law Department at the University of Auckland. She is also involved in supporting education programmes for youth through a charitable trust in the Whangateau area where she lives.

Christine Herzog — Secretary

Christine was attracted to the WEA in the 1980s by its community development philosophy, which supported groups to achieve their own adult education objectives. Over the years she has been involved in different projects and frequently acted as AWEA treasurer. Since 2004, she has been employed part-time as coordinator.



Abigail Vogt — Treasurer

Abi has been a committee member since 2008. She works as a Programme Advisor-Diversity in local government and has been responsible for the Interactive Interfaith Programme. She has a background in peace work both locally and overseas. She is interested in self-determination at a community level and has worked in Treaty education and issues of cultural identity and social justice.

Claire Doole — Executive Member

Claire has held a passion for social justice issues for as long as she can remember. She has worked in the health sector most of her working life; as a public health nurse, manager, quality manager and clinical nurse specialist. Currently Claire is teaching in the undergraduate nursing programme at a local university with a focus on primary health and population health including teaching Maori health as the tauwiwi partner. Claire values quality processes and brings big picture thinking, problem solving skills and a commitment to equity issues.



Pamela Clark — Executive member

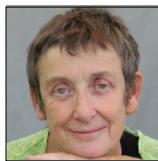
People and projects

Salaried Staff



Christine Herzog
* overall co-ordination
* networking and planning
* Treaty education
* projects

Traci Mangu
* administration
* finances
* course management
* grant applications



Deborah Radford
* website development
* ICT management
* editing and publishing resources
* projects

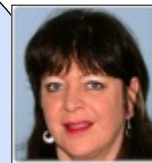
Vivienne Sione
* resource distribution
* resource organisation
* computer data entry
* copy typing



Contractors



Richard Green



Karena Stephens-Wilson



Susan Healy



Kim Hope



Robert Mignault

Special Projects

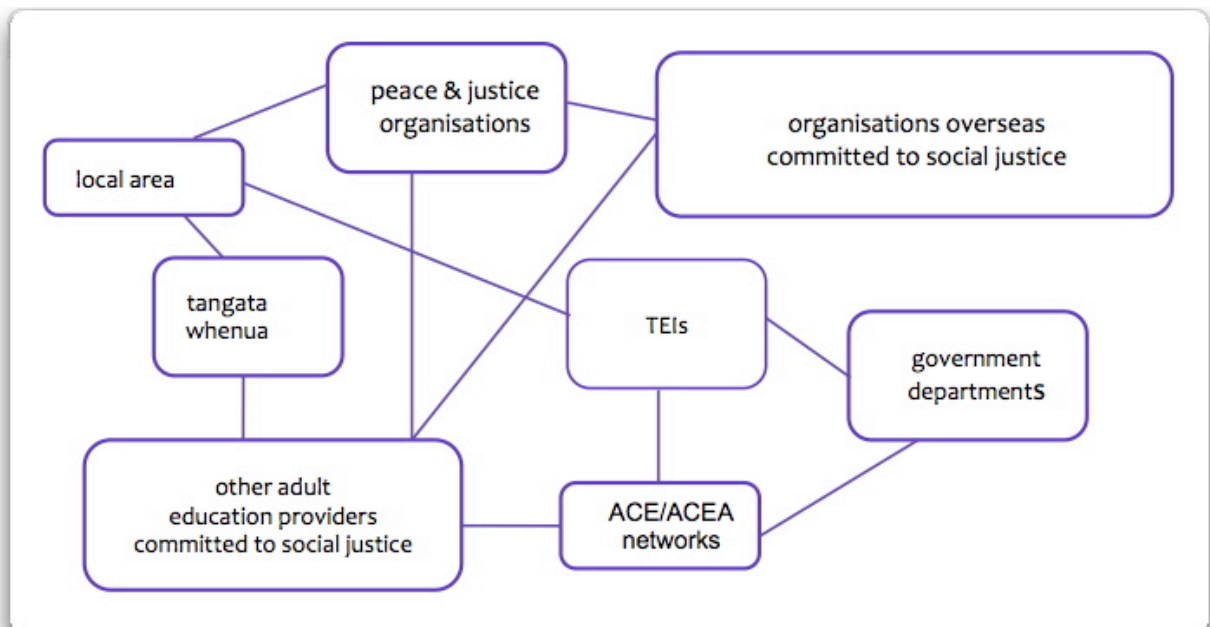


Sue Berman
Digital library entries



Santosh Rai:
accounting for
community groups

Networks



Organisations and networks with which we worked this year include:

in the local area: Te Tai-Awa o te Ora (Māori social services), Whai Ora Marae, St Johns Catholic Church, Ōtara Network

tangata whenua: Ngāti Te Ata, Ngati Tamaoho, Mana Whenua i Tāmaki Makaurau

other groups: Auckland Community Development Alliance (ACDA); Newton Central School; Auckland Cancer Society; Ka Mau te Wero; Māori Womens Welfare League; ANGOA, SR Taxation Services

peace & justice groups: arc; Peace Movement Aotearoa; church groups; Treaty People; Tāmaki Treaty Workers

overseas: The Change Agency (Australia)

ACE groups: Kotare Trust, Te Hononga ki ngā Tūpuna Trust, Rape Prevention Education;

Tertiary Education Institutions (TEIs): Unitec, University of Auckland, AUT

Government departments: nationally, mainly the Tertiary Education Commission, also Ministry of Education, Ministry for Social Development; regionally, the Auckland Council; locally, Mangere-Otahuhu, Ōtara-Papatoetoe, Manurewa, Papakura, Franklin

Our approach

All our work must relate to our constitutional purposes which are to:

advance, encourage and provide continuing and community education that promotes a just and equitable society in accordance with Te Tiriti o Waitangi.

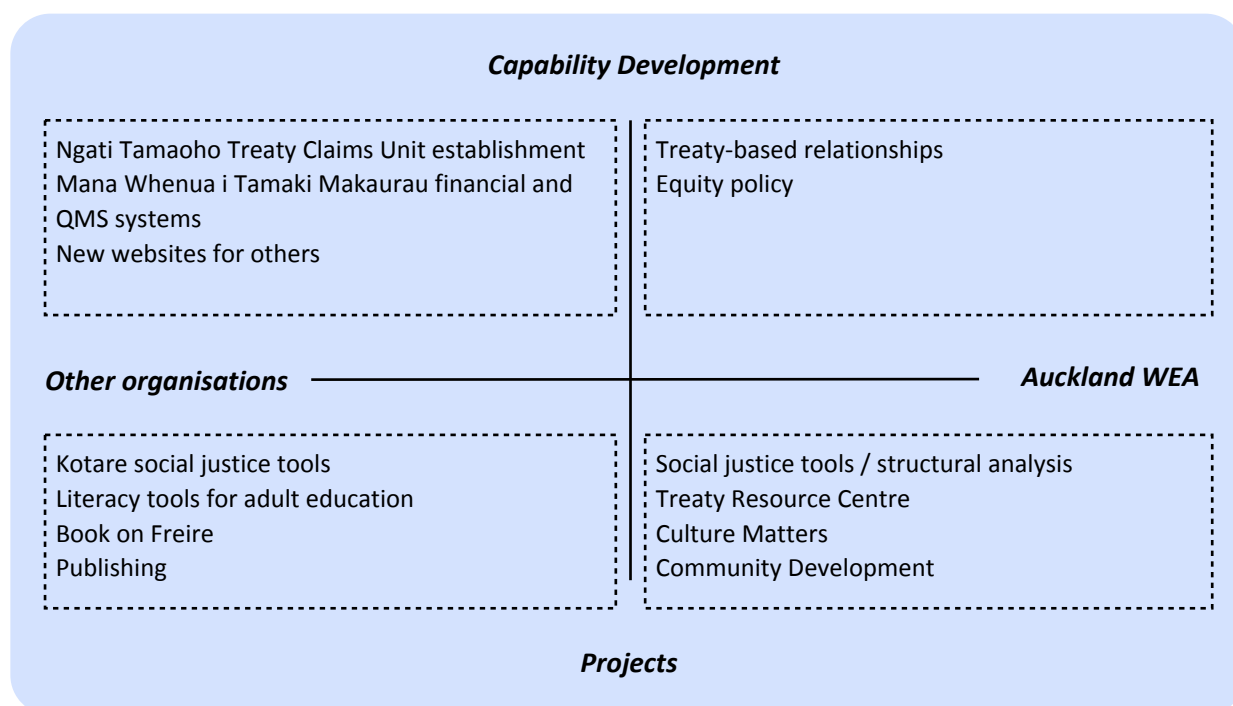
Generally, our services include providing and otherwise supporting delivery of adult and community education programmes, including e-learning and other resource development; practical assistance to priority community groups and organisations; supporting communities of practice; promoting and undertaking research; publishing and otherwise making resources more accessible.

We use a community development approach and a project-based approach to advance these aims.

Community sector capability development

Through a **community development approach** we support others (Māori, Pasifika and migrant groups; organisations trying to implement Treaty and cultural diversity responsiveness) both to develop their own capabilities and to undertake specific projects, on the understanding that they will be able to meet their own needs better than we can.

All activity above the line relates to developing capability in other organisations; all activities below the line are projects undertaken. While our focus is on others (left side) we need to continue to develop our own capabilities (right side) as well.



The following pages describe our capability building and project activities.

Treaty Resource Centre Project



The Treaty Resource Centre

Started in 2004, the purposes of the Treaty Resource Centre are to:

1. encourage and assist organisations to develop and apply Treaty-based policy: resource development regarding models being used, guidelines on audits and evaluation of effective processes
2. promote understanding of Te Tiriti o Waitangi: Treaty education delivery and resource development, supporting networks and professional development for Treaty educators
3. facilitate research which contributes to an understanding of Te Tiriti and its application: identify priorities, undertake research and support others to do so
4. establish and maintain a repository for relevant materials: the website and database/library of published and unpublished materials

(more details about this project are available on the website www.trc.org.nz)

Of note for the year:

- running a number of workshops for individual organisations based on development, including collaboration with the Auckland Cancer Society to deliver a 5-part programme as the basis for an enhanced Treaty application strategy
- unpublished materials in the reference collection are being catalogued by librarian Sue Berman and digitised so that people can research them on the internet (www.trc.org.nz/digital_resource_library)

Ongoing work:

- continuing developing of Treaty Topics website to make basic information about current issues more readily available to the general public
- continue to host Kupu Taea Media Resources
- delivery of Treaty workshops from introductory to implementation level

Culture Matters Project



Culture Matters

Culture Matters was officially started in 2007. Its purposes are:

1. to promote understanding of how to work more effectively in a culturally diverse environment, mainly through educational programmes
 2. to encourage and assist organisations to develop and apply policies which promote equity for cultural groups
 3. to facilitate and disseminate relevant research
 4. to maintain and develop a website that provides links to a range of relevant materials (published and unpublished) and to other training providers
 5. to support others who are working in this field
- (more details about this project are available on the website www.culturematters.org.nz)

Of note for the year:

- increasing demand for workshops about cultural competence/safety, especially from the health sector, which has led to redesign of courses and re/development of teaching resources
- continued large numbers of local, and especially international, visitors to the website to use interactive resources
- our attempt to get funding to develop the project further was unsuccessful

Ongoing work:

- culture and diversity workshops for different sectors

Structural Analysis Project



THE WAVE: 'What you see depends on where you stand'
(a Freirean concept central to Structural Analysis)

Structural analysis

Structural Analysis, a set of tools based on the work of Paulo Freire to promote social justice, was brought to Aotearoa/New Zealand in the late 1970s by Filip Fanchette. AWEA was very active in promoting these through the 1990s, but interest diminished. In the past year, we have been somewhat surprised but very pleased that there has been a resurgence of interest in tools and theoretical background. Because the tools have provided such an effective base for our work for so long, we decided to constitute their development and promotion as a project as well.

Of note for the year:

- shared structural analysis resources from the gathering added to the TRC digital library
- workshops introducing structural analysis to community practitioners
- Freire book in final stages

Ongoing work:

- promotion and widespread use of the Wave

Community Sector Project

Community Sector

Supporting communities and developing relationships has always been at the heart of what we do — in 2010 we recognised its fundamental centrality by merging its various aspects into a single project.

Purposes:

- supporting and encouraging groups to use ICT tools to make workloads lighter and improve sustainability
- supporting and encouraging groups to develop and control own websites using open source CMS software (Drupal)
- providing a variety of publishing services so that resources are more readily available
- sharing Quality Management System resources, including financial systems
- developing ways for community groups to keep their financial auditing costs low
- supporting groups with grant applications
- mentoring management and administration staff in Maori organisations
- responding to *ad hoc* requests for assistance
-

Of note for the year:

- developing project for Manukau, to support sector capability: meeting with others at regional level (ACDA) to identify AWEA role – information exchange, Treaty
- supporting Te Hononga Trust to acquire funding for survival (due to loss of funding from Aorere College)
- supporting Te Tai-awa social service agency with QMS audit, financial management support and grant applications
- developing relationships with Ngāti Tamaoho and Mana Whenua i Tāmaki Makaurau
- developing new relationship with accountant Santosh Rai (SR Taxation) to provide better financial services for community groups
- working with City of Manukau Education Trust (Comet) to develop resources to support incorporation of literacy skill development into ACE courses
- unfortunately after 6 months of a very promising alternative approach to Community Education by Aorere College the board reverted to the traditional model
- several new websites for community organisations

Ongoing work:

- building and strengthening community sector relationships

Numbers

Publications:

- 90 sales
- 442 items sold, of which the most popular items were The Treaty brochure (202); the Treaty poster (156); *Questions and Answers about the Treaty* (41), and *Te Whare* (36)



Educational Activities:

- 53 workshops and other events
- of which 39 were Treaty workshops
- average length was 4 hours
- 1,434 people attended these activities
- 21% were men
- 9% Māori, 7% Pasifika, 14% Asian

Evaluations:

- 97% would recommend the course they attended to others
- 93% of participants found the workshops 'excellent' or 'good'
- 98% learned new ideas and/or information
- 96% intended to do something further as a result of participating in the course

Websites:

- www.awea.org.nz: 1,435 unique visitors made 2,435 visits, averaging 3.33 pageviews and 00:03.06 minutes on the site; with Drupal lessons, Allies in Australia, Thoughts on Social Justice and 'the Wave' being the most popular pages
- www.trc.org.nz: 5,092 unique visitors made 6,990 visits, averaging 4.11 pageviews and 00:04.18 minutes on the site; with the educational resources about Treaty, the Digital Resource Library, online ordering of publications and media resources being the most popular.
- www.culturematters.org.nz: 3,551 unique visitors made 4,418 visits, averaging 2.39 pageviews and 00:1.37 minutes on the site, with 'cultural safety' and 'culture as an 'iceberg'' being by far the most popular pages

People:

- 53 members, of whom 6 were on the Executive
- 4 paid staff plus 6 contracted tutors
- 7 volunteers contributed approximately 2300 unpaid hours, over one-third of the total hours of work

Finances:

- earned income was more than double the previous year and was just over 50% of the total AWEA income, but
- income from grants was less than half the previous year
- total income was down just over 15%
- income from sale of publications was down by \$500

Financial Reports

AUCKLAND WORKERS EDUCATIONAL ASSOCIATION, INC.
STATEMENT OF FINANCIAL PERFORMANCE APRIL 2011 - MARCH 2012

2010-2011	INCOME	2011 - 2012
	GRANTS:	
9,000	for general expenses (AWEA Trust)	9,000
9,955	extraordinary grant (AWEA Trust)	0
26,800	Treaty education (ASB Trust)	32,400
18,400	Guides for Treaty educators (ACE Aotearoa)	0
5,000	Literacy (Manukau Community Foundation)	0
10,000	contribution to overheads (COGS -Manukau & Auckland)	8,000
10,000	contribution to overheads (Lotteries)	0
17,000	Digitising Library (Lotteries)	0
870	Waitangi Day Commemoration (MCH)	1095
2,400	AKO Good Practice Grant	0
5,078	contribution to costs of Structural Analysis conference	0
7,532	DIA (Internship)	7,532
122,035		58,027
	EARNED INCOME:	
15,408	Treaty education	11,682
7,531	other education	1,790
0	consultancy	42,239
8,228	other ACE projects (literacy)	0
0	ICT work for others	17,065
<u>776</u>	miscellaneous earned income	<u>340</u>
31,943		73,116
	OTHER INCOME:	
294	bank interest (net)	46
2,823	sale of publications	2,311
6,611	koha (inc memberships)	5,517
<u>2,186</u>	miscellaneous	<u>794</u>
<u>11,914</u>		<u>8668</u>
165,892		<u>139,811</u>

Financial Reports continued

	less EXPENSES		
	STAFFING:		
139,665	general salaries, incl ACC	140,695	
9,729	contracted services (net)	7,597	
<u>444</u>	professional development expenses	<u>0</u>	
149,838			148,292
	OFFICE/ADMINISTRATION:		
5,333	overheads, incl rent, power	5,333	
1,602	stationery, post box, etc	1,382	
3,149	telephone & internet	2,719	
<u>96</u>	service fees	<u>104</u>	
10,180			9,538
	OTHER EXPENSES:		
3,250	travel (net)	110	
3,859	food (net)	40	
1,075	venue hire	756	
126	marketing	0	
844	liability insurance	0	
260	repair & replace, low-cost equipment	205	
702	koha	0	
381	miscellaneous	2	
<u>4,060</u>	depreciation	<u>1,866</u>	
<u>14,557</u>			<u>2,979</u>
174,575			160,809
-8,683	NET SURPLUS/LOSS		-20,998

Glossary

ACDA	Auckland Community Development Alliance
ACEA	ACE Aotearoa
AKO	AKO Aotearoa National Centre for Tertiary Teaching Excellence
ANGOA	Association of Non-Governmental Organisations of Aotearoa
CST	Community Sector Taskforce
Drupal	website content management system
freebes	courses hosted by community groups for which we don't charge; must be open to the public
ICT	information & communication technology
Kotare Trust	ACE provider, social justice kaupapa
Kupu Taea	media research group
Mana Whenua	Mana Whenua i Tamaki Makaurau, a group representing iwi/hapu in relation to health matters
MCH	Ministry of Culture and Heritage
QMS	quality management system, also known as QA (quality assurance)
Te Hononga	Te Hononga ki Ngā Tupuna ACE provider of te reo programmes
Te Tai-awa	Te Tai-awa o te Ora social service agency
TEC	Tertiary Education Commission
TRC	Treaty Resource Centre

Thanks to



ASB Community Trust

Te Kaitiaki Putea o Tamaki o Tai Tokerau

supported by **ASB**



Without their generous support, most of our work would not be possible