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# Annual Report 2012-2013

Auckland Workers Educational Association

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October 2013  
ISSN 1177-0589 (Print)  
ISSN 1179-2191 (Online)

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**TO FIND OUT MORE:**

*[www.awea.org.nz](http://www.awea.org.nz)*

*[www.trc.org.nz](http://www.trc.org.nz)*

*[www.culturematters.org.nz](http://www.culturematters.org.nz)*

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# President's Report

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**awe**ea

Auckland Workers Educational Association

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Our 98<sup>th</sup> year began with the Executive and staff considering some hard questions: should we keep going or shut up shop? Did we have enough funding to continue? Were there enough people with the passion needed to continue the work? Did we have the energy? Could we keep organisation going because of the inspiring work it does with the resources that we had? As the oldest tauwiwi community education organisation in the country, would it be an option to go into sleep mode/hibernation?

It was clear our organisational model was not sustainable. Christine Herzog, our coordinator, has tried over the last 10 years to identify a successor; however, there isn't sufficient money to cover the hours worked and much of the coordinator's contribution has been voluntary. It has continued to be difficult to access funding.

With all this in mind staff and executive undertook, in a series of meetings during the year, a review of our organisational model and explored the idea of moving to a more collective structure. Staff looked at the work they wanted to do and at ways to generate the income to pay for it. As the year ends the organisation is in a transition phase of exploring a model where projects operate independently in a self-sufficient, self-sustaining way; the organisation acts as an umbrella and staff and colleagues operate more as a collective.

Though not always easy, this process has been useful as it not only involved finding a different, more sustainable approach but also because it strengthened the relationship between Executive and staff. The passion and commitment of people involved in AWEA is to be celebrated.

Despite the uncertainty, a lot was achieved during the year including the continued delivery of Treaty education and Culture Matters courses, the on-line publication of tools for social justice and a significant amount of capability development work with Ngāti Tamaoho and Te Tai Awa o te Ora.

The demand for, and popularity of what we provide, reminds us that the work we do is needed; the challenge is finding a sustainable way to continue.

Audrey Sharp, AWEA President

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# Our history in community education

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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.



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.

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 1914 was the future Labour Prime Minister Michael Joseph Savage. 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. In 1970 -71 courses included; Intercultural dialogue, te reo Māori, Samoan language, English for new citizens, ante-natal classes for husbands and wives, classes for adoptive parents and interpersonal relations. AWEA was the first organisation in Auckland (and the second in the country) to provide women's studies courses. An adult



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

literacy programme established in 1975 was the forerunner of Adult Reading and Learning Assistance, 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.

A combination of funding cuts, and high schools in the Auckland region increasingly providing courses that the AWEA had delivered, meant 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.

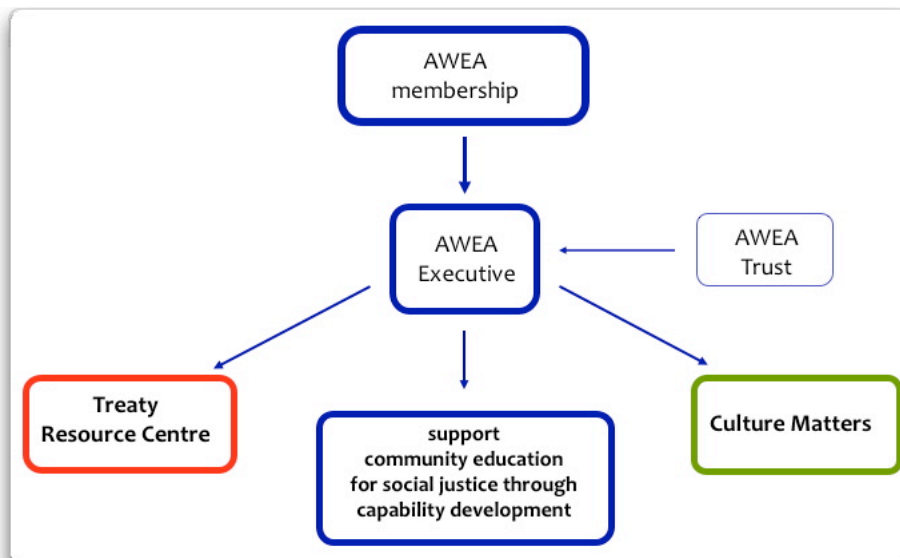
Several strategies were developed when it was realised that government support was not reliable. One was to sell the Grey Lynn building in 2000 and invest the proceeds. The resulting fund is managed by the AWEA Trust so that it maintains or increases its real value; surplus returns contribute to the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

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# Structure and people

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## Executive Members 2012 — 2013



### 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 tauiwi partner. Claire values quality processes and brings big picture thinking, problem solving skills and a commitment to equity issues.



### Mitzi Nairn — Executive Member

Mitzi was involved around 40 years ago in setting up the Auckland Committee On Racism & Discrimination (ACORD) and latterly held the position of Director of the Conference of Churches Programme on Racism. She feels that at present the way she can be most helpful to AWEA is to share learning from her involvements in the anti-racism and Treaty movements, and to reflect on how this sharing keeps us grounded in what we are trying to achieve; and can help show progress and development and highlight small achievements.

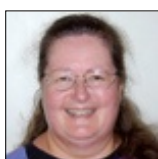
Pamela Clark resigned as an executive member in August 2012

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# Structure and people continued

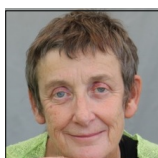
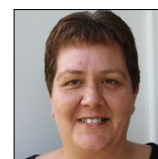
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## Salaried Staff



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



## Associates



Santosh Rai



Robert Mignault



Susan Healy



Kim Hope



Karena Stephens-Wilson



Jen Margaret



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# Our approach

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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.*

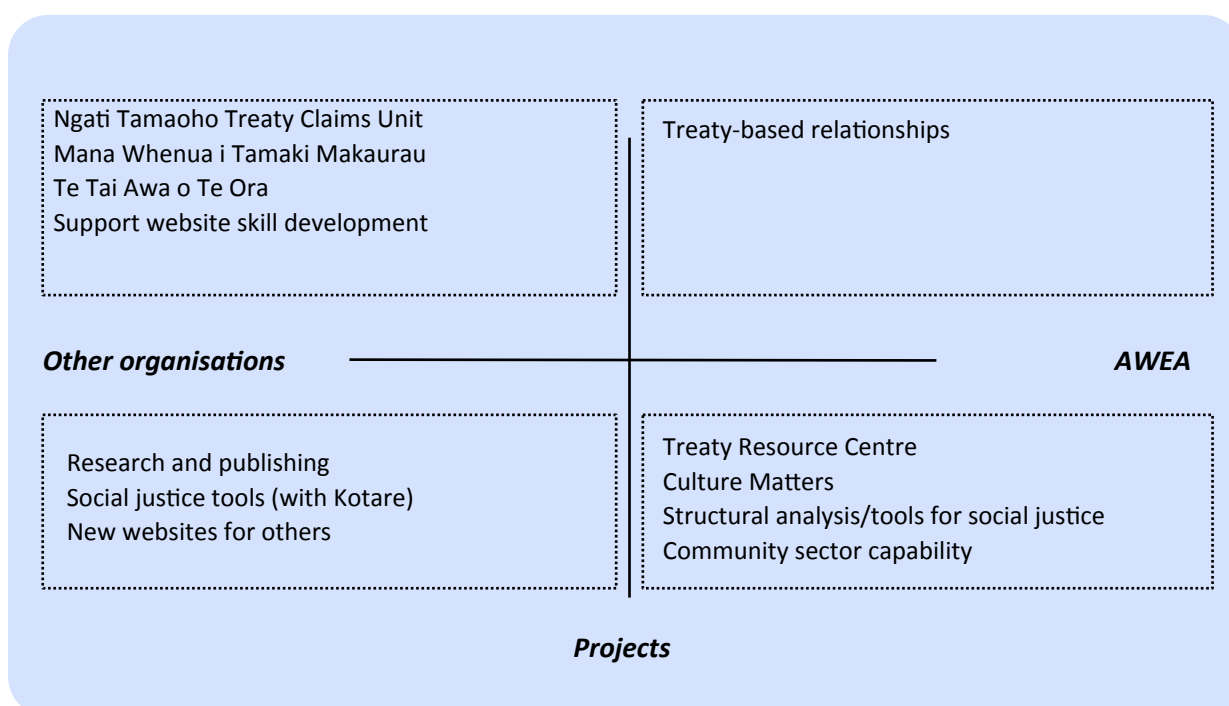
Generally, our services include providing and otherwise supporting delivery of adult and community education programmes, including e-learning and other resource development; practical assistance to priority community groups and organisations; supporting communities of practice; promoting and undertaking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

In the diagram below 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.



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# Our projects

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## The Treaty Resource Centre

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

- 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
- promote understanding of Te Tiriti o Waitangi: Treaty education delivery and resource development, supporting networks and professional development for Treaty educators
- facilitate research which contributes to an understanding of Te Tiriti and its application: identify priorities, undertake research and support others to do so
- 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](http://www.trc.org.nz))

## Culture Matters

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

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

## Structural analysis/ tools for social justice

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 Structural Analysis through the 1990s, but interest diminished. Recently there has been a resurgence of interest so we have been working to make the tools more accessible and promote them. In collaboration with others, we are also involved in making other social justice tools accessible. This includes developing a 'tools for social justice' website and supporting colleagues researching and writing about 'working as allies' —a framework which connects not only with Structural Analysis but all of AWEA's projects.

## Community Sector Capability

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.

Its purposes are to :

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



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# Our activities this year

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Issues of organisational sustainability and exploring ideas for a new organisational structural were a key focus throughout this year. Our approach to other work tended to be responsive rather than proactive. In particular, we responded to requests from other organisations for assistance with capability development which became the major activity of the year. Key activities were:

## **Treaty Resource Centre**

- running a number of workshops for the general public as ‘freebees’ and for specific organisations; it was particularly satisfying that the new Auckland Council recommenced providing Treaty education for staff, incorporating learning from initiatives of the various previous Councils.
- we tried something different this year for the Waitangi Day seminar series organised in the conjunction with Tamaki Treaty Workers and the Auckland Council Libraries —a focus on the Treaty and the constitution which was quite popular; we were also involved in organising the first Waitangi Day community event at Pukekohe which was very successful.
- cataloguing and digitising of unpublished materials in the reference collection continued (<http://www.trc.org.nz/digital-resource-library>)
- continuing development of Treaty Topics website to make basic information about current issues more readily available to the general public
- hosting of Kupu Taea Media Resources

## **Culture Matters**

- interest in workshops about cultural competence/safety continued to increase, especially from the health sector; fortunately one of our external facilitators, Kim Hope, was able to take responsibility for further developments in this area
- continued large numbers of local, and especially international, visitors to the website to use interactive resources

## **Structural Analysis and tools for social justice**

- We had a very productive year working with the Kotare Trust on social justice tools for educators. Aware of each others’ great ideas and practices but without an easy way to share our own with each other or to make them available to educators inside and outside our networks we set about finding a solution. With a generous grant from ACE Aotearoa, and input from our colleagues at the Change Agency in Australia, we wrote up what we ‘just did from memory’, standardised formats and built a website to host them on. The outcome is 35 excellent teaching and learning tools that work for new and experienced educators. <http://ed4justice.net>
- delivery of workshops introducing structural analysis to community practitioners
- continued work on the Freire book
- promotion and widespread use of the Wave
- contributed to NZCER Working Paper by Alex Barnes *What can Pākehā learn from engaging in kaupapa Māori educational research?*
- Supported Jen Margaret with editing of her book ‘Working as allies: supporters of indigenous justice reflect.’

## **Community sector capability**

- Our work with Ngati Tamaoho started informally in a small way in January 2012 by responding to request to assist with redevelopment of their trust deed in view of impending expansion due to entering into Treaty negotiations, but our role expanded fairly rapidly during the year: setting up their office, employing staff, developing QMS; in view of our other Treaty work, it was exciting to

be in the middle of the Treaty claims negotiations, in relation to both the wider Tamaki Collective claim which was ratified in July and the specific Tamaoho one which reached an Agreement in Principle with the Crown in December.

- Another group which we supported was Mana Whenua i Tamaki Makaurau, a collective of mana whenua groups in south Auckland focussed on improving Maori health –as with Ngāti Tamaoho, our support involved assisting with review of structure, policies and QMS.
- Much more sadly, we were requested to intervene more dramatically with Te Tai Awa o te Ora from December 2012 – when the Kaiwhakahaere suddenly died, leaving not only a stunned organisation but revelations of serious problems which had been developing over the past year. Although we really did not have capacity to engage at the level needed, having been involved ever since establishment of the organisation in 1994, we agreed to take on the management role at least through the immediate crisis.
- We supported Te Hononga Trust to develop QMS to support their application to TEC for recognition as a provider of community education, especially te reo classes.
- Ongoing website development for community organisations
- Ongoing building and strengthening of community sector relationships

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# Numbers

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## Publications:

- 480 items sold, of which the most popular items were The Treaty brochure (190); the Treaty poster (136); *Questions and Answers about the Treaty* (92), and *Te Whare* (51)



## Educational activities:

- 54 workshops and other events
- of which 37 were Treaty workshops
- average length was 4 hours
- 1421 people attended these activities
- 24% were men
- 16% Māori, 1% Pasifika, 7% Asian

## Evaluations:

- 100% would recommend the course they attended to others
- 97% of participants found the workshops 'excellent' or 'good'
- 100% learned new ideas and/or information
- 100% intended to do something further as a result of participating in the course

## Websites:

- [www.awea.org.nz](http://www.awea.org.nz): 1,409 unique visitors made 2,535 visits, averaging 2.71 pageviews and 00:02.11 minutes on the site; with Allies, Tools, Thoughts on Social Justice and 'the Wave' being the most popular pages
- [www.trc.org.nz](http://www.trc.org.nz): 7,097 unique visitors made 9,106 visits, averaging 4.11 pageviews and 00:02.29 minutes on the site; with online ordering of publications, Treaty resources, courses and digital library resources being the most popular
- [www.culturematters.org.nz](http://www.culturematters.org.nz): 4,131 unique visitors made 5,936 visits, averaging 2.34 pageviews and 00:1.33 minutes on the site, 'culture as an iceberg' and 'cultural safety' being by far the most popular pages

## People:

- 46 members, of whom 6 were on the Executive
- 4 paid staff plus 5 contracted tutors
- 8 volunteers contributed approximately 2300 unpaid hours, over one-third of the total hours of work

## Finances:

- earned income increased by a further 25%
- income from grants was down by 14% on the previous year
- total income increased by 7%, reversing the recent downward trend
- a small surplus, reversing net loss trend of previous 2 years
- income from sale of publications was down by \$800

# Financial Reports

## AUCKLAND WORKERS EDUCATIONAL ASSOCIATION, INC.

### STATEMENT OF FINANCIAL PERFORMANCE APRIL 2012 - MARCH 2013

| 2011-2012             | INCOME   | 2012 -2013            |
|-----------------------|--|-----------------------|
|                       | GRANTS:  |                       |
| 9,000                 | for general expenses (AWEA Trust)                    | 11,879                |
| 32,400                | Treaty education (ASB Trust)                         | 32,400                |
| 8,000                 | contribution to overheads (COGS -Manukau & Auckland) | 5,000                 |
| 1095                  | Waitangi Day Commemoration (MCH)                     | 800                   |
| 7,532                 | DIA (Internship)                                     | 0                     |
| <b>58,027</b>         |  | 50,079                |
|                       | EARNED INCOME:                                       |                       |
| 11,682                | Treaty education                                     | 20,442                |
|                       | other education                                      | 0                     |
| 1,790                 |  |                       |
| 42,239                | consultancy  | 45,825                |
| 17,065                | ICT work for others                                  | 4,875                 |
| <u>340</u>            | miscellaneous earned income                          | <u>19,950</u>         |
| <b>73,116</b>         |  | 91,092                |
|                       | OTHER INCOME:  |                       |
| 46                    | bank interest (net)                                  | 109                   |
| 2,311                 | sale of publications                                 | 3,095                 |
| 5,517                 | koha (inc memberships)                               | 5,333                 |
| <u>794</u>            | miscellaneous  | <u>137</u>            |
| <u>8,668</u>          |  | 8674                  |
| <b><u>139,811</u></b> |  | <b><u>149,845</u></b> |
|                       | less EXPENSES  |                       |
|                       | STAFFING:  |                       |
| 140,695               | general salaries, incl ACC                           | 131,957               |
| 7,597                 | contracted services (net)                            | 4,812                 |
| <u>0</u>              | professional development expenses                    | <u>0</u>              |
| 148,292               |  | 136,769               |
|                       | OFFICE/ADMINISTRATION:                               |                       |
| 5,333                 | overheads, incl rent, power                          | 5,333                 |
| 1,382                 | stationery, post box, etc                            | 2,317                 |
| 2,719                 | telephone & internet                                 | 2,919                 |
| <u>104</u>            | service fees   | <u>112</u>            |
| 9,538                 |  | 10,681                |
|                       | OTHER EXPENSES:                                      |                       |
| 110                   | travel (net)   | 403                   |
| 40                    | food (net)   | 223                   |
| 756                   | venue hire   | 40                    |

|                |                                      |                |
|----------------|--------------------------------------|----------------|
| 0              | marketing                            | 0              |
| 205            | repair & replace, low-cost equipment | 0              |
| 0              | koha                                 | 0              |
| 2              | miscellaneous                        | 0              |
| <u>1,866</u>   | depreciation                         | <u>868</u>     |
| <u>2,979</u>   |                                      | <u>1,534</u>   |
| <b>160,809</b> |                                      | <b>148,984</b> |
| <b>-20,998</b> | <b>NET SURPLUS/LOSS</b>              | <b>861</b>     |

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# Financial Reports continued

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## AUCKLAND WORKERS EDUCATIONAL ASSOCIATION, INC.

### STATEMENT OF FINANCIAL POSITION: 31 MARCH 2013

| 2011-2012      |                                      | 2012 - 2013         |
|----------------|--------------------------------------|---------------------|
|                | GENERAL FUNDS                        |                     |
| 30,567         | Balance at beginning of year         | 9,569               |
| <u>-20,998</u> | Net surplus/loss                     | <u>861</u>          |
| <b>9,569</b>   | <b>BALANCE AT END OF YEAR</b>        | <b>10,430</b>       |
|                | REPRESENTED BY                       |                     |
|                | Current assets:                      |                     |
| 2,795          | ASB acct - 00                        | 33                  |
| 0              | - 50 Fast Saver                      | 12                  |
| 2              | Petty cash                           | 8                   |
| 67,524         | Accounts receivable                  | 69,345              |
| 832            | GST Receivable                       | 657                 |
| 9,144          | Inventory (books for sale)           | 9,457               |
| <u>79</u>      | Prepaid expenses (po box, insurance) | 0                   |
| <b>80,376</b>  |                                      | <b>79,512</b>       |
|                | LESS current liabilities:            |                     |
| 7,246          | Accounts payable                     | 6,953               |
| 57,960         | Loans - short term                   | 61,010              |
| 1,761          | GST Payable                          | 2,338               |
| 0              | Income received in advance           | 0                   |
| <u>5,928</u>   | Funds held for Ngati Tamaoho         | <u>0</u>            |
| <b>72,895</b>  |                                      | <b>70,301</b>       |
|                | PLUS                                 |                     |
|                | Long-term assets                     |                     |
| <u>2,088</u>   | Office equipment                     | <u>1,219</u>        |
| <b>2,088</b>   |                                      | <u><b>1,219</b></u> |
| <b>9,569</b>   | <b>NET ASSETS</b>                    | <b>10,430</b>       |

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# Thanks to

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**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