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## Message from the Chair

"Hapaitia te ara tika pumau ai te rangatiratanga mo nga uri whakatipu." "Foster the pathway of knowledge to strength, independence and growth for future generations."

As I once again reflect on the past year, this proverb rings true. It's been a year of growth, creativity and strategically dreaming of what is to come for Seed Waikato going into the future. I can say that I'm really excited to continue to see where this evolution will take us.

In service to our young people, the team continued to grow themselves as well as growing stronger partnerships with our community and funders. This year saw us invest in and develop infrastructure to ensure we are resourced to have the ability to be a dynamic and substantiable organisation

going into the future. A highlight of this has been securing our new home, and transforming the space into a legacy for those who believe in the benefit of collaboration and working together.

Additionally, our governance and staff team embarked on our Te Tiriti o Waitangi journey. We look forward to weaving the learning and honouring of these principles in our mahi in a meaningful way in the years ahead.

Lastly, but far from the least we extend a thanks to all our amazing Seed Whaanau: our funders, volunteers, past and present governance team members, and the Operations Team for your tremendous time, support and guidance throughout this year as we continue to reconnect with, build confidence and support our community to prosper into the new year, we are really excited to continue this momentum into 2024 with you.

Ngaa mihi nui,

Kim Dyball Seed Waikato Chair



### Message from the CEO

"Kia whakapiri to moemoea ki nga taumata tiketike."
"Lay your dreams upon high horizons."

This past year has seen our organisation lift our eyes up to the horizon to see what's possible – and then take hold of the opportunities on offer when they align with our dreams.

As I reflect on this past year, none of what we have achieved would have been possible without our incredible team of supporters: staff, board, funders and wider community. Sharing a vision and then having the commitment to follow through on the actions to take us there has been the catalyst to success. So first and foremost - a huge mihi to acknowledge you all!

2023 has been a year of making "big, bold moves" to reach our strategic goals. The first of these was moving into our new whare in Frankton in April this year. This was in response to requiring more space for our growing kaupapa, and imagining what collaboration and partnership could look like in practice. We sensed and heard our Seed Whaanau were seeking a community of place. A physical space to put our strategic direction of "Connect > Grow > Give Back" into action.

We were also conscious of the importance of collaborative partnerships, and so it was with much excitement we entered a joint venture with Impact Hub Waikato to develop a co-working and event space for our community. We have since been forging partnerships with our funders to support us in refurbishing the space so it's fit for purpose as a multi-functional facility that is an asset to our community members and organisations. We anticipate this exciting project to be completed early 2024.

Another momentous development was launching our Seeds for Change kaupapa. This was as an outcome of our Circles Pilot Project – and will take a both a local and national focus. We are grateful to our seed funders: Todd Foundation and JR Mackenzie Trust who have provided wrap around support and guidance as we grow this community-led initiative to tautoko and grow our Collective Systems Change Champions across the motu.

In addition, we launched new websites for each of our workstreams. These huge projects were led and made possible by our passionate team who put their heart and voice into every page. Additional new infrastructure included an Event Management and Community Platform that will enable us to communicate and build community engagement for all our workstreams.

We have continued to live our value that "our heartbeat is the dreams of young people" on a

daily basis – uplifting and honouring the dreams of our team as they have moved into other roles both inside and outside our organisation. Seed Waikato has grown alongside them as they have reached for their aspirations. Farewelling two of our kaimahi gave us the opportunity to welcome Molly Allen and Charlotte Mitchell to our Seed Whaanau. Their energy and lived experience has been a huge asset to Seed's kaupapa, and their contribution to Te Aka Matua, the community-led Youth Sector initiative has been invaluable.

And of course, alongside all these new developments we have continued to grow and develop our Holistic Wellbeing Programme through in-person and digital events, connections and offerings. We look forward to deepening this kaupapa by continuing to create safe spaces for our young people to connect, grow and give back in meaningful ways as our new space nears completion.

The horizon ahead continues to be bright and filled with possibilities and we look forward to another year of building a thriving world together.

Ngaa mihi nui,

**Tania Pointon**Seed Waikato CEO

"My favourite thing about the event was chatting with the other guests."

"At this event I was reminded of the importance of loving myself."

"I came to this Seed event to heal and because I want to be a better version of myself for my daughter." "This event with Seed Waikato showed me we can be anxious about the future but also hopeful."

"My love and passion for learning and experiencing new things brought me to attend Seed events."

"Positive impacts only! I loved it!"

"My most inspiring moment was when I realised that all my anxiety about attending an event and meeting new people was not an issue! It was my first Seed event and everyone was awesome I felt so comfortable and had a great time."

"I would recommend Seed Waikato events - what an incredible team, how special this mahi is. Thank you for a life altering experience. Ngā mihi."





### **Seasons Report**

**Hayley James** 

This year we have continued following a "seasonal" calendar for our events and workshops to provide meaningful whakawhaanaungatanga, resources and knowledge for our community without burning ourselves out with the resources we had available to us.

Zooming in to the "Connect" aspect of our strategy looks like building meaningful relationships with our community through in-person and online events, workshops and content that inspires and delights our audience.

We were grateful to host our workshops in person this year, a welcome change from last year and a chance for us to develop and build relationships with our community again.

In July, we embarked on an "AI Season" all about transforming young people's fears and anxieties around AI into empowerment and confidence even when they don't know what's coming next. We were lucky enough to

have a koorero on Instagram Live with Jade Tang-Taylor from Academy Ex to chat about how to use AI and similar tools to make social and systems change impact, re-imagining a better world with AI and her advice for young people who feel anxious about the future of AI.

For our in-person workshop we invited Fraser Paine from Aware Group to share his lived experience and knowledge around what AI actually is, how we can use it to enhance our lives and things to be aware of as it becomes a bigger part of our lives and mahi. This event saw attendees incredibly engaged with a 45 min block of time where all of the attendees had patai for Fraser who was able to break down the complexity of AI in an way that was easy to understand.

2023 brought with it a General Election which greatly excited the team at Seed Waikato. Last year we had a very successful campaign helping young people from Kirikiriroa and around Waikato know how to vote and get involved in the Local Elections, so we thought we'd bring it back General Election style. After reaching out to 12 local candidates from the Hamilton East. Hamilton West and

Waikato electorates we brought back the very successful "Koorero on the Couch" format - an informal koorero on Instagram or Facebook Live with the candidates. We asked them questions about their party's policies that effect young people, what is what like for them to vote for the first time, what they have been hearing from young people affecting them the most and what kind of legacy they'd like to leave in politics. These Lives were very insightful into each of the candidates and the community has been very engaged with 5,561 views across 10 Lives so far! An amazing result.

We look forward to utilising our new space to host events and gatherings that awhi our young people as they connect, grow and give back.

Check out our new website: www.seedwaikato.nz





### Jahvaya Wheki

In 2022, we were tasked with a kaupapa called Circles. It was an opportunity to explore how to bring people together who held similar interests. In our local political season in 2022 we hosted an event called "Ki teeneei Whare" where we welcomed the community into our space for some intimate connecting time to nurture and nourish our relationships with our Seed Whaanau. From powerful connecting conversations we learnt young people care about the community and want to make a difference in the world but don't necessarily know or have the tools to enact and be the change the they want to see within the spaces they care about deeply.

Seeds for Change was born. With an awareness about the barriers, frustrations and inequities that communities face and with a strong desire to understand change and how rangatahi can bring about transformation, systems change became an underpinning foundation in which we as an organisation, community and individuals strived to understand more.

From conversations and explorations a variety of questions came up for us:

- 1. Who/how can one create change?
- 2. What qualities does someone need?
- 3. What creates long term change and how is it measured?

Seed Waikato developed an idea to hold empathy interviews to further explore those trailblazers who are collectively working in the systems change space within Aotearoa and are rocking the world as we know it!

Our intentions are as follows:

1. Scan: Who is out there? What regions do they live in? What types of sectors do they work in? Who are they collaborating with?

2. Map: Create a visual representation of the geographical spread and information about their kaupapa to show connections and relationships

**3. Support:** Develop relationships, not to recreate the wheel, how can we be of service to Aotearoa and changemakers.

2024 will see us convene a group to co-design a hui to awhi and tautoko those Collective Systems Change Champions, to discover what we need as we build a community of practice together.

Check out our newly launched website - www.seedsforchange.nz







2023 has been a year of reflection, understanding and space holding as we look forward to the future as a community of those working with young people. The story of burnout, and fatigue continues to sing loud for us as a sector while the passion and vision for wellbeing tools and connection sings even louder.

Te Aka Matua has continued to journey through the community-led processes of relationship building while continuously looking back to how, why and who Te Aka Matua was built for. A safe space to be vulnerable, connect, realign, and grow into your true self are all strong elements of what Te Aka Matua stands for.

This brings us to the reminder that Te Aka Matua is a feeling, it is a collective to just be, centered around those that are involved.

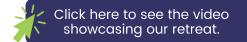
Te Aka Matua isn't your traditional youth organisation focused on programs repeating throughout the year. It is a collective of youth workers who care about their wellbeing, that no longer want to operate in silos or repeatedly reach a level of burn out at that same point each year that results in needing to take a 'break' away to focus on themselves and rejuvenate. They want more for themselves, for the sector, and for young people of the Waikato.

This year we've grown our leadership team and gained two amazing project activators who focus on moving the thoughts and ideas of this leadership team forward. We will continue to provide social and wellbeing events and catch ups for the community with the idea to grow and increase these further. We are looking at ways to connect with Ara Taiohi and bring Waikato-specific professional development to the Waikato.

A huge highlight was our retreat which brought together those working with youth, providing them with a nuturing space for self care, tools and hope to keep driving forward and to be true to themselves in their careers.

Te Aka Matua is in the process of building a Here2Help YOUTH portal in collaboration with Here to Help U. This project aims to support the youth sector through a referral portal which aims to lessen the workload for youth workers.

Thanks to all those that have supported and participated with Te Aka Matua throughout the last year. We are looking forward to continuing to connect with and grow with those in our community and to continue to just 'be' in an increasingly high-pressure environment.



# Co-Space/Home

**Charlotte Mitchell** 

This year we have started an exciting adventure as we made our new home on Somerset Street with our partners, Impact Hub Waikato. Coming into this venture we knew the significance and the importance of a physical space. A place to promote community cohesion, collaboration, networking and knowledge sharing. We've heard time again about the need for connection within the community sector, which this space provides but with Impact Hub joining on this journey it also allows for the weaving of connections between community and business.

We hope that this space will be a welcoming and vibrant environment, where youth workers, social entrepreneurs, community workers can all meet and explore possibilities together. We have grown to love our new whare and have jumped at the chance to share it with others. This project has always been to service the needs of the community and to do this we need to live by the principles of community-led development.

Through the design and renovations process we have ensured that we are providing a space that the community would want to share and utilise.

We have thoroughly enjoyed our time this year at Somerset Street, even with the

We hope that in the new year we will be able to open with some features including:







Podcast Studios

Shared Library

Hotdesking





Meeting/ Workshop Rooms

Zoom Room

renovations getting underway. We have been able to host various workshops, events and meetings. The potential for this space is exponential! Some of the feedback we have already received is that the location is wonderful, the transport and parking options make it easy to access, the multipurpose nature of the space is handy and it has a wonderful feel to it!



## **Stories for Change**



#### Melissa Smith - HCC Candidate

It is incredible to see an organisation so dedicated to young people.

I learned about Seed Waikato when I was running as a candidate in the 2022 Local Body Elections. Seed was a strong presence at many candidate events, and they hosted a few Instagram livestream interviews of candidates on their own. As a young candidate (and a young voter, too!), it was empowering to see an organisation representing young people taking such an active role in the election.

After the campaign, I have continued to be involved with Seed from time to time, attending events and keeping up to date with their newsletter. They are a great organisation, and I am always excited to see what they do next.



### Tim Andrews - Social Impact Entrepreneur

What truly sets Seed apart for me is the team's unwavering dedication to their mission. They don't just organise events, they nurture a sense of community where

we can explore a variety of thoughtprovoking subjects in a way that resonates with us, while creating a safe space to have such discussions. In my interactions with Seed, it's helped me discover a unique sense of belonging. Their genuine commitment to development of our youth is truly amazing.



### Māia Mealing - Community Contributor

Kia ora e te whānau and salaam!

I had the incredible opportunity to collaborate with Seed Waikato for the SDG Summit, and it was a truly transformative experience. I am immensely grateful to Seed Waikato for reaching out to me and providing me with this remarkable opportunity. Their recognition of my voice and perspective empowered me to share my story and contribute to the larger conversation. It was a chance to forge connections, exchange ideas, and

broaden my horizons while being able to tell my story and challenge stereotypes. This collaboration allowed me to diversify the way people think about rangatahi, Māori, and Muslims. Seed Waikato's commitment to empowering rangatahi and their tireless efforts in helping them discover their potential were evident throughout the entire experience.

As a result of this opportunity, I experienced personal growth in my storytelling and public speaking abilities.

The guidance and support from Seed Waikato allowed me to develop the necessary skills and confidence to effectively engage and perform in front of an audience. This experience helped me realise the power of my own voice in shaping narratives and driving positive change. Seed Waikato's dedication to empowering young people and their unwavering belief in their potential have left a lasting impact on me, and I am immensely grateful for the opportunity to be a part of their transformative work.

## **Financials**

#### **Statement of Financial Performance**

Waikato Seeds for Change Charitable Trust As at 30 June 2023

Revenue	NOTES	30 JUN 2023	30 JUN 2022
Donations, fundraising and other similar revenue	1	198,394	257,458
Revenue from providing goods or services	1	155,108	8,059
Other revenue	1	830	1,940
Total Revenue		354,331	267,457
Expenses			
Costs related to providing goods or service	2	93,976	66,702
Volunteer and employee related costs	2	256,356	200,050
Total Expenses		350,332	266,751
Surplus/(Deficit) for the Year		3,999	705

#### **Statement of Financial Position**

Waikato Seeds for Change Charitable Trust As at 30 June 2023

Assets	NOTES	30 JUN 2023	30 JUN 2022
Current Assets			
Bank accounts and cash	3	442,180	308,730
Debtors and prepayments	3	571	839
Total Current Assets		442,750	309,568
Non-Current Assets			
Other non-current assets	3	9,750	_
Total Non-Current Assets		9,750	_
Total Assets		452,500	309,568
Liabilities			
Current Liabilities			
Bank overdraft	4	971	1,141
Creditors and accrued expenses	4	18,326	5,097
Unspent Grants	4	360,166	250,309
Unused donations and grants with conditions	4	16,000	-
Total Current Liabilities		395,463	256,529
Total Liabilities		395,463	256,529
Total Assets less Total Liabilities (Net Assets)		57,037	53,039
Accumulated Funds			
Accumulated surpluses or (deficits)	6	57,037	53,039
<b>Total Accumulated Funds</b>		57,037	53,039



# Acknowledgements

Our Seed mahi cannot happen without our incredible supporters.

Thank you to our inspiring event speakers who gifted their time to empower our community:

Alex Nicholas, Jade Tang-Taylor from Academy Ex, Fraser Paine from Aware Group, Georgie Dansey from the Labour Party, Ryan Hamilton from the National Party, Benjamin Doyle from the Green Party, Ash Parmar from the ACT Party, Myra Williamson from the Labour Party, Naomi Pocock from the TOP Party, Alex Corkin from the TOP Party, Susan Stevenson from the ACT Party, Megan Owen from the TOP Party, Hana Rawhiti Clarke from Te Pati Maaori and Tama Potaka from the National Party.

Thank you to the growing leaders of Te Aka Matua, knowing you can use your voice and gifts to make change in our sector:

Kim Dyball, Nate Bramwell, Caitlin Wilson and Joanna Scott. Also mihi to Madiha Ali and Zeta Mohn who moved on this year. Thank you to our awesome MC's and facilitators who held space for our communities:

Rosalie Norton, Jahvaya Wheki, Gemma Major, Michael Moore and Maluseu Monise.

Thank you to our sponsors who continued to provide in-kind support for our mahi:

Ramen Events, Carlton Party Hire, PKF Hamilton, Caitlan Johnston.

Thank you to our team and staff who have continued to move this waka forward:

Staff: Jahvaya Wheki, Hayley James, Charlotte Mitchell, Molly Allen, Tania Pointon, and Michael Richardson who moved on this year.

Thank you to our hard-working Board who provided leadership over the last year as we have navigated strengthening our kaupapa:

Governance Team:

Kim Dyball, Johann van Loggerenberg, Arnold Andrews, Madiha Ali, Rosalie Norton, Nathan Rahui, Rana Arif, Abby Van De Ven and Pratishtha Purohit.

Volunteers: 18

Thank you to our payroll giving donors, monthly donors and one-off donors for your financial contribution, powering our movement. Every dollar makes a difference!

And of course a massive mihi to our funders who enabled us to serve young people the way we have:











Glenice & John Gallagher Foundation









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Seed Waikato is a Registered Charity (CC55322)