



Multicultural New Zealand

Impact Stories Performance Report 2016

Highlights from the annual reports of the Regional Multicultural Councils

The full Annual Reports of the Multicultural Councils are available directly from them or from the office of Multicultural New Zealand. This document reports on some of the achievements and activities of the Multicultural Councils during 2015/16.

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Alexis LewGor, President
Multicultural New Zealand

Reconfiguration, Adaptation and Relevance

Dear Multicultural New Zealand whānau

Over the course of the past year, we've achieved much and established more connections. Our success is a testament to the people in our network. We commend the Regional Multicultural Councils, their staff and volunteers and the regional and national networks, as those are the people at the grassroots level, doing the work, day in and day out. All of these people demonstrate a firm commitment to providing the most effective services that help to empower the communities we serve. They're the ones that create the trusted reputation that Multicultural NZ enjoys. As an organisation, we need to adapt and change the way we do business so we can continue to develop programmes for people so that they are able to do so too. Just as we've forged partnerships, we have plans to meet with and replicate partnerships with other sector leaders. It is important to work with larger audiences and to make them more aware of Multicultural NZ and its possibilities. We need more human interchange. In order for Multicultural NZ to remain relevant and to continue to support and service people from ethnic, migrant and refugee communities to acquire social capital to adequately participate socially, culturally and economically in today's society, we need to evolve and adapt to the new reality.

It is reassuring to note some of our stakeholders are restructuring, re-strategising, changing their approaches in meeting the new challenges and opportunities. Multicultural NZ has embarked on the same journey after spending the last year consulting with member councils and strategic partners to understand the gaps and how well we can support each other and our communities to fill these gaps in collaboration with other ethnic community organizations.

The Incorporated Societies Act is currently undergoing review, net migration and the number of international students are at their highest. Our funders are seeking evidence based accountability reporting. We have proactively responded and adapted to the change in the current environment and have held participatory consultations with RMCs, other ethnic community organisations, some local government councils and government agencies. We have a new constitution to be proposed for adoption at the 2016 AGM which will establish clear governance and management structure which are very difficult for most volunteer led community organizations like us but we need to adapt. Adaptation can best be thought of as an ongoing process, rather than as a fixed endpoint.



“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel”. - Maya Angelou

Furthermore, we have a five years’ strategic plan to be finalised by the end of this conference. The strategies will give us a direction and will be subject to review every year. Consideration has also been given to how to provide sustained support for traditional knowledge in addition to connecting and communicating across regional multicultural councils and building national understanding. I am looking forward to the new financial year as we’ve approved and lined up, subject to funding, some exciting community Development programs and partnership projects.

And lastly, violence - whether it is in written form, psychological, verbal, or physical, *It Is Not Ok!! Seek Help, Report It!* Your well-being and safety is paramount.

I wish the incoming Executive all the best. I would like to thank the Executive team for their support and shared vision during the year, RMCs for their work on the frontline and being our eyes and ears on their communities and for their trust in Multicultural New Zealand.

Funders:

Lottery Grants

E Tu Whānau

Todd Foundation

Tindall Foundation

Lion Foundation

OEC Settling In

Pub Charities Trust

New Zealand Community Trust

Wellington Community Trust

Foundation North

Wellington City Council

Auckland Council

Nikau Foundation and

Tayo, Pamela and Ling for their many hours put into the work without complaint and more importantly my family, for their overwhelming support in allowing me to do what I took on as a challenge.

Vinaka Vaka Levu!



Tayo Agunlejika, Executive Director
Multicultural New Zealand

Taking Charge of Change - Transformation Through Innovation

In the Community and Volunteering sector, we are concerned with real people in real situations. In order for us to work more effectively and to have a better grasp of the challenges and opportunities facing ethnic, migrant and refugee communities, we need to gather evidence and build up an observable, objective view of reality, because the world seems to be run by data and evidence.

The fact is our community has changed and we need to start doing things differently. Change is a constant feature for all organisations, and without a doubt, in the past 12 months we've experienced a dramatic change in the third sector (NGO and community groups). A new financial reporting standard has been introduced, the Incorporated Societies Act is undergoing serious overhaul, and different funding, contracting and reporting requirements have been introduced. Even Ministry of Social Development has restructured and transferred some of its contracts/providers to Whānau Ora.

From the demand side of the equation, in the last year a record 68,000 migrants made New Zealand home, with most settling in Auckland. India leads the migrant numbers with 13,000 over the past year, followed by China, Britain and Australia, not to mention the increasing number of migrants from the Philippines, South Africa, Latin America and Korea. About 120,000 international students enrolled and went through the New Zealand Education system in the past year. It is also possible that New Zealand's annual refugee quota will increase as a result of public pressure and the current government review.

The fact about Multicultural NZ is that there is a great need for change in our behaviour, our processes and systems. We do not take for granted the resistance to organisational cultural change which can be unforgiving and even risky, but for the betterment of our families, communities, RMCs and wider ethnic migrant and refugee communities we owe it to them to fight for a better inclusive future.

This year we have made some internal changes to our systems and processes such as our organisation's strategic direction, structure, personnel and ways of operating. One of the changes we've implemented is the approach to our annual reporting. We have listened and responded to our funders' requests and changed our annual report from an output focus to reporting impact stories from Regional Multicultural Councils who are the face to face service deliverers. We had the opportunity to support our regional multicultural councils in promoting nationally their cultural celebrations to mark Race Relations Day under the Multicultural March brand.



We did this to leverage the popularity of Race Relations Day to tell a story directly to a targeted audience nationwide.

Reflection is key to any organisation's growth and we took time to reflect on the impact of all these changes on our organisation by conducting participatory consultation with our affiliated members, associates and stakeholders. We got funding support from the NZ National Commission for UNESCO to conduct 34 workshops throughout the regions and we published the findings in the "Our Multicultural Future" report. We got funding from MSD through CIR4 to carry out a capacity and capability building assessment of the organisation. We held the first migrant centres hui and for the first time held regional cluster capacity building workshops.

From the findings of these consultations, we have reviewed and updated our strategic plan to a five year plan and included one more goal: Celebration. Our intention is that by the end of this conference we will have finalised the plan with targeted measurable and realistic outcomes from the regional multicultural councils' perspectives. We have redrafted our constitution to fit our new structure and to enable effective governance, and we hope that it will be adopted by the AGM. This represents a perfect opportunity to introduce our newest proposed affiliate member Multicultural Whangarei. The Executive Committee has approved their membership and will be recommending it to the AGM for ratification.

We have collaborated with eight community organisations to host two summits nation-wide. Some key gaps were identified at the summits which we have included in our work plan for this financial year. We will continue to support and build our members' capacity and capability, and focus our efforts and resources on developing and strengthening our collaboration. We will do this by working on the following projects: the constitutional review, adaptive leadership and governance training, social enterprise training, the OWDSOCKS campaign, Multicultural March, the local government elections education and awareness campaign, a youth leadership camp and Treaty of Waitangi education for migrants.

Thank you for your support, co-operation, partnerships and advice. I look forward to working with you in this financial year.

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Regional Multicultural Council Highlights

Aoraki Multicultural Council

The Aoraki Migrant Centre at Community House in Timaru was established in February 2014. Aoraki covers the area from the Waitaki River to Ashburton and inland to the Southern Alps, including Waimate, Geraldine, Temuka, Fairlie, Twizel, Lake Tekapo and Mount Cook.

How We Helped One Asian Couple

An elderly Asian couple with no family in Timaru was involved in a car accident and she was left in a wheelchair. Her husband has a hearing problem and speaks very limited English. A neighbour contacted the AMC, concerned about their isolation. We took them to ACC and WINZ as they were not aware of their entitlements. We helped them to move to a more sympathetic doctor and to complete all the forms. We also introduced them to an interpreter and to others of the same nationality. They were most appreciative of all our support.

Appearing on Neighbourhood

We were proud to help TVNZ to find migrants whose stories could be told on the Sunday morning documentary show *Neighbourhood*. We were able to supply them with plenty of examples of happy migrants living in our district and were able to showcase our region. Rosie Knopper, the Migrant Centre Manager, is a migrant herself and she spoke proudly of the district. Go to this website to watch the whole episode: <http://tinyurl.com/timaru15>





Auckland City Multi-Ethnic Council

Celebrating Waitangi Day

At the Waitangi Day celebrations at the Eco Light Stadium in Pukekohe, members of the Auckland City Multi-Ethnic Council offered prayers from the Muslim, Sikh, Hindu and Christian communities.

With a growing relationship with the Tangata Whenua (Māori, the People of the Land) we notice more understanding between them and Tangata Tiriti (the People of the Treaty) and in particular the ethnic communities. We are looking forward to even closer involvement and having our contribution acknowledged, as it already has been by many, including local politicians.



Photo credit: welovepukekohe.com

Franklin Multicultural Festival

The ninth Annual Franklin Multicultural Festival - to commemorate Race Relations Day on 2 April 2016 - was organised with Puni School supported by local sporting bodies, other schools, and a number of business houses. Holding the event on a Saturday meant that it attracted more participants and spectators.





Christchurch Multicultural Council

Christchurch Multicultural Summit

In 2015 Multicultural New Zealand organised a series of nationwide community dialogues on the expectations and aspirations of migrants, and the barriers to multiculturalism. The findings of these dialogues were presented in a publication. Multicultural NZ then proposed the running of summits in Auckland, Wellington and Christchurch. The main aim of these summits were for multicultural communities to engage better with one another, with tangata whenua, the wider community and with non-government organisations and other groups serving migrant and refugee communities. The Christchurch Multicultural Council has been working with the Christchurch City Council, Multicultural NZ, Hui E! and Network Waitangi Otautahi to develop a programme for and organise this summit. It is tentatively scheduled for 30 July 2016 and will be held at the Te Puna Wanaka marae of the Ara Institute of Canterbury (previously the Christchurch and Aoraki Polytechnics).

Cultural Festivals

The Christchurch Multicultural Council has played an active role in many ethnic festivals. The President of the CHC, Surinder Tandon, opened the Onam Festival organised by the Kerala Association which caters for the needs of the Malaysian community living in and around Christchurch. The 55th Nigerian Independence Day was celebrated on 17 October 2015, organised by the Canterbury Nigerian Association. There was a stunning display of Nigerian costumes for men and women.

Over 10,000 people enjoyed the Indian Diwali Festival held at the Horncastle Arena. Surinder Tandon was honoured to receive a plaque and shawl from the Indian Social and Cultural Club in recognition of his services to the Indian community.

Culture Galore, the annual multicultural festival organised by the Christchurch City Council, provided more opportunities for ethnic groups to showcase their culture through performing arts, music, food, crafts, sports and games.





Hutt Multicultural Council

Community Service Provided by Members

The membership of the Hutt Multicultural Council includes two new Justices of the Peace: the Vice-President of the HMC, Tribhuvan Shrestha from the Nepali Community; and the Treasurer of the HMC, Luke Qin from the Chinese Community who is one of the youngest Chinese JPs. Peter Foese serves as the Deputy Chair of the Petone Community Board of the Hutt City Council.

Anita Mansell, President of the HMC

Anita Mansell, who received a Queens Service Medal in 2011 for services to the Filipino Community, is continuing her community service as President of the Hutt Multicultural Council. She has been in New Zealand for 33 years. Even before some migrants come to New Zealand, they find Anita's name by Googling community leaders. Of course she tells them about the advantages of living in Wellington, and even before they arrive she connects them to ethnic liaison officers in City Councils. If they need support after arriving in New Zealand, she is there to help.

Refugees who come to New Zealand get government support, but they need support from their new communities, too, to understand the New Zealand way of life, how to look after their children, and how to maintain their own culture and traditions. Some families will phone Anita for support at odd hours of the day and night. Once the phone calls stop, she knows that they have settled successfully.





Manawatu Multicultural Council

Festival of Cultures

The Festival of Cultures has been a celebration of the diversity of cultures in Palmerston North for 23 years, since the founding members of the Manawatu Multicultural Council organised the event under the name of International Day in March 1993. The 2016 celebration attracted dignitaries from 18 Embassies in Wellington. The Festival is now funded and organised by the Palmerston North City Council. As an active partner, the Multicultural Council encourages and supports many ethnic groups to participate. This is just one of the ways in which the dedicated volunteers of the MMC serve their fellow migrants.

The Council supports the potluck dinners which are held at school and church halls and are accompanied by performances to attract local people to participate and to enjoy dishes from different parts of the world.



Home Away From Home: The Multicultural Centre

The Multicultural Centre was established in 1997 and it soon became a home from home for many migrants; a place to share experiences and the hardship of settling into a new country. Beginners and Advanced Conversational English classes are offered, drawing migrants who are in the city as the partners of students at Massey University or the spouses of skilled migrants who have gained employment in Palmerston North, and their elderly parents. The English classes overcome their isolation and boredom and help them to integrate into the local community. The English classes are run by volunteers: a retired Massey professor, pharmacist, social worker, teacher and public health nurse. The Centre also offers employment facilitation, holiday programmes for children, English classes for mothers of pre-schoolers and cultural presentations.





To raise funds for the Multicultural Centre a show, *The World on Stage*, was presented in the local theatre. Trips to marae and to Parliament give new migrants an insight into Māori culture and our Parliamentary system. *Ethkick*, the annual soccer tournament, attracts 40 teams from ethnic communities and businesses.

First Voice Writing, Arts and Crafts

One of the Intermediate schools in Palmerston North has been in partnership with the Manawatu Multicultural Council since 2000 to organise a First Voice Writing Workshop. It encourages students from different ethnic backgrounds to write a story on a given topic in their own language with the help of older people from their communities who are volunteer translators. This year there were volunteers from 23 languages giving their time in assisting these children to write their stories and helping them to appreciate their own mother tongue.

The art and craft group made a quilt to represent the nations of the quilters, creating a strong bond and a sense of pride among them. They also made flax flowers and crochet poppies for Anzac Day, developing the leadership capabilities of individuals participating in this project.

Pratima Panthee from Nepal

Pratima Panthee from Nepal had been in Palmerston North for five months when she told us her story. Her husband is a student. She was alone at home, with nothing to do and no English fluency. Not being able to get a job, she became depressed. Then she met Chudamani Ghimire who told her about the Manawatu Multicultural Centre and took her there.

She became involved in the activities and met many people from different countries with problems similar to hers. The teachers taught them basic and advanced English, creating a friendly environment where they could learn English in interactive ways, and learning about New Zealand culture and traditions. With a reference from the finance administrator of MMC she got a job.





Multicultural Council of Rangitikei/Whanganui

Helping After the Flood

On Saturday, 20 June 2015, as much rain as can be expected in one month fell in Whanganui in 24 hours. The surging Whanganui River brought the worst flooding on record. The city was cut off and about 400 people were evacuated. The river breached its banks around midnight on Saturday, spilling floodwater into the central business district. The Multicultural Council worked very closely with the District Council and helped many people, providing clothes and other basic needs.

Marae Visit

As a migrant himself, Vijeshwar Prasad QSM JP, the President of the Multicultural Council, has found that a marae visit is very educational and helpful for newcomers to build up and understand biculturalism and multiculturalism. Working, meeting, dealing, entertaining, negotiating and corresponding with colleagues, clients and everyday folks from different cultures can be challenging. Understanding and appreciating intercultural differences ultimately promotes clearer communication, breaks down barriers, builds trust, strengthens relationships, opens horizons and yields tangible results in terms of success.

The Multicultural Council uses the term *Spiritual Retreat* to recognise and describe uniqueness within cultural considerations. It is the creation of a space for dialogue about the view and perceptions of spiritual backgrounds and its relevance and implications for us today. It focuses on:

1. Building a strong future together with Tangata Whenua.
2. Working bi-culturally and across cultures, strengthening relationships and developing better understanding amongst groups.
3. Familiarising migrants with what they need to know as a New Zealander or soon-to-be New Zealander.

The Multicultural Council is organising a marae trip on Saturday, 18 June 2016 with the theme of Compassion and Love.



Rotorua Multicultural Council

Professional Speaking for Migrants Courses

A Professional Speaking for Migrants course has been offered by the RMC for the past five years. Another course is being planned for September 2016. Every year between 10 and 13 migrants gain a Speech NZ Certificate in Professional Speaking after completing the 12-week course, taught for three hours per week on one weekday evening.

Migrants gain the skill of delivering a seven-minute talk about their career or community involvement without using notes. They learn to develop and use a PowerPoint presentation and they do three-minute social speeches such as introducing or thanking a guest speaker or farewelling a colleague. They do role plays in work-related situations such as typical New Zealand job interviews and they improve their grammar, vocabulary, voice projection, clarity and confidence in public speaking.

Dr Margriet Theron, Vice-President of RMC, developed the Professional Speaking for Migrants courses and wrote a handbook for the course. She has run workshops in Auckland, Wellington, Nelson (photo right) for speech teachers and organisations such as Regional Multicultural Councils and English Language Partners on how to organise and teach these courses. Professional Speaking for Migrants courses have now been taught, or are being planned, in Whangarei, Auckland, Rotorua, New Plymouth, Lower Hutt, Wellington, Nelson and Invercargill.



Sandeep Uppal is a prosthetist who trained in India. He completed an infection control course at Waiariki Institute of Technology and then applied for positions as a prosthetist. He attended the Professional Speaking for Migrants course and for his seven-minute talk he explained a career in prosthetics to an imaginary audience of students and caregivers at a Rotorua Boys' High School careers evening. During the course he did many job interview role plays.

Sandeep gives credit to the Professional Speaking for Migrants course for helping him through a successful job interview at the Wellington Artificial Limb Centre where he now works as a Clinical Prosthetist. He has presented papers on infection control in prosthetics at international conferences in France and Australia. At an Immigration New Zealand Settlement conference at Te Papa in Wellington, Sandeep featured on a banner in the conference room and the Minister of Immigration, Hon Michael Woodhouse, quoted Sandeep's success story in his opening address



Suria Nieuwoudt is a General Practitioner from South Africa. When she did the Professional Speaking for Migrants course she was working her way through the process of registering as a doctor with the New Zealand Medical Council. She had been invited to present her case to work in a general practice to a meeting of the full Medical Council in Wellington. She practised her presentation to the Council in front of the Professional Speaking class, elaborating on her clinical experience in South African hospitals and her successful New Zealand medical studies. As a result, she has been given approval to work as a doctor in Rotorua.

While waiting for her approval to work as a doctor, Suria joined the Parent Teachers Association at the school of her three boys, coached soccer, completed a parenting course, and then facilitated these courses. For her, one of the biggest challenges in this new country was to communicate on a personal level in English. She found it difficult to express her emotions, understand jokes and talk about television programmes to the other mums she met at school and Playcentre. She now has much more confidence in English, in her circle of friends and with the patients she treats every day. In the photo she is with the Speech NZ examiner, Mrs Gabrielle Thurston.



Geyser Community Foundation Scholarships

The Professional Speaking for Migrants courses in Rotorua are fully funded by the Mokoia Community Association with funds provided by the Tertiary Education Commission. This means that the students receive the course for free, but they do have to pay the Speech New Zealand examination fee of about \$130. As some of the students do not yet have high-paying jobs, they apply for scholarships to the Geyser Community Foundation which part-funds their examination fees with scholarships. In the photo are Rotorua migrants who received Geyser Community Foundation scholarships in 2015.



Settling In Dinner for the South African Community

The Rotorua Multicultural Council provided Settling In funding obtained from the Office of Ethnic Communities to the South African community in Rotorua to organise an event. A small group led by Dr Suria Nieuwoudt organised the dinner, sending out invitations via the *South Africans in Rotorua* Facebook page, the weekly Afrikaans e-newsletter, *Brokkies*, and the email address list of the Afrikaans Church of Rotorua. The dinner was held at the Linton Park Community Centre with its fully equipped kitchen, seats for the 100 South African guests, and a playground outside.



The menu was simple: bobotie, yellow rice, and roast chicken were provided, and each family brought a salad or dessert. The newcomers were introduced to local South African business people and to interest groups from knitting to fishing to gardening. The role of the Multicultural Council was explained and the value of doing voluntary work. At the end of the evening it was all hands on deck to clean up, do the dishes, and sweep the floor of the hall.



Southland Multicultural Council

Voluntary Work: Gaining Confidence and Work Experience

Prashanth Nallur Puttaswamy, a project manager from India, came to New Zealand to study at the Southern Institute of Technology. In 2015 he helped to organise the Multicultural Food Festival in Dunedin. He was not paid for his contribution but he loved being involved. The Southland Multicultural Council encourages new migrants to do voluntary work to gain New Zealand work experience and to build their confidence. Prashanth pays attention to details; he is precise, professional and humble, and a great asset to the Council.

When planning the 2016 food festival, the Council was determined to find funding to compensate Prashanth for his work. He knew every detail of the event and worked with confidence and skill. SMC was able to pay him for his contribution to the festival with over 40 food stalls and 7,500 visitors. Prashanth now works full-time at SIT, travelling overseas for his job, but still helps SMC with event organisation. Having the success of the Multicultural Food Festival on his CV will no doubt be of benefit when he does job applications.





Tairawhiti Multicultural Council

OWD SOCKS: It's OK to be Different

Arish Narsh is one of the founders of the Tairawhiti Multicultural Council, Vice-President of Multicultural New Zealand, and Trustee of UNICEF New Zealand. He has created a campaign to promote inclusion and diversity. He still remembers the effect bullying had on him growing up in Fiji. He was nerdy and geeky but his passion for knowledge and learning could not protect him from the bullying at High School. He left at the end of Year 10, feeling guilty and a failure. Now he wants to get others involved in the fight against discrimination. TMC teamed up with Multicultural NZ to launch and promote the OWD (Opportunities Without Discrimination) SOCKS campaign with the motto: "It's OK to be different." Social media based competitions to raise awareness about inclusion and diversity among school age children are being planned. The OWD SOCKS Facebook page has more than 10,200 Likes.



Festival of Lights

In 2015 over 400 people from many different ethnic and cultural backgrounds participated in the Tairawhiti Multicultural Council's free Festival of Lights. There was free food for all and cultural performances by groups from Gisborne and Auckland.

Multicultural Art Workshop

The Multicultural Art Workshop, held in April 2016, was a great success with a long waiting list of children wanting to attend and parents constantly calling to get their kids into a workshop. Each day ran from 10 am to 2 pm with games organised for the lunch breaks. Cross-cultural friendships were formed and knowledge was shared, with the learning about Māori culture and the meaning of the traditional kowhaiwhai patterns a highlight.



A Family Growing Through Service

Outgoing Tairawhiti Multicultural Council President Vijen Reddy and his wife Reena were assisting new migrants even before the Council was set up. Reena has organised dance performances for many events, bringing migrant and non-migrant communities together to learn Bollywood dances.

Vijen came to Gisborne in 2008 and now serves the community as a Justice of the Peace. Their daughter Neeharika is a regular performer at multicultural events; the public performances helped her to grow confidence in her ethnic identity. Her brother is now following in her footsteps, participating in TMC events.





Waikato Multicultural Council

Celebrating 25th Jubilee Year

The Waikato Multicultural Council held its 25th Jubilee celebrations at the Founders Theatre in Hamilton on 17 October 2015. Kaumatua from Ngati Wairere, the Mana Whenua of Kirikiriroa, opened the celebration with the Mihi Whakatau. There were performances from the many ethnic groups that reside in Hamilton and the wider Waikato region. The guest speaker, Dame Susan Devoy, spoke on race relations policies and acknowledged the vast contributions that ethnic communities make to the economy of New Zealand. The sharing of cultures has become an added facet of mainstream New Zealand. The event was well attended, reflecting the immense enthusiasm of both participants and audience. It was opened by Hamilton Mayor Julie Hardaker and attended by local Members of Parliament.

Hosting an annual Multicultural Day was driven by growing public interest. The level of participation and mutual support and cooperation amongst the ethnic groups in the Waikato region has been very encouraging.



New Zealand Russian Friendship Society

The New Zealand Russian Friendship Society's Christmas and New Year Celebration was held in November 2015 at Melville Primary School. A traditional Russian Christmas cultural programme was performed by the children. The Waikato Multicultural Council presented certificates of appreciation to the children who had performed at the Council's 25th Jubilee celebration.

Visit to Turangawaewae Marae

On 3 March 2016 members of the Waikato Multicultural Council visited Turangawaewae marae to meet with Kingi Tuheitia. A discussion and debate on Māoridom and the preservation of its culture took place; the members of the Council contributed views on the topic of the preservation and sharing of cultures among the numerous ethnic groups that reside in the Waikato region.

Citizenship Ceremonies

The Waikato Multicultural Council is always well-represented at the citizenship ceremonies held at the Hamilton City Council. The citizenship ceremonies are run jointly with the Hamilton City Council and the Department of Internal Affairs. On average 120 people residing in Hamilton receive New Zealand citizenships each month.

On the photo the new citizens are flanked by Tim Macindoe MP for Hamilton West, David Bennett MP for Hamilton East, and President of the Waikato Multicultural Council, Ravinder Powar.





Waitaki Multicultural Council

Celebrating Race Relations Day

The theme for this year's Race Relations Day was *Welcoming Diversity*. Tayo Agunlejika, Director of Multicultural NZ, was the special guest at the multicultural concert which was organised in collaboration with Safer Waitaki, Zonta, various schools and the Ara Institute of Canterbury. An innovative and effective approach was taken to one of the themes: violence prevention. There was a special performance by 40 Māori and Pasifika students from three high schools under the tutelage of Sela Faletolu from Ara. It portrayed powerful stories of the issues affecting young people in our community. These included violence, suicide, drugs and grief through still frame visual action images and music. Workshops titled *Lead Your Future* were held at the high schools to empower the students and to remove barriers and to stimulate Māori and Pasifika high school students' interest and engagement in their education.

English Language, Safer Waitaki and Health Expo

The Waitaki Multicultural Council works closely with Literacy North Otago to provide English Language Support and with Safer Waitaki which focuses on the safety and well being of the community. Ann Dysart visited Oamaru for a presentation on *E Tu Whānau* at a Safer Waitaki meeting.

A Health Expo, with speakers on healthy eating and diabetes, was coordinated by WMC's Migrant Support Coordinator and attended by the Pasifika Community. The Expo provided testing for diabetes and an eye screening machine with a technician on hand to screen participants and ended with a healthy vegetarian supper.

Settling In and the Newcomers Network

The Waitaki Newcomers Network includes over 300 families and individuals and is growing steadily. Coffee groups, outings and activities are a gateway to social connections, making new friends and integrating into the Waitaki community. A young Sri Lankan family arrived last September. The wife had very little confidence and little English. The husband's employers provided a house, a car and support by its staff. The Newcomers Network secured funding through Zonta for English lessons from Literacy North Otago. The family was connected with another Sri Lankan family; the wife is now teaching them her native language while practising her English. The wife hosted a mothers' group in her home and said: "When I came here, life was very boring; I had nothing to do and no one to talk to. Now it is very good. Today I had all my friends come to my home. I was very happy".





Performance Report

New Zealand Federation of Multicultural Councils
Incorporated Entity Information
For the year ended 31 March 2016

ENTITY INFORMATION

Legal name of entity: New Zealand Federation of Multicultural Councils Incorporated (NZFMC)

Other name of entity: Multicultural New Zealand (MNZ)

Type of entity and legal basis (if any): Registered Incorporated Society and Registered Charity

Registration number: 445336, CC36978

Mission Statement

To represent and support multicultural councils and ethnic, migrant, and refugee communities through leadership, partnership, capacity building and service delivery.

Entity Structure

New Zealand Federation of Multicultural Councils Inc. is an incorporated society which acts as an umbrella organisation for the ethnic communities of New Zealand. It is also a registered charity.

New Zealand Federation of Multicultural Councils Inc. is managed by an Executive Committee which is elected for a one year term. Executive Director manages the office on full-time with two part time staff. Other contractors and volunteers are contracted for specific roles and projects as required. Operating regionally around the country allows NZFMC to connect directly with both ethnic and mainstream communities. The Head Office also intersects with government and business leaders to build awareness and advocacy around the challenges faced by New Zealand's ethnic communities.

NZFMC works in collaboration with our strategic partners and associates; New Zealand Police, Ministry of Social Development, Victoria University Wellington - Centre for Applied Cross-Cultural Research(CACR), Network Waitangi Otautahi, Office of Ethnic Communities, Speech NZ, Neighbourhood Support New Zealand, Human Rights Commission, Families Commission, Communities Voices and Immigration NZ.

The members of the Committee are as follows:

President: Alexis LewGor

Vice President: Arish Naresh

Secretary: Nirmala Nand

Treasurer: Dinesh Tailor

The Executive Committee meets quarterly.

The Main Sources of the Entity's Cash and Resources

NZFMC's main sources of income are from project targeted contestable grants and membership fees. Over the past year NZFMC has obtained grants from Ministry of Social Development, Office of Ethnic Communities Settling In and New Zealand National Commission for UNESCO. Others are such as Lottery Grants Board, Todd Foundation, Lion Foundation, Wellington City Council, Auckland City Council, Tindall Foundation, Pub Charity and membership fees. NZFMC relies on contestable grants and volunteers support to deliver its services.

Reliance on Volunteers and Donated Goods or Services

NZFMC has a volunteer Executive Committee for providing organisation's direction, advising on decisions from strategy planning, current projects, policy and risk, monitoring accounting records. The organisation has a wide volunteer network for operating work and events held across New Zealand.

Contact Details:

Physical Address:

Anvil House, Suite 9, Level 3, 138 -140 Wakefield Street,
Wellington Postal Address: PO Box 1409, Wellington 6140

Phone: 04 916 9177

Website: www.multiculturalnz.org.nz

Email: info@mnz.org.nz

New Zealand Federation of Multicultural Councils Incorporated
Statement of Service Performance
For the year ended 31 March 2016

Description of the Entity's Outcomes

A multicultural New Zealand where people of different cultures and beliefs live safely and in harmony

Description and Quantification of Entity's Outputs

Key strategic objectives and outcomes of New Zealand Federation of Multicultural Councils aims to achieve, influence and deliver the 4 goals:

Goal 1: Leadership **2016** **2015**

Promote for the achievement of greater representation of ethnic communities on School Boards of Trustees and local government in the 2016 elections (Number of people profiled)	3	
Build a strategic agenda for multiculturalism and multilingualism (Participants)	336	245
Contribute to the Tamaki Makaurau Auckland Strategic Action Plan and advocate for a community languages framework and national language policy (Number of meetings and engagements)	10	

Goal 2: Partnership

Increase the number of partnership projects	15	
Build an extensive national associates network with which we can share information, consult and cooperate on matters of common interest and concern (Participants)	70	
Develop a migrant service centre network including RMCs, independent migrant centres and Newcomers Networks (Centres)	20	

Goal 3: Capacity

Capacity Conduct a rules review to recognise the evolving nature of governance and management arrangements and to reflect the strategic direction of the organisation (Constitutional Review)	1	
Organize biannual regional meetings of RMCs in the Northern, Central and Southern regions in November (Participants)	118	
Grow the number of regional councils (Multicultural Whangarei)	1	
Establish regional development and support positions to assist in the establishment of new councils (Upper North Island Region) and Capacity Building Support for Hutt Multicultural Council	2	2
Support the network of coordinators employed by councils (Number of Centres on the Working Group Established)	6	

Goal 4: Service

Raise the national profile of regional council activities for Race Relations Day under the banner of Multicultural March (Number of RMCs profiled)	16	
Deliver the national intercultural training programme for NGOs (Participants)	0	51
Extend participation in the communities football cup to include regional football tournaments in all remainina regions (Number of Players and Volunteers participated)	330	310
Raise awareness of domestic violence in ethnic communities and what people can do to reduce it (Participants at Women Leadership Family Violence workshop and Safety of recent migrant and refugee in the community" Proaramme)	121	72

New Zealand Federation of Multicultural Councils Incorporated
Statement of Financial Performance
For the year ended 31 March 2016

	Note	2016 \$	2015 \$
Revenue			
Grants, donations, fundraising and other similar revenue	1	225,000	317,964
Fees, subscriptions and other revenue from members	1	3,832	10,670
Revenue from providing goods or services	1	43,643	34,177
Interest	1	1,395	1,300
Other revenue	1	1,779	6,718
Total revenue		275,649	370,829
Expenses			
Volunteer and employment related costs	2	72,218	92,347
Costs related to providing goods and services	2	185,397	231,742
Sponsorship paid	2	1,250	600
Other expenses	2	5,266	6,424
Fundraising expenses		-	-
Total expenses		264,131	331,113
Total surplus for the year		11,518	39,716

New Zealand Federation of Multicultural Councils Incorporated
Statement of Financial Position
For the year ended 31 March 2016

	Note	2016 \$	2015 \$
Assets			
Current Assets			
Bank accounts and cash	3	130,835	102,810
Debtors and prepayments	3	7,625	6,375
Total current assets		138,460	109,185
Non-Current Assets			
Property, plant and equipment	4	5,288	6,872
Total non-current assets	4	5,288	6,872
Total Assets		143,748	116,057
Liabilities			
Creditors and accruals	3	12,556	15,854
Grants unused	3	78,390	58,917
Total Liabilities		90,946	74,771
Total Assets less Total Liabilities (Net Assets)		52,802	41,286
Accumulated Funds			
Opening Balance	5	#REF!	1,568
Surpluses	5	11,518	39,716
Total Accumulated Funds		#REF!	41,284



New Zealand Federation of Multicultural Councils Incorporated
Statement of Accounting Policies
For the year ended 31 March 2016

Basis of Preparation

New Zealand Federation of Multicultural Councils Inc. has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting – Accrual (Not-For-Profit) on the basis that it does not have public accountability and has total annual expenses of equal to or less than \$2,000,000. This is the first year of its adoption in light of the requirements of The Charities Act 2015. The previous financial statements have been prepared in accordance with Generally Accepted Accounting Practice in New Zealand (NZ GAAP). All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future.

Grants and Donations

Grants and Donations are not subject to restrictions or conditions are accounted for at the time of receipt.

Grants and donations that are subject to conditions, subject to binding terms imposed as funding for a particular activity, are recognised as income when it is likely that New Zealand Federation of Multicultural Councils Inc. will comply with the terms of the grant or donation. If New Zealand Federation of Multicultural Councils Inc. is unable to comply with the terms of the grant or donation and this is a condition of keeping the grant or donation, the grant or donation is recognised as a short-term liability until the conditions are fulfilled

Subscription Revenue is recognised as income in the year to which it relates

Reimbursed Expenses is recorded as income when the cash is received

Interest Income is recorded as income when the interest received

Goods and Services Tax (GST)

All items in the financial statements are stated exclusive of GST except for receivables and payables, which are stated on a GST inclusive basis. Where GST is not recoverable as input tax then it is recognised as part of the related asset or expense.

The net amount of GST recoverable from, or payable to, the Inland Revenue Department (IRD) is included as part of receivables or payables in the statement of financial position.

Income Tax

New Zealand Federation of Multicultural Councils Inc is a charitable entity registered under the Charities Act 2005 on 30 June 2008 and is therefore exempt from income tax.

Bank Accounts and Cash

Bank accounts and cash in the Statement of Cash Flows comprise cash balances and bank balances (including short term deposits) with original maturities of 90 days or less.

Receivables

Receivables are recognised at the original invoice amount less impairment losses.

Property, Plant and Equipment

Plant and equipment are recorded at cost, less accumulated depreciation.

Depreciation

Items of property, plant and equipment are stated at cost, less accumulated depreciation and any impairment losses. Any donated assets are recorded at their fair value at the date of acquisition.

Depreciation is calculated on a diminishing value method using depreciation rates:

Office furniture and equipment	12% to 21.6%
Computer equipment	30% to 50%

Leases

Lease payments for operating leases are recognised as expense in the periods in which they are incurred.

New Zealand Federation of Multicultural Councils Inc. has signed a joint sublease of Suite 9, Anvil House. New Zealand Federation of Multicultural Councils Inc. further agreed to lease Suites 9 and 10 commencing January 2014. New Zealand Federation of Multicultural Councils Inc. will pay the full rental and cluster maintenance costs. There is a right of renewal for further terms of two years and 364 days commencing 26 September 2013 and 26 September 2016.

Changes in Accounting Policies

There have been no changes in accounting policies during the annual reporting period (last year – nil).

New Zealand Federation of Multicultural Councils Incorporated
Statement of Cash Flows
For the year ended 31 March 2016

Account	2016	2015
	\$	\$
Cash Flows from Operating Activities		
Receipts from customers	274,399.00	366,047.91
Payments to suppliers and employees	(253,365.00)	(333,066.01)
Cash receipts from other operating activities	-	-
Grants received in advance	19,471.23	(51,427.27)
Net movement in GST	(11,651.38)	(9,070.45)
Total Cash Flows from Operating Activities	28,853.85	(27,515.82)
Cash Flows from Investing Activities		
Proceeds from sale of property, plant and equipment	84	-
Payment for property, plant and equipment	(913)	-
Other cash items from investing activities	-	-
Total Cash Flows from Investing Activities	(829)	-
Cash Flows From Financing Activities		
Other cash items from financing activities	-	-
Total Cash Flows from Financing Activities	-	-
Net Cash Flows	28,024.85	(27,515.82)
Cash Balances		
Cash and cash equivalents at beginning of period	102,810.42	130,326.24
Cash and cash equivalents at end of period	130,835.27	102,810.42
Net change in cash for period	28,024.85	(27,515.82)

Notes to the Performance Report

Note 1 : Analysis of Revenue

Revenue Item	Analysis	2016	2015
		\$	\$
Grants, donations, fundraising and other similar revenue	Ministry of Social Development	54,697	19,903
	Lottery Grants	87,609	65,130.53
	Office of Ethnic Community	17,087	-
	UNESCO	11,795	5,704
	Umma Trust	1,944	-
	Todd Foundation	24,357	81,337
	Lion Foundation	20,000	13,043
	Pub Charity	-	1,845
	Department of Internal Affairs	-	8,615
	Ministry of Business, Innovation and Enterprise	-	87
	Wellington Council	-	20,000
	GMP Dairy Ltd	-	1,739
	NZ Police	-	2,191
	The Electoral Commission	-	11,000
	Nikau Foundation	2,500	-
	Auckland Council	5,000	-
	Tindall Foundation	-	15,000
	Adjustment from previous years	-	72,968
	Total		225,000
Fees, subscriptions and other revenue from members	Membership Subscription	3,600	3,262
	Reimbursed Expenses	232	7,408
	Total	3,832	10,670
Revenue from providing goods or services	NZCFC Registration	4,948	5,530
	NZCFC Sponsorship	34,454	13,696
	Community Dinner	373	113
	Book Sale	1,368	609
	Community Award	2,000	769
	Other Income	500	13,460
	Total	43,643	34,177
Interest	Interest	1,395	1,300
	Total	1,395	1,300
Other revenue	Rental office desk	1,304	6,718
	Gain on disposal of Asset	474	-
Total		1,779	6,718

Note 2 : Analysis of Expenses

Expense Item	Analysis	2016	2015	
		\$	\$	
Volunteer and employment related costs	Salaries	66,062	88,798	
	Payroll Expenses	271	257	
	ACC	452	(92)	
	Kiwisaver	1,454	1,907	
	Volunteer expenses	3979	1477	
	Total	72,218	92,347	
	Costs related to providing goods and services	NZCFC Cup	54,457	44,633
		Migrant Coordinator Programme	13,659	-
		Migrant and Refugee Summit	1,115	-
		Capacity Building Project	12,447	48,637
		UNESCO Project	4,020	5,031
CIR4 Stream One Project		9,000	-	
SME Business Forum		-	1,671	
25th Anniversary		-	4,587	
Election Education Programme		-	2,174	
Police Project		-	2,193	
Inter Cultural Training		-	19,031	
Women Council		4,147	-	
Senior Council		-	208	
Council Meeting		11,650	11,727	
Executive Meeting		6,283	5,566	
AGM Expenses		16,652	31,970	
Accounting Fees		299	350	
Bank Charge		141	145	
Legal Fees		3,900	248	
Bad Debt		-	411	
ERA		731	-	
External Meeting Expenses		7,495	4,852	
Insurance		621	1,952	
Office Equipment <\$100		36	36	
Marketing & Advertising		100	1,289	
Printing & Stationery		8,850	10,569	
Postage & Shipping		308	231	
Rent		14,204	14,364	
Staff Amenities		234	-	
Telephone, Fax, Internet		6,705	6,926	
Training & Development		1,419	3,910	
Website Hosting		789	1,200	
Books & Other resources		10	261	
Computer Repairs & Maintenance		1,500	98	
Others		4,625	7,508	
Total		185,397	231,742	
Sponsorship Paid		Sponsorship paid	1,250	600
		Total	1,250	600
Other Expenses		Audit Fees	1,430	1,330
		Depreciation	2,413	4,036
		Loss on disposal assets	38	-
		Subscriptions & Membership Fees	1,386	1,058
	Total	5,266	6,424	
Fundraising Expenses	Fundraising Expenses	-	-	
	Total	-	-	

Note 3 : Analysis of Assets and Liabilities

Asset Item	Analysis	2016	2015
		\$	\$
Bank accounts and cash	ASB Cheque account 00 balance	27,128	59,848
	ASB Cheque account 04 balance	28	28
	ASB Saver account 50 balance	103,629	42,234
	Petty cash	50	700
	Total	130,835	102,810
Debtors and prepayments	Accounts receivables	7,625	6,375
	Total	7,625	6,375
Creditors and accruals	Payables and Accruals	9,356	1,003
	GST payable	3,200	14,851
	Total	12,556	15,854
Grants Unused	Lottery Grants	4,761	27,370
	Pub Charity	10,000	-
	Todd Foundation	63,411	7,779
	UNICEF	217	-
	Ministry of Social Development	-	10,697
	NZ Police	-	3,026
	UNESCO	-	10,045
Total	78,390	58,917	

Note 4 : Property, Plant and Equipment

Asset Class	2016				
	Opening Carrying Amount	Purchases	Sales/Disposals	Current Year Depreciation and Impairment	Closing Carrying Amount
Office furniture	3,765	-	46	781	2,938
Office equipment	3,107	913	38	1,632	2,350
Total	6,872	913	84	2,413	5,288

Asset Class	2015				
	Opening Carrying Amount	Purchases	Sales/Disposals	Current Year Depreciation and Impairment	Closing Carrying Amount
Office furniture	4,759	-	-	994	3,765
Office equipment	6,149	-	-	3,042	3,107
Total	10,908	-	-	4,036	6,872

Note 5: Accumulated Funds

Description	2016	
	Accumulated Surpluses or Deficits	Total
Opening Balance	41,284	41,284
Surplus/(Deficit)	11,518	11,518
Closing Balance	52,802	52,802

Description	2015	
	Accumulated Surpluses or Deficits	Total
Opening Balance	1,568	1,568
Surplus/(Deficit)	39,716	39,716
Closing Balance	41,284	41,284

Note 6 : Commitments and Contingencies

Commitment	Explanation and Timing	At balance date	At balance date
		2016	2015
	In the next year	\$ 13,123	\$ 12,803
Commitments to lease or rent assets			

Lease agreement will be reviewed on September 2016

Contingent Liabilities and Guarantees

There are no contingent liabilities or guarantees as at balance date (Last Year - nil)

Note 7: Other

Related Party Transactions:

There were no related party transactions (Last Year - nil)

Events after the balance date:

There were no events that have occurred after the balance date that would have a material impact on this Performance Report (Last Year - nil)