Wayne Francis
CHARITABLE TRUST



20 Years, 20 Stories - 1999 to 2019

Stories of Wayne Francis Charitable Trust

Wayne Francis
CHARITABLE TRUST


Helena's children Jamie and Nicholas

20 YEARS 20 Stories

The value of enduring trusting relationships


Helena Francis


Wayne Francis

Kia ora koutou,

Twenty years ago, my father, Wayne Francis, established the Wayne Francis Charitable Trust (WFCT) in the same year that he died.

My father was a hard working and entrepreneurial man, who loved hunting and fishing and all aspects of harness racing. He had been successful in his relatively short career, and wanted a way to contribute to the health, education, development, experiences and wellbeing of young people.

He resonated with a strengths based approach from the beginning, including wanting to support the 'talents' of young people. Twenty years on, I don't think he would have imagined the role the Trust would play or how strategic our funding would become. I think he would be pleased and surprised at our contribution.

The 20 Years 20 Stories is the first time we have shared the stories of the Trust. While they are not intended to be a complete thesis of everything we have done, or a chronological record, they are intended to shine a light on the variety of work and our way of working. For the most part, these stories are told from the perspective of our partners in the community.

As a family foundation, we are in a unique space where we can be creative and catalytic, apply calculated risk and bring much more than money to the table. At the Trust, we believe in high trust relationships, strengths-based and collective approaches to achieve sustained change - alongside our community.

Thank you to the trustees and team, who for the last twenty years have got on with the work, challenged each other, encouraged innovation and been agents of change. I also wish to acknowledge our passionate Youth Advisory Group, community partners, everyone who has contributed to the Stories and all of our partners and collaborators over the last twenty years.

Thank you for your generosity and mahi.

Ngā Manaakitanga,



Helena Francis, WFCT Chair

Wayne Francis
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Contents

20 Years 20 Stories		02
Past, Present and Future		04
#01	The YAG	12
#02	The SCOPE Review Tool	15
#03	The PYDA	16
#04	Strengthening the Youth Sector	18
#05	The Champion Centre	20
#06	Research and Advocacy for Disabled Youth	22
#07	Christchurch Youth Council	24
#08	Cultivate Christchurch	25
#09	The Wayne Francis Cancer Epidemiology Research Group	28
#10	Canterbury Child Development Research Group	30
#11	Te Puna Oraka 'Shirley Hub'	31
#12	Special Needs Library	32
#13	Leadership in Communities Project	33
#14	The Working Together More Fund	35
#15	Literacy and Numeracy Empowerment Project	37
#16	Philanthropy New Zealand	38
#17	Serial Entrepreneur Jake Millar	40
#18	The Social Enterprise Experience	42
#19	Olympic Cyclist Natasha Hansen	44
#20	Dancer Joshua Guillemot-Rodgerson	46



Wayne Francis Charitable Trust

PAST PRESENT and Future

Wayne James Francis was born in Christchurch, Aotearoa New Zealand, in 1943. He was educated at West Spreydon Primary and Waitaki Boys High in Oamaru.

Wayne started his working life as a shearer and farmer. He went on to become a land developer and co-founder of the Nevele-R stud. Wayne loved horses and raced a number of champions.

Wayne's heart for young people emanated from his experiences as a parent. His hope was for all young people to overcome barriers, reach their potential and live happy and fulfilled lives.

Wayne was an entrepreneur, who developed trusting relationships and believed in backing people who backed themselves. He was generous and committed to the Christchurch community. Wayne's philanthropy during his life was quietly done and reflected his humility.

Wayne died of cancer in 1999. The Wayne Francis Charitable Trust (WFCT) was established prior to his death, and embodies Wayne's values of fairness, trust and empowerment.

An intentioned approach

When establishing the Trust in 1999, Wayne chose to focus on young people in Ōtautahi Christchurch and cancer research. And he wanted WFCT to operate differently. The approach was to be relationship based, strategic and 'hand up, not hand out.'

The WFCT team

Wayne appointed his lawyer Simon Mortlock and accountant the late Graeme Davey as initial trustees (Simon and Graeme also acted for Wayne on his land development business). This duo was soon joined by Garry Moore (then Mayor of Christchurch), Peter Beck (then proxy for the Anglican Bishop) and Guy Johnson (then CE of the Canterbury Medical Research Foundation).

'I advised Wayne when the Trust was established in 1999. I wanted to see his wishes implemented.' Simon Mortlock, WFCT Trustee

'There was an expectation that the Mayor and Bishop be involved. The Bishop at the time was David Coles and I was the Dean. I knew Garry and others involved. I was happy to step in as proxy and as Bishops changed, we decided I was doing an okay job. I was involved for thirteen years.' Peter Beck, former WFCT Trustee

The Trust Manager appointed at that time was Sally Mountfort, a legal executive at the firm that acted for Wayne. Sally had been involved in Wayne's subdivision work and helped prepare the WFCT deed.

'I had worked for Wayne on his subdivision ventures (he was very astute) and on the Trust set-up. I resonated with the issues that were important to him, the focus on young people in particular. Knowing nothing about philanthropy (at that time I couldn't even spell the word), I put my hand up. One of the first people I rang was Robyn Scott at Philanthropy New Zealand.' Sally Mountfort, previous Manager WFCT

Wayne's daughter Helena Francis joined the Board in early 2005, Pam Sharpe in 2006 (bringing governance experience and passion for the early years) and Chris Mene in 2009 (with community development and education knowledge). Chris originally joined for one year and then stayed on, 'I fell into the role through my passion for youth

development.' The Trust Manager elaborates, 'Once you join, you're like family. It's hard to leave.'

Scottish lawyer Jenn Chowaniec was appointed Trust Manager in 2015. Jenn came with a background working for NGO's in Africa and a passion for social justice. She recalls the interview process, 'I remember sitting in Peter Beck's house and he said, 'We want to change the world, can you help us?' Jenn took up the gauntlet.

Educator Trevor McIntyre became a member of the Board in 2016 along with Andrew O'Regan, who brought a commercial lens. Andrew was chuffed to bring his investment experience to the fore, 'They were looking from the investment side, it was great to use my skills and experience to help set that part of it up.'

Motivations for involvement

Members of the Board became involved because of family connection, because they were invited and/or brought specialist knowledge (and networks) that were needed. All resonated with the focus areas of the Trust.

'I was approached when I was at the Medical Research Foundation. I am someone that looks at research, sees the bigger picture and asks what is the best way to invest this money, rather than just give it to a researcher doing part of a major project.' Guy Johnson, former WFCT Trustee and current Advisory Trustee

Being involved in a family foundation unconstrained by rules, as 'community entrepreneurs' and freedom to operate differently was deliberate 'The Trustees were handed the ball and they ran with it'. This way of working appealed to the respective trustees, 'What moved me was the concept of the Trust to be different, to make it easier for recipients and build trust.'

'I was attracted to the fact that there were no rules. We were going to have freedom. I have worked with so many funding organisations where there is some bloody pin headed twerp who has written some rules which means you can't do anything creative.' Garry Moore, WFCT Trustee

'With WFCT we could operate outside the square. That really appealed.' Pam Sharpe, WFCT Trustee

Trust style

As a family foundation, the Trust had the opportunity 'to be brave', take risks and do things differently - this included focusing on systemic change.

'The Trust has an enormous responsibility to take risks.' Garry Moore, WFCT Trustee

'Family foundation philanthropy can work to achieve systemic change (rather than simply grant making). The opportunity is to work in partnership with others of like mind. You can't do it alone.' Simon Mortlock, WFCT Trustee

There was an overarching wish to keep things simple, not burden community partners with complicated application forms and compliance reports and to act as an enabler. The Trust would form relationships, 'long before the topic of money is discussed' and values the ability to be 'more than the money'. The Trust has always deliberately kept the Manager job description broad to create the freedom to explore. Trust Manager Jenn Chowaniec shares, 'the Board is quite happy when I say I have had heaps of coffee meetings.'

'The Trustees wanted to work differently. They were brave and inspirational. They focused on the bigger picture, not funding in the same ways as other funders - not choking people with application forms and compliance reports.' Sally Mountfort, previous WFCT Manager

'When the Trust first started, it was really unusual to work in the strategic philanthropy grant making space. It was unusual to have a Youth Advisory Group, and it was unusual to not have an application process.' Jenn Chowaniec, WFCT Manager

'The Trustees wanted to work differently. They were brave and inspirational. They focused on the bigger picture, not funding in the same ways as other funders - not choking people with application forms and compliance reports.' **Sally Mountfort, previous WFCT Manager**

‘Everything the Trust gets involved in, they don’t just want to provide financial support - it’s asking ‘what else can we do?’, whether that is connecting people, providing other services or advice and support.’

Andrew O’Regan, WFCT Advisory Trustee

The Trust team describe their style as

- Strategic and proactive
- Collaborative, ‘the Trust signs up to partnerships’
- Risk taking and ‘bringing ideas from the edge, into the middle’
- Having high trust relationships, ‘we fund fewer organisations and work in partnership’
- Enabling community partners to focus on the work and supporting long-term, ‘we want to provide funding security’
- Engaging actively as a partner in the projects - in governance, as mentor, critical friend, strategist, sounding board, learning partner and asking ‘how can we help’
- Being a connector, broker and catalyst
- Utilising the lever of impact investment
- Listening to community as the experts
- Patient - beyond political and funding cycles

‘Everything the Trust gets involved in, they don’t just want to provide financial support - it’s asking ‘what else can we do?’, whether that is connecting people, providing other services or advice and support.’ Andrew O’Regan, WFCT Advisory Trustee

‘We have the freedom to be bold. Wayne was an entrepreneur, that gives us a chance to think beyond the conventional.’ Garry Moore, WFCT Trustee

Highlights

The team shared a plethora of highlights, some of which are captured in more detail in the following pages, but include:

- Strengthening the youth sector locally and nationally. From the WFCT Youth Advisory Group (YAG); to development of the Positive Youth Development Aotearoa (PYDA) framework; long-term partnership with Canterbury Youth Workers Collective; the SCOPE capacity building review tool; research supporting disabled young people transitioning to employment (creating the conditions for policy change); to more recently investing in Uru Manuka Trust (Manaiakalani), ‘it’s really exciting’
- Supporting those most in need, following the March 2019 tragedy
- Backing young people with promise such as sprint cyclist Natasha Hansen, entrepreneur Jake Millar, dancer Josh Guillemot-Rodgerson and disability advocate Erin Gough, ‘Many of the young people supported in the early days are still top of their game and impacting globally’
- The early mahi with Celia Lashlie and the learning from that time, ‘we are going back to that now’
- The LANE Project at Linwood High, ‘that was stunning research’
- Contributing to the evidence base for cancer research
- Moving into impact investment through loans to Kilmarnock and Cultivate, ‘there is a philanthropic and commercial angle – it’s sustainable’
- Watching the Board and team grow, mature and participating in lively debate, ‘We are a bunch of opinionated (in the best sense of the word) and passionate people and would fly off on all sorts of tangents and robust debate’
- Enjoying the freedom that comes with being a family foundation and being true to the legacy, ‘I believe we really do honour the philosophy of Wayne and do things outside the square’
- The culture and leadership of the Trust, ‘Helena Francis is inspirational’

‘A lot of the structures that we now look at in the youth sector, the Trust was involved in those conversations around their formation. I’m thinking about the Strengthening the Youth Sector Project, SCOPE and others.’ Jenn Chowaniec, WFCT Manager

‘We have opened doors and the support is not always financial.’ Guy Johnson, former WFCT Trustee and current Advisory Trustee

‘After the March 15 tragedy we asked ‘how do we respond?’ and we wanted to be targeted.

WAIHO I TE TOIPOTO, KAUA I TE TOIROA

LET US KEEP CLOSE TOGETHER, NOT WIDE APART

We identified schools and families that had been closely affected. It supported the people who are the beneficiaries of the Trust - young people in Christchurch.' Trevor McIntyre, WFCT Trustee

Strengths

Being a family foundation with clear values, a genuine heart for young people and freedom to take 'calculated risks' were reflected as strengths of WFCT. As was the 'intentionality of competencies' on the team; and the Trust traits of being collaborative, nimble, enabling and having strong relationships with partners and each other, 'we can have hum-dinger debates' 'and yet we are able to be nimble in times of crisis and respond quickly'.

'People say how easy it is to deal with us, we are primarily relational.' Jenn Chowaniec, WFCT Manager

'The Trust is not afraid of personalities and has a deep respect and passion for young people in our city. In the context of a nation and a globe that allows us to cut through the usual garbage - policy, frameworks. They allow us to be ourselves.' Duane Major, WFCT YAG

The experience, collective knowledge and commitment of the Trustees, Manager and YAG were articulated as strengths of the Trust. That and 'having tentacles into community' and 'knowing the Christchurch underworld.'

'We still have a handful of founding trustees after twenty years.' Chris Mene, WFCT Trustee

'Jenn is a huge strength.' Pam Sharpe, WFCT Trustee

'Our advisors and connections within the community are generous with their time and knowledge to guide our decisions.' Helena Francis, WFCT Chair

Early lessons for the Trust

An early learning for the Trust was the importance of trusting community partners and keeping things simple. This was illustrated by an engagement with social justice advocate Celia Lashlie. Celia wanted to give informal reports back to the Board and the Trust wanted something more formal. Celia's response was, 'If you don't trust me, I don't want to be involved.'

'With Celia we tried to control her, yet she was a free spirit.' Pam Sharpe, WFCT Trustee

Following this WFCT learned to 'loosen the corsets,' increase trust and let the relationship with community partners and kaupapa breath, 'Young people, families and communities are extremely complex and ever changing and we need to try to keep up'.

At the Trust's ten-year mark, the Global Financial Crisis brought with it 'a few leans years' and important lessons. These lean times were exacerbated by the earthquakes, 'that really challenged us.' WFCT became increasingly focused on non-monetary levers such as bringing organisations together around a particular issue, 'that was vitally important.' Out of this crisis came a consolidated identity. Convening and brokering became hallmarks of the Trust's operating style.

'I was involved with the YAG during the financial crisis. The Trust's property had collapsed and this impacted dividends. There was an identity crisis. That is when the shift was made to being increasingly systems brokers and advocates - all that was needed was people. The identity created through that lean time continued.' Chris Jansen, previous member WFCT YAG

This period in the Trust's development was influential, 'We referred to the Rutherford quote. "We haven't got the money, so we'll have to think." We really worked out the non-monetary tools we had at our disposal.'

Other lessons

The Trust has continued to learn throughout its life, including:

- Be guided by people on the ground. Be led by their experience and expertise
- 'Working with others is not only rewarding but effective'
- High trust supportive relationships are important, 'it's hard out there, you have to work closely with people,' and, 'The youth sector in New Zealand is strong and credible and so under appreciated'
- The importance of follow up, for example with the Lane Project, being intentioned about being in it 'for the long-haul'
- Philanthropic trusts have a responsibility to consider the sustainability of the organisations they support, 'If you feel the need to exit, how do you do so without creating harm?'
- Long-term funding enables organisations to build capacity, confidence and morale
- Capacity building and supervision are 'vitally important'
- There can be a tension between holding the history of the Trust and refreshing to 'ensure currency and energy'
- The opportunity exists to - at times - be braver
- Working with Māori

'You must involve the people that are directly involved and impacted.' Simon Mortlock, WFCT Trustee

'Something we haven't done well is work with local Māori. We can all make excuses - because it is hard. When we were at the last Philanthropy NZ Summit, it was so clear that we have to work out how to do this. That will take time, we have to be patient. We need to work it out.' Pam Sharpe, WFCT Trustee

The future

Building on the strides of the last twenty years, the Trust is now looking to the future. Hopes for the Trust include:

- Refining the Trust's style and strengths including being a risk taker, collaborator and system changer, 'let's see if we can do this better'
- Giving intention and attention to Māori engagement
- Growing impact investments, some early commitments have 'given the Board greater confidence to operate in that space'
- Focus on 'important issues' such as the early years and youth mental health
- Walk alongside the next generation of diverse leaders, such as via LinC Youth Puāwai
- Continue to 'push out the barrow' and 'evolve'. 'You never stop learning and we need to keep up'

Specifically, Helena hopes that her children, 'engage and benefit from the experience offered by being involved in the Trust, and that they contribute in the course of their own lives and that of their own families. I believe the Trust is the most meaningful piece of my father's legacy and is a way to learn about our community and impact it in a meaningful way'.

Trustees and team

The current WFCT Board is Helena Francis (Chair), Guy Johnson, Trevor McIntyre, Chris Mene, Garry Moore, Simon Mortlock, Andrew O'Regan and Pam Sharpe. The Trust is managed by Jenn Chowaniec.

The Trust wishes to acknowledge the team past and present including previous Trustees Peter Beck and the late Graeme Davey and Previous Trust Manager Sally Mountfort.



Wayne Francis
CHARITABLE TRUST

20 Years, 20 Stories 1999 to 2019





The Wayne Francis YOUTH Advisory Group

The formation of the Youth Advisory Group (the 'YAG') was a milestone in the Trust's early development. Retired Trustee Peter Beck shared, 'The YAG is very important, it says something about our culture. Who are we to decide what is best for young people?'

The Board asked the Trust Manager at this formative time to find out about the key issues facing young people and youth organisations in Christchurch. Over the course of a year, Sally Mountfort met with various sector leaders, in a series of learning conversations. This included with John Harrington, then of Canterbury Youth Workers Collective and Jono Campbell of Te Ora Hou (both would become founding members of the YAG).

'When the Trustees first came together they wanted to fund differently and they wanted to learn more about the youth sector.' Sally Mountfort, previous WFCT Manager

Insights from these early conversations led to the decision to establish a Youth Advisory Group.

'We learned from those conversations, that most organisations were operating six months from bankruptcy, most were swamped with applications for single year funding and most funders were happy to fund programmes or projects but not staff training, supervision or general running costs.' Sally Mountfort, previous WFCT Manager

YAG role

The initial role of the YAG was to advise the Board and in time this grew to include bringing a positive youth development lens to decision making. Development of the PYDA or 'Positive Youth Development Aotearoa' publication, was pivotal to this.

The role of the YAG is to:

- Advise the Board
- Provide a positive youth development lens (through the development and application of PYDA)
- Bring specialist knowledge of the youth sector as one of the Trust's focus areas is the development of the youth sector



#01

- Have an ear to the ground, 'the needs are always changing,' and offer a grassroots perspective, 'they live and breath it'
- Identify emerging trends and needs

'The YAG is a valuable sense checker, their role has morphed over time. They have an ear close to the ground, test ideas and are so gracious with their time. They developed the PYDA which was huge.' Jenn Chowaniec, WFCT Manager

'The role of the YAG is to advise the Board, so they can stay high level and we can stay close to the ground' Duane Major, WFCT YAG

Motivations for involvement

YAG members made the decision to become involved as a result of an approach from the Trust, because of a recommendation from someone they trusted and/or due to respect for the Trust and it's people. All of them share a common passion for young people.

Current YAG member Penny Prescott shared, 'Canterbury Youth Workers Collective has a long history with the Trust and I joined the YAG based on a recommendation from John Harrington.' Fiona Stewart was invited because of her skills around youth employment, a focus area for WFCT, 'it was a massive privilege.' Jono Campbell shares how he became involved as a founding member of the YAG, following a meeting with the Trust Manager at that time.

'Here was this well dressed, proper lady, sitting in our skody old building. We talked about what we were facing and something we communicated must have aligned with Trust thinking. Sally said 'why don't you become a part of it?'. She was a catalyst, built up relationships and worked hard to understand the sector.' Jono Campbell, WFCT YAG

Highlights

Highlights for the YAG members include:

- The development of PYDA, 'definitely a highlight,' and we're seeing broad uptake of this, with funders, government and NGOs
- Professional development, 'the best professional development I have had. It's supported my sustainability and up-skilled my governance'
- Building philanthropy knowledge and connections, including participating in events such as the Philanthropy NZ Summit
- Conversations around the table, 'they have been mana enhancing,' and 'we talk about issues that are local, national and international'
- The opportunity to connect with and support one another, 'I have a voice and am supported... starting your own youth organisation can be lonely'
- The Trust's focus on quality, 'it's never been about the quantity of funding, it's about quality'
- The YAG space was described as safe, energising and empowering, 'the Trust allows us to be passion driven and be ourselves'

How the YAG members describe the Trust

Members of the YAG described WFCT as being thoughtful in how they engage, an advocate and connector. The Trust was traited as innovative, supportive and values based. Collaboration was identified as part of their genetic code.

The Trust was seen as providing connections and introductions including to other funders (which helps create conditions for success), 'Other funders have confidence when WFCT is offering to co-fund.'

The people involved were repeatedly affirmed, 'they keep getting the right people on the Trust.' The Trust Manager was described as a massive strength, hard working and determined, 'Jenn will work closely with an organisation, to help them achieve their goal.' She was identified as seeing the big picture and being an advocate, 'it's unconventional, if you compare it to other funders.'

#01

‘Getting to know these wonderful people so dedicated to helping young people in this city provided me with a greater understanding of the youth sector and the principles and ethics under which they operated.’

Sally Mountfort, previous WFCT Manager

‘The Trust has integrity and is true to its purpose.’ Fiona Stewart, WFCT YAG

‘One of the unique things about the Trust is their ability to truly partner, sit around the table and offer more than money. Be that convening, actively participating or leading strategic development.’ Penny Prescott, WFCT YAG

YAG strengths

The YAG was described by Trustees and the Trust Manager as adding tremendous value to the work of the Trust. Each member was described as bringing their own strengths, holding deep knowledge and being dedicated to young people.

Members of the YAG were described as ‘exceptional’ and bringing an important youth development lens, ‘they are donkey deep in the work.’

‘The YAG adds huge value. Because if you go back to the beginning of the Trust, vulnerable youth was the focus’. Pam Sharpe, WFCT Trustee

‘Getting to know these wonderful people so dedicated to helping young people in this city provided me with a greater understanding of the youth sector and the principles and ethics under which they operated.’ Sally Mountfort, previous WFCT Manager

Evolution and hopes

Learning areas for the YAG’s evolution and hopes for the future include:

- Greening the YAG, ‘the YAG and the Trust need to green itself… how do you guard the vision and keep it alive,’ and ‘I would like to see the YAG change it’s role… the people are excellent’
- Mix it up and strengthen diversity, ‘I see activism coming back’
- Recommendations to the Board can get lost in translation, ‘we have had times where we haven’t communicated well to the Trustees’ and the need exists to ‘work out how the YAG and Trust can operate optimally’
- Hopes for the future include embracing more risk and seeing changes consolidate with time

‘I’ve been involved for the last ten years. I would like to think that difference would compound in the next ten or twenty years. I would love to see that.’ Duane Major, WFCT YAG

Acknowledgements

The Trust wishes to acknowledge the commitment and contribution of current and previous members of the YAG. Thank you for your dedication and mahi.

- Current YAG members are Fiona Stewart, Duane Major, Jono Campbell and Penny Prescott.
- Previous members include Angela Williams, Chris Jansen, Jane Zintl, John Harrington, Judy Bruce and Kim Boyce.

Kia mihi nui ki a koe e to uri manaaki
Thank you very much for your generosity

#02



John Harrington SCOPE Manager

BUILDING THE CAPACITY of the youth sector

In 2006 the Salvation Army was researching youth development in Aotearoa and interviewed Lloyd Martin, who suggested instead of researching gaps, to create a tool to measure organisation effectiveness. The Salvation Army took that on board and SCOPE was created, based on Te Wana, a review tool used in primary healthcare.

The SCOPE tool covers five areas of an organisation: safe practice, youth development, programme design, community connections and governance and management. There are nineteen best practice standard that go across those areas. Assessors must have at least five years' experience in youth development and go through a recruitment process before conducting a review.

SCOPE was piloted in Christchurch in 2006 and in 2018 it became an independent entity. It supports youth organisations to grow their capacity and ensure their work is aligned with best practice - to ensure young people get the best possible outcomes.

'The kaupapa is supporting youth organisations to identify where they are strong and areas for improvement. They are supported for at least a year to improve in those areas. The tool and our teams are bicultural. We know a lot of youth organisations don't go through a review process, as it can be hard to get funding for.' John Harrington, SCOPE

Support from the Trust

WFCT supported the early development of the SCOPE tool and over many years has supported SCOPE reviews in Christchurch. The Trust introduced SCOPE to other funders (such as Rātā Foundation and The Tindall Foundation), who have supported the work.

Guy Johnson, current WFCT Advisory Trustee is a mentor to SCOPE Manager John Harrington (with support from The Tindall Foundation) and a founding Trustee of Scope Aotearoa Charitable Trust.

'The Trust has been involved from the beginning. They have always had an interest in the tool, including when the IP was being developed with the Salvation Army.' John Harrington, SCOPE

'John is a special person, his heart is in the right place. I became a Trustee with SCOPE, I could see they needed someone with business background.' Guy Johnson, WFCT Advisory Trustee and former Trustee

What difference this made

John Harrington described the funding support from WFCT as 'unbelievable' and the value add introductions to other funders as 'really helpful.' The Trust was described as being cheerleaders and instrumental in securing further funding. SCOPE is now gaining traction and scaling the tool nationally, to ultimately benefit more young people.

'WFCT introduced us to Rātā and other philanthropists around the country. They have been real cheerleaders of SCOPE. Sally Mountfort from WFCT was really passionate and involved right back at the beginning. Then in 2012, she knew I was starting to get some funding to roll it out in Canterbury and was instrumental in getting others on board. Jenn Chowaniec has carried that on.' John Harrington, SCOPE

Strengths and insights

SCOPE described a high trust and honest relationship with WFCT, where reports are through face-to-face catch-ups. Trust Manager Jenn Chowaniec describes the relationship, 'I sit down with John every few weeks. Every time something significant happens, good or bad, we have a chat about it. It's about being on the journey with them.'

'The Trust is about backing people and high trust relationships. They want to support the development of systems and organisations that are making a difference for young people. WFCT is transparent and has integrity. I can be totally honest. Most organisations may not be that transparent with a funder. We need more Trusts like them.' John Harrington, SCOPE

https://scopeaotearoa.org.nz

Special thanks to John Harrington who was interviewed for this story.

The CREATION OF AN accidental taonga



The Positive Youth Development in Aotearoa document (PYDA) is a written framework to support those who work with, or for, young people, so that those young people achieve their full potential. The document draws on international and local literature, is grounded in grassroots experiences in Aotearoa and came about accidentally.

'The interesting thing about the PYDA is it was accidental. The WFCT Board asked the YAG, "Can you write down how you decide who you refer to us." I think they were expecting a one pager. It opened up a big discussion. One hundred whiteboards later we could write it up. It was a big one. It became something not just for WFCT, but for others.' Chris Jansen, previous WFCT YAG member

At the time the PYDA was created, the opportunity existed for a more consistent and joined up approach. NGOs, business and government were all talking 'different languages'. There was a need to share what a 'positive model of youth practice could look like.'

'We wanted to look at systemic change and resourcing good practice.' Jono Campbell, WFCT YAG

The key protagonists of the PYDA were Sally Mountfort, previous WFCT Manager who backed the YAG to 'go for it', Judy Bruce, Cathy Conlon, Duane Major, Angela Williams, John Harrington, Jono Campbell, Jane Zintl, Paddy Pawson and Chris Jansen (who turned it into a complete document). From youth justice to the broader sector, each contributor bought their own piece to it.

'People like us don't like writing stuff, or I didn't used to... the rest of the YAG are even worse! To turn a good old yarn into something published was no mean feat. We felt it was worth it.' Chris Jansen, previous WFCT YAG member

Target audiences of PYDA include philanthropy, government, NGOs, businesses and anyone working with young people. It caters broadly, from 'coffee table chit chat, through to academics.'

Support from the Trust

WFCT supported financially and created space for the PYDA to be created. The Trust invested in external facilitation; the time and resource of the YAG; and design and print costs. They backed the YAG and empowered them to get on with it.

'They brought us together, held the vision and lassoed us into constructive focus. I remember lots of sessions

‘The Trust created the environment and removed the barriers. They paid an allowance for our time and that freed us. They didn’t have an agenda - they said you guys know this stuff, do something. They created space and freedom.’ Jono Campbell, WFCT YAG

with Chris Jansen and the group. WFCT held it all together.’ Duane Major, WFCT YAG

‘The Trust created the environment and removed the barriers. They paid an allowance for our time and that freed us. They didn’t have an agenda - they said you guys know this stuff, do something. They created space and freedom.’ Jono Campbell, WFCT YAG

What difference this made

PYDA has influenced funders, youth organisations, sporting bodies, Councils, and others. Uptake has been at micro and systems levels. WFCT Trustee Chris Mene shares, ‘PYDA has been recognised and used as a resource around the country and in a whole range of sectors.’ The document has influenced policy, language, trainings and standards.

According to Trustee Pam Sharpe, ‘It’s about positively changing systems. The work has been beneficial.’ The guide has influenced WFCT thinking for over a decade and organisations such as Ara Taiohi, the peak national body for youth development, and others.

‘PYDA has been influential at micro and macro level. I was approached by a South Auckland organisation recently. They had been looking at the circle of courage, indigenous elements and PYDA. At macro level Ara Taiohi has acknowledged PYDA as a key piece of literature, a number of funders have picked it up and it’s helped us see changes in language. It’s become part of youth work practice, training and standards.’ Jono Campbell, WFCT YAG

‘The PYDA has been a base document in terms of our thinking.’ Jenn Chowaniec, WFCT Manager

Strengths and insights

In relation to the PYDA, WFCT was described as empowering, focused on long-term change and willing to lead. They are seen as collaborative, partnership focused and strengthening the sector as well as holding expert knowledge in relation to young people and being heart led.

‘The strengths of the Trust are they are willing to invest in the youth sector. They have said how do we do this well, how do we fund long-term change… The Trust’s Chair Helena leads from the heart, that is refreshing.’ Jono Campbell, WFCT YAG

Looking to the future

The PYDA is currently being revised in partnership with The Collaborative Trust For Research and Training in Youth Health and Development. One of the objectives is to ensure it is more strongly bicultural, including to reflect the changes in youth development in Aotearoa in the last ten years.

‘The PYDA is a bit of a treasure and how it is updated needs to be done respectfully.’ Jenn Chowaniec, WFCT Manager

https://www.wfct.org.nz/positive-youth-development/pyda-framework/

Special thanks to current and past members of the WFCT Youth Advisory Group who contributed to this story.



A collective kaupapa to STRENGTHEN the ŌTAUTAHI youth sector



The Strengthening the Youth Sector Project or SYS came about in 2012 in post earthquake Christchurch, 'there was a lot of stuff happening that didn't include young people.' At that time, John Harrington of Canterbury Youth Workers Collective suggested to the WFCT Manager, 'it would be great if we came together as a sector.'

The Trust was supportive and thus began a series of stakeholder meetings across the city. A first youth sector hui was held in September that year bringing together over 60 leaders from a range of organisations that have some impact on young people's lives. Roger Sutton then CEO of Christchurch Earthquake Recovery Authority (CERA) was a keynote speaker.

Out of this, SYS was born. The kaupapa was to work collectively and 'build the capacity of the wider youth sector to meet the needs of young people across Greater Christchurch.' SYS had five youth centric work streams including the Youth Charter; Youth Voice in the rebuild (later named Youth Voice Canterbury); Youth Employment; Building the Capability of the Sector; and Youth Friendly Spaces and Places.

'SYS was a cross sector collaboration of around thirty agencies, from government departments, NGOs and everyone in between. The core purpose: to ensure we are actually communicating to get good outcomes for young people in whatever way, shape or form that takes.' Hamish Keown, SYS Project Manager

Support from the Trust

WFCT was one of the initiators and 'core funders,' supporting SYS alongside 'Rātā Foundation, Todd Foundation and the Christchurch City Council.' The Trust also gave non-financial support: brokering relationships to other funders and being involved in governance and on the ground.

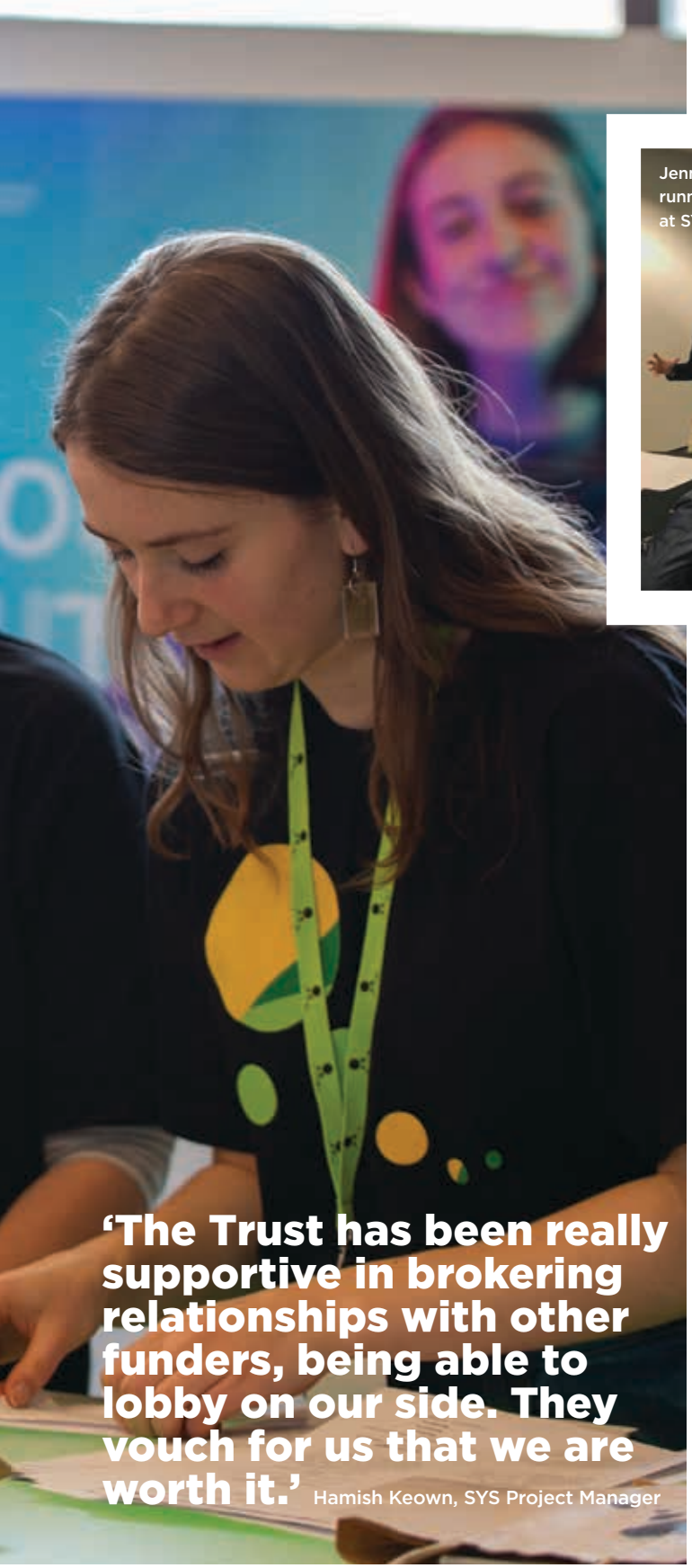
Left: **Some of the Crew at the Festival of Youth Development 2019**

WFCT was a member of the strategic Inter Agency Group of SYS (alongside Ngāi Tahu, government and others) and the Youth Charter working group. Trevor McIntyre was one of the early SYS participants, a few years before he joined the WFCT Board. The Trust remains actively involved in SYS.

'WFCT was one of the core funders, they supported significantly. They supported in partnership with Rātā, Todd Foundation and City Council, as well as working



Jenn Chowaniec running a workshop at SYS Hui 2018



Above: **left to right John Harrington, Jenn Chowaniec and April McLennan at the Festival of Youth Development 2019**

alongside us around the table. The support from the Trust has been for over seven years. It’s so good. The Trust is part of the SYS Forum planning team too.’ Hamish Keown, SYS Project Manager

‘In our focused work in the development of the youth sector we remain actively involved. I am on the steering group for the Festival of Youth Development that came out of SYS.’ Jenn Chowaniec, WFCT Manager

What difference this made

Hamish Keown of SYS says the ongoing support from WFCT for over seven years has been ‘so good.’ He values the relationship, ‘it’s that relational side that has really made it fly.’ Hamish catches up regularly with the Trust Manager and brain dumps, which he finds ‘super helpful.’

SYS has achieved an abundance of milestones such as the creation of a Youth Charter; developing guidelines for employers to be youth friendly; ensuring young people’s voices were included in the rebuild; the launch of Youth Voice Canterbury, ‘that has absolutely taken off’; and sector development through the capability stream, ‘we have seen the longevity of our youth workers increase, staying in vital roles, who were really feeling the crunch post quake.’

The many and ‘significant’ achievements of SYS can be attributed to the collective approach and kaupapa. WFCT has participated in this collaboration as catalyst, broker, in governance and hands on in the work.

‘The Trust has been really supportive in brokering relationships with other funders, being able to lobby on our side. They vouch for us that we are worth it.’ Hamish Keown, SYS Project Manager

Strengths and insights

The Trust was described by those interviewed for this story as relational, influential and being more than a funder, ‘they bring various things to the table.’ They were also perceived as approachable. Penny Prescott of Canterbury Youth Workers shared, ‘You can go to WFCT and have a conversation - you’ll get straight answers.’

And rather than providing onerous reports, reporting is done face to face. Jenn from the Trust explains, ‘For organisations we know well, the accountability is the conversation throughout the year, and I go to their AGMs.’

http://www.sys.org.nz

Special thanks to the contributors for this story including Hamish Keown, John Harrington and Penny Prescott.





Dr. Susan Foster-Cohen, Director

NO STRINGS for over a decade

The Champion Centre envisions a future where children with special needs realise their potential. The organisation provides early intervention services to young children with significant disabilities (and their families) in Canterbury. The programme is client-centred, partners with the parents/care givers and is aligned with international best practice.

'We were set up 40 years ago to provide family-centered holistic early intervention services for infants and young children with developmental delays and disabilities. It is a family-centered approach. Families come in every week with their child, and every aspect of the child's development can be attended to in one visit. The whole team knows what the goals are for the child.' Dr. Susan Foster-Cohen, Director, The Champion Centre

Support from the Trust

WFCT provided various supports to The Champion Centre including funding a pilot visual supports programme to help children in primary schools who did not get government support and five-year salary support for a social worker. But probably the smallest financial support has been the longest lasting - support for the Director to build capacity and connections with early intervention leaders in NGOs nationally, that has continued over ten years.

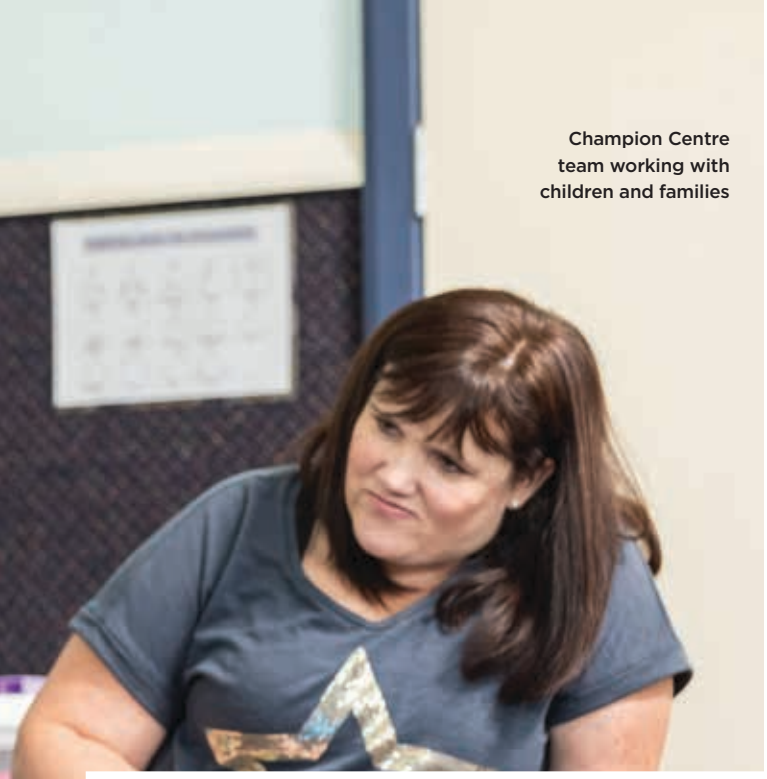
'That support from WFCT has gone for ten years! The beauty is it has no strings... it's flexible, we use it as needed. It's not tagged in any way. We are trusted to spend it in the way intended. That is the kind of thing you want. With government grants we have an enormous amount of reporting. It's exhausting and a misuse of time.' Dr. Susan Foster-Cohen, Director, The Champion Centre

Beyond grant making, WFCT Trustee Simon Mortlock was Chair of The Champion Centre's governing body for six years. The Trust's staff also supported Susan in her leadership and reflective practice, 'Sally had an ability to help us reflect on things beyond our immediate borders. You get bogged down in the day to day.' Additionally, the Trust assisted in connecting Susan to the broader sector.

What difference this made

The results of the visual supports programme pilot were published in an international journal, a manual for schools (wishing to put a programme like this in place) was developed, and there was high demand from children in primary schools to participate. This work continues through the four partner organisations that participated in the project.

The five-year support for a social worker took financial pressure off the Director, 'that was just



Champion Centre team working with children and families

#05

‘That support from WFCT has gone for ten years! The beauty is it has no strings… it’s flexible, we use it as needed.’

Dr. Susan Foster-Cohen, Director, The Champion Centre



Champion Centre team working with children and families

incredible’ and ‘having the multi-year support was huge, you can get on with the work.’ Early engagement by the social worker prevented issues downstream and ensured the family only had to tell their story once, ‘so the parents aren’t retraumatised.’

The long-term ongoing support to connect with sector leaders strengthened the leaders network nationally, enabled sharing of information (such as working with government), increased knowledge, peer support and, ‘we can chew the fat on a regular basis on early intervention NGO services.’

Non-financial value add support from the Trust made a difference in various ways. Simon’s governance contribution where he ‘gave time and expertise’ as organisation Chair added value over years. Other WFCT connections led to the Director serving on one of the DHB advisory committees as a, ‘voice for the early years… It’s important for organisations with internationally recognised expertise to be consulted.’

Strengths and insights

WFCT was described as not someone you apply to, rather adopting a proactive funding style, ‘they have to want you first.’

‘They are always striving to be innovative, to think ahead of the curve, rather than being reactive. I have always found the people at WFCT to be caring and wanting to find ways to invest in things that are going to have long term impact.’ Dr. Susan Foster-Cohen, Director, The Champion Centre

http://www.championcentre.org.nz

Special thanks to Dr. Susan Foster-Cohen who was interviewed for this story.

#06





Doctor Colin Gladstone

Sparking CHANGE

for differently-abled young people

Doctor Colin Gladstone has been involved with transition most of his career and co-led the WFCT Transition for Disabled Youth Project. The Project was established to talk to disabled young people, their families and stakeholders and understand the experience of transitioning from school to employment.

'The vision was putting disabled young people and their families at the centre of the process. That hadn't happened before. It needed to be driven by the young people's goals and aspirations.' Dr Colin Gladstone, Transition for Disabled Youth Project

'We did a significant amount of funding research projects, such as the disability transition research, that contributed to growth and development in that area.' Peter Beck, previous WFCT Trustee

Support from the Trust

WFCT provided funding for the research (including focus groups, interviews, data analysis and a report). The Trust took the recommendations and advocated for the rights of disabled young people across government, with funders, NGOs and others.

'Simon and Helena from the WFCT Board have always been willing to advocate in different arenas on behalf of disabled youth.' Dr Colin Gladstone, Transition for Disabled Youth Project

What difference this made

The Project research and advocacy 'sparked actions' such as national seminars on transition; the Lead School Transition Service in Christchurch (building the capacity of ten high schools and strengthened how they worked with disabled young people); and informed the governments best practice framework for transition. The project also raised awareness of the voices of disabled youth.

'If you talk to people in government departments, to NGOs in this sector, most will remember the WFCT Transition Project and that it was a catalyst. The Ministry of Education has national guidelines for transition of disabled students that originated from the WFCT



Transition Framework.' Dr Colin Gladstone, Transition for Disabled Youth Project

'You must involve the people that are directly involved and impacted.' Simon Mortlock, WFCT Trustee

Out of the roots of this early WFCT effort, new work has been seeded beyond WFCT, including Project Search. Project Search is an internship programme based on international evidence and is a partnership with CDHB and Burwood Hospital.

'The early systemic work in lead school transition, around young people with disabilities, that investment was over a decade ago and we are seeing that come to fruition in a project with the Canterbury DHB. In Project Search, eight disabled youth are employed as interns with Burwood Hospital Campus. Those young people still speak about what the Transition Project meant for them.' Chris Mene, WFCT Trustee

Strengths and insights

WFCT was described as having an understanding at local and national level; advocacy role with government; open-door policy; and being a connector with funders. Their intent was to seed long-term change.

'The WFCT story is an important story. The Trust was the organisation that sparked much of the stuff that has gone on around transition for disabled young people since. It's still referred to now by the young people involved, NGOs and government. WFCT has strategic vision. They would rather see change embedded over a long period.' Dr Colin Gladstone, Transition for Disabled Youth Project

Special thanks to Dr Colin Gladstone and Erin Gough who were interviewed for this story.



2012 Attitude Youth Award Recipient Erin Gough

THE ATTITUDE YOUTH AWARDS

The Attitude Charitable Trust champions the integration of people with disabilities into every aspect of political, social, economic and cultural life. The Attitude Youth Awards are held annually to recognise the achievements of disabled young people and were supported for a number of years by WFCT. Disability advocate Erin Gough was an award recipient during this time.

'Following the quakes I got involved in some voluntary advocacy groups to advocate for Christchurch to be rebuilt fully accessibly, so all citizens could participate. I became involved in the Christchurch Youth Council, the Christchurch City Council Disability Advisory Group and the Student Volunteer Army.

Receiving the Attitude Award made a significant difference. It paid for my living costs for the next year for University and saved me on my student loan. The Award was good for my CV, raised my profile and was a highlight at that time. Also, the recognition cemented the idea I wanted to work in advocacy.

Recently I was working at the Ministry of Education as a policy analyst, providing advice on removing barriers in education. I've recently moved to a new role in the Office for the Children's Commissioner. I'm looking forward to working with Andrew Becroft and the team.' Erin Gough, Attitude Youth Award recipient.

www.attitudeawards.org

#07

RŪNAKA TAIOHI O ŌTAUTAHI

Ensuring the voices OF YOUNG PEOPLE ARE HEARD

The dream of Christchurch Youth Council (CYC) is that, 'every big conversation about Christchurch's future has a young person at the table.' CYC aims to provide young people with opportunities to have their say. The organisation supports 50 members and engages hundreds of young people throughout Ōtautahi.

Engagement platforms include online and events. CYC encourages active citizenship; inclusive spaces; nurtures networks; and celebrates diversity amongst youth. In 2014 CYC made the decision to become an independent entity, providing it with greater flexibility.

'The vision is to make Ōtautahi a city that young people are active citizens in. A city that young people love to be in.' Kate Burgess, CYC

'The core kaupapa of the Youth Council is supporting young people to ensure their voices are heard.' Hamish Keown, CYC

Support from the Trust

WFCT has supported CYC financially, through value add support and enduring relationship, for many years. WFCT Trustee Chris Mene explains that support for the CYC has been part of a broader objective, 'momentum building of positive youth development in the region.'

'The relationship with the Trust has been going on all the time I have been involved in the CYC, at least six years. One of the things we find working with WFCT is that as a philanthropic, they don't wield their power like some of the other funders do. They work equitably and want to work out how they can best support, rather than go to the sexiest thing.' Hamish Keown, CYC

What difference this made

The Trust has made a 'significant' difference to CYC and helped build the capacity of the organisation. Through the process to become an independent entity, WFCT participated in the CYC establishment group, supported with incorporation (including pro bono legal support through Mortlock McCormack Law); and advised on various processes (including employment). WFCT continues to provide mentoring and share their perspectives and networks. WFCT has brokered relationships between CYC, the Ministry of Education, the Hillary Trust and others.

'The capacity building stuff that WFCT has done, the young people in CYC may not have seen that as much. They may not know what the Trust has done for them. That's kind of cool. WFCT has helped create this really sustainable, healthy independent youth-led organisation and now it's flourishing on it's own. Their support is behind the scenes.' Kate Burgess, CYC

'When we went through the incorporation process, Sally from the Trust sat on the establishment group. She worked with us closely through various processes for years. We work closely with Jenn from WFCT in a collaborative sense. Those relationships have been really valuable.' Hamish Keown, CYC

Strengths and insights

The Trust was seen as unique in the philanthropy area and operating equitably (not wielding their power); being accessible for young people; and building enduring relationships, 'many other funders are in and out'.

'When I was on the CYC we received grants from the Trust. They were always straightforward and available. We were a group of young people in our teens and early 20's and the fact that we could follow their process speaks to how accessible WFCT is.' Erin Gough, disability advocate

Kate Burgess from CYC noted that the Trust's support of Canterbury Youth Workers Collective had 'significant' flow on support for CYC - who benefit from advocacy, training and network support from the Collective.

CYC described the Trust as being at the 'genesis of youth development,' approachable, having 'high levels of trust' and being connected to community. They commented on the Trust's willingness to change and be in conversation.

'The Trust has been a massive advocate and supporter for CYC over many years. They are one of the pinnacles of us succeeding. It comes back to collaboration. We pulled people together around a common kaupapa. There can be the potential for power relationships - that never happened with WFCT.' Hamish Keown, CYC

'The Trust works in a different way to other funders. They support us with where we are at and what we are doing, rather than us needing to fit in with their targets and objectives. They trust what the young people are doing, their knowledge and ability. It's really cool.' Kate Burgess, CYC

http://www.chchyouthcouncil.org.nz

Special thanks to Kate Burgess, Hamish Keown and Erin Gough who contributed to this story.

CULTIVATE CHRISTCHURCH

#08

Cultivating THE NEXT GENERATION

An initial grant from WFCT leads to land, business support and more

Cultivate's vision is to support a network of urban farms propagated and powered by the next generation. This social enterprise aims to solve the problems around access to quality local produce and youth unemployment and support young people with mental health and behaviour challenges.

Cultivate is a real-world working environment where young people are employed to grow organic food that is sold to local cafes, restaurants and the community. On top of this, Cultivate collects food waste to create compost.



Co-Founder Bailey Peryman Cultivate

#08

‘There have been some really positive discussions. There is a level of maturity, trust and openness. We want to learn and achieve the highest good.’

Bailey Peryman, Cultivate Co-Founder





Above: **Co-Founders Bailey Peryman and Fiona Stewart**
Right: **Cultivate team**

‘After the earthquakes we realised how vulnerable we were to supermarkets, we were in a food desert. The need is around teaching young people to grow their own food for self-reliance and have a better connection to each other, to community and to the land.’ Fiona Stewart, Cultivate Co-Founder

‘I think Cultivate is an example of leading edge, urban agriculture. The Trustees were compelled by the proposition to scale up. It’s a logical partnership with the youth development component.’ Chris Mene, WFCT Trustee

Support from the Trust

WFCT has supported Cultivate multiyear through grant funding at ‘two tricky financial moments’, provision of loans and negotiating land for organic farming ‘with a peppercorn lease for a dollar.’ Trustees have given constant encouragement; business modelling and strategy advice; and assisted Cultivate to become comfortable wearing a business hat.

Additionally the Trust has supported Fiona from Cultivate to be on the WFCT Youth Advisory Group.

None of the capacity building support was anticipated at the start of the relationship, ‘It led to the land, the business support and the YAG.’

‘It’s been amazing working with the WFCT Board - they have enthusiasm for what we are doing. We were speaking with Simon Mortlock about commercial stuff and the core purpose of Cultivate. There was a really open, honest and entrusting relationship built. I have learned a lot. It helped Cultivate to think differently about where we were and where we need to be. That was important, a soft entry into the commercial world.’ Bailey Peryman, Cultivate Co-Founder

‘With Cultivate, I and the other Trustees have worked alongside them. We have challenged and we have learned from them.’ Simon Mortlock, WFCT Trustee

What difference this made

The Trust’s support for Cultivate has enabled them to continue operating, build business confidence and grow. The peppercorn lease and land access has enabled Cultivate to farm more intensively and increase production due to ‘amazing’ soil quality.



This in turn has deepened the education for young people and their understanding of urban agriculture.

'WFCT has kept the fires burning at Cultivate, we really appreciate and acknowledge that - we could not have continued without it.' Fiona Stewart, Cultivate Co-Founder

Strengths and insights

WFCT was described by Cultivate as approachable, enabling, transparent and focused on mutual relationship.

They were narrated as invested in the kaupapa of the organisations supported, genuinely reaching grassroots, willing to learn and be humble. The team and Board were perceived as accessible and open.

'There have been some really positive discussions. There is a level of maturity, trust and openness. We want to learn and achieve the highest good. The open communication lines with the Board is really good and unique. They made themselves accessible.' Bailey Peryman, Cultivate Co-Founder

'The Trust's strength is relationship building and their openness to build a relationship out of the norm, their investment in understanding your mahi and kaupapa and being willing to help. Trustworthy, integrity, high trust, high engagement, much more than about money. And the openness to learn and develop themselves... there is humility. Jenn is an amazing person to have as that connection. That honesty and transparency, to have that level of relationship with a funder is unheard of. We can approach the Trust about anything.' Fiona Stewart, Cultivate Co-Founder

Jenn Chowaniec, WFCT Manager believes building that relationship is a core part of the Trust's role, 'With Cultivate, the biggest thing we have done is be a sounding board for their ideas. We see that as part of our role, rather than something we will do if we have time.'

Special thanks to Bailey Peryman and Fiona Stewart who were interviewed for this story.



Establishing a Chair in CANCER Epidemiology

Cancer research was an area of particular interest to Wayne Francis, who built support for this into the WFCT Trust Deed. Wayne died of cancer in 1999. Each year funding must be allocated to cancer related research.

With so much funding being invested in this area, the Trustees wanted to ensure this investment was targeted to make a difference. In 2009 WFCT embarked on a partnership with the University of Canterbury to establish a Chair in Cancer Epidemiology.

'There are millions of dollars spent each year on cancer research. We were looking for something quite unique.' Guy Johnson, WFCT Advisory Trustee and former Trustee

Professor Ann Richardson was appointed as the Chair. She is a public health physician focused on population health and improving this 'through prevention, identifying a cause and interrupting that cause.' Her areas of interest include investigating whether there is a potential link between cytomegalovirus virus and breast cancer. Professor Richardson has looked at modifiable risk factors for breast cancer and bowel cancer in New Zealand, as well as other areas.

'The hope is to contribute to knowledge that could reduce the incidence of cancer and improve the outcome for people who have cancer.' Professor Ann Richardson

Support from the Trust

The Trust contributed to the salary of Professor Ann Richardson, in partnership with Canterbury University, to establish a Chair in Cancer Epidemiology. This investment has continued for nearly ten years, 'It has been a long-term commitment.'

#09



Professor Ann Richardson

‘There are millions of dollars spent each year on cancer research. We were looking for something quite unique.’

Guy Johnson, WFCT Advisory Trustee and former Trustee

‘The financial support has been great, but more than that, I would regularly meet WFCT Trustees.’ Professor Ann Richardson

WFCT has also supported adjunct Professor John Potter, ‘an internationally very well known cancer epidemiologist’ as well as establishing a PhD scholarship, in memory of the late Graeme Davey, WFCT Trustee.

What difference this made

Professor Richardson believes the support from WFCT has made a ‘huge difference.’ The investment brought specific expertise to Christchurch; enabled new courses at the University of Canterbury; and supported cancer research in specific areas. This included the role of cytomegalovirus virus in breast cancer; and modifiable risk factors, ‘often that work is done in other countries and not translated to the local setting.’

The work has been published in ‘various journals’ and contributed to the evidence base, ‘that may be useful for individuals, for policy makers and those designing health promotion strategies.’

‘We are a multidisciplinary group, but a team of us worked on various projects together. That wouldn’t have happened without the establishment of the Chair and the focus on cancer research.’ Professor Ann Richardson

Professor Richardson and her colleagues also carried out projects in partnership with the Cancer Society, leading to improvements in the way services are delivered locally. The salaried position enabled her to serve on various boards and committees.

Professor Richardson has commented it is unusual to receive salary funding in this area and support from the Trust enabled leverage. The Research Group could apply for and receive much larger grants, ‘that support has enabled us to generate other funding. We have been successful in getting a number of research grants.’

‘Because of the experience of Ann Richardson and the Trust’s funding, they could apply for bigger grants. That has opened doors, particularly in breast cancer. The research group could get runs on the board and then apply to larger funders.’ Guy Johnson, WFCT Advisory Trustee and former Trustee

Strengths and insights

Professor Richardson commented on the relationship with WFCT Trustees, whom she found interested, supportive and empowering. She felt enabled by the Trust to follow her areas of interest, ‘they trusted us to do our best.’

‘One of the really important things is knowing that WFCT was so interested and supportive of this work. It gave me a strong link to the community. Knowing that the support was there - it was more than financial, they really were interested. Because it was part of a legacy, it was very important. I didn’t know Wayne Francis, but I have learned about him.’ Professor Ann Richardson

Special thanks to Professor Ann Richardson who was interviewed for this story.

#10



Professor Lianne Woodward

A HEART for those most vulnerable

Professor Lianne Woodward was the Founder of the Canterbury Child Development Research Group, supporting high-risk children in Ōtautahi. Her research included several projects on the neurological effects of preterm birth, intergenerational cycles of parenting and family violence, and the developmental needs of children and families affected by drug addiction during pregnancy.

At a time when the Research Group was transitioning from a series of studies to a Centre for Child Health Research - and struggling to get funding - then WFCT Trustee and Director of the Canterbury Medical Research Foundation Guy Johnson introduced Lianne to the WFCT.

'The vision was to improve outcomes for children at biological and social risk.' Professor Lianne Woodward

Support from the Trust

Following the introduction from Guy Johnson and the development of a relationship with the Trust, WFCT provided three years funding for a research nurse coordinator Marie, who was the key contact for families in all of the studies and 'a bit of a GM operationally.' The role provided infrastructure and included critical resourcing for the Methadone Study which at the time had hit a shortfall in funding.

'With the group of drug exposed babies, we were struggling to get funding because the drug of concern at that time, both nationally and internationally, was methamphetamine. But the support we received from the WFCT not only meant support for these vulnerable children, but also helped establish one of the few longitudinal studies in the world with this high-risk group. This is now critical given the recent escalation in the use of opioids globally, including New Zealand.' Professor Lianne Woodward

What difference this made

The multiyear support from the Trust was a, 'lifeline, a bridge that kept us going,' during a transitional time. It also created some infrastructure and stability, that allowed Woodward to focus on dissemination, training, and planning the next stages of the work. It enabled the Methadone Study to continue, which had been at risk of 'folding.' Out of this study, numerous papers have been published, that would not have happened otherwise.

Having a stable Coordinator as a key point of contact for study families was critical in building a trusting relationship with families. This was a key factor in the exceptionally high, and almost 'unheard of' levels of participant retention of 90% (most studies have between 20% and 50% retention).

'It's hard as a researcher to go from grant to grant, without some kind of infrastructural support. Endlessly chasing the dollar is exhausting and is a huge risk to team stability and knowledge. When you do that you're not writing the papers and disseminating. The underwriting support allowed us to focus on what really matters - doing the work. Our Coordinator Marie Goulden was incredibly valuable, she knew all the families from birth. We have had 90% of our families come back, it is unheard of. Your relationship with the people and wanting to make a difference is what keeps you involved.' Professor Lianne Woodward

Strengths and insights

Lianne built a relationship with WFCT, wanting to understand what was behind the giving and to ensure the research was aligned with Trust intent. She valued having a relationship with a local foundation and found them engaging and caring for the most disadvantaged children.

'What really struck me was how incredibly genuine they are. They really care about the children in greatest need, and especially those that others were forgetting or missing. When I first presented to them on the Methadone Study, they asked questions and were very upfront about what their objectives were. They were decisive and had real heart. The support was a lifeline both for my team and our study families.' Professor Lianne Woodward

Special thanks to Professor Lianne Woodward who was interviewed for this story.

#11

The social capital of TRUST

Shirley Hub was established in 2008 by the Ministry of Social Development, as a partnership between Early Start and Barnardos. Research revealed the area had one of the highest social housing populations in Christchurch. Despite gang tensions and poverty at that time, there was a strong sense of community.

'The community is incredibly rich. They would help one another, like when there was a natural disaster.' Anna Langley, previous Shirley Hub Facilitator

The kaupapa of the Hub was based on the early intervention, community development model. It supported local families and children and ran various programmes, 'there were daily activities from vege co-op, to breast-feeding groups and refugee and migrant support.'

Support from the Trust

WFCT contributed to Shirley Hub salary costs for seven years until 2017. The Trust made two further project grants during this time towards community activities and WFCT Trustees took a special interest in the Hub.

'The Hub initiative came from the Early Start project in partnership with Barnardos. I was the Facilitator and the funding from WFCT released me for ten hours a week and (with Council support) covered our community development worker Marge. She was the glue.' Anna Langley, previous Shirley Hub Facilitator

What difference this made

The Trust's support empowered the Hub team to be creative in how they worked with the community, gave them freedom to do what was needed 'at grassroots' and spend time forming relationships with families. Core to the team was the social capital of trust, 'we could go out and leave the front door unlocked.'

Support from WFCT was cited as enabling quality relationships with local community, local families, preschools, health providers, schools, Plunket and others, 'it wasn't about outputs, it was about relationships.' The Hub helped to change the lives of those it walked alongside.

'There was a young woman who was a prostitute and drug addict. She would come in every day. She had 54 referrals over four years to different services. She now works for a non-profit as a community worker. She sent me a TXT on my birthday to say she loves me, I love her too. I learnt such a lot from her. She is adding value everywhere she goes.' Anna Langley, previous Shirley Hub Facilitator

Shirley Hub also had a transformative effect on those who worked there.

'I am studying to be a social worker now. The Hub made me realise that is what I wanted to do.

I started with my study and am moving on with my life. I was nurtured and guided along the way.' Marge Carran, Shirley Hub

'I am based in Shirley now... We didn't do things by the book, we were organic and went for it. It was a privilege. I don't say that easily. It's changed my life.' Anna Langley, previous Shirley Hub Facilitator

WFCT Trustees took an active interest in Shirley Hub and built relationships with the team there. The Trust Chair was remembered for including the Hub in an early childhood book launch at her home, Chris Mene 'had a lot to do with us' and Garry Moore, 'invited me to speak at a Forum on what poverty in a child's life looks like.'

Strengths and insights

WFCT was described by members of the Hub team as supportive, curious and understanding the value of the work, 'they didn't tickie with our day to day running.' More than this, they were seen as having unconditional positive regard and enabling the team to do what was needed.

'With the WFCT, it felt like unconditional positive regard. Being trusted enabled us to be creative, with how we worked with the community. That was driven and led by the community.' Anna Langley, previous Shirley Hub Facilitator

Shirley Hub closed its doors in June 2019. The final post on their Facebook page reads, 'love these guys, thanks for everything.'

Special thanks to the contributors for this story including Anna Langley and Marge Carran.



Above: The Shirley Hub Team 2014

#12

Breath of fresh air for a WONDERFUL resource



Above: Chris Murray from the Special Needs Library with WFCT Trustee Simon Mortlock

The Christchurch Special Needs Library was established forty years ago, based on an idea from a Swedish research group who identified a need - to reach people in the community that have a variety of challenges, including special needs.

'The library has been going forty years and I have been there thirty years! It's an amazing place; it really is a place of joy, to be helping families. It brings a smile to your face.' Chris Murray, Special Needs Library

The Library stays up to date with relevant research and partners with organisations such as The Champion Centre, to ensure a client's tailored needs are met.

Support from the Trust

WFCT provided financial support to the Library for nearly ten years. This included strategic planning costs, salary support (for five years), capital works and three-year investment in a project pilot.

WFCT Trustee Simon Mortlock was the organisation's honorary solicitor for over thirty years. Simon and others from the Trust played a brokering role with other funders, 'they did a tremendous amount of work getting others on board.'

'Simon helped us on a personal level for many years. We had many meetings up at Mortlock Lawyers getting things on the right track. He has been absolutely amazing to the Library, on a personal level and on the Board of the WFCT as well.' Chris Murray, Special Needs Library

What difference this made

The long-term and diverse support had a transformative impact on the Library. Chris Murray explains, 'we wouldn't be where we are today without the Trust's support.' The multiyear salary contribution was described as 'heaven sent,' enabling provision of a professional and up-to-date service.

When the Library was given notice and needed to find its own premises, Simon Mortlock supported the Building Blocks campaign, opened up his home in the evening for meetings, and when there was a funding shortfall, lobbied with Council to secure the required funds.

Investment from the Trust, in partnership with Rātā Foundation (whom WFCT encouraged to support the project) resulted in 'major capital works.' These ensured, 'we could set up better computer systems, increase our client numbers, and take on more volunteers, because we had room.'

'The Trust believed in the work we were doing. The support has been enormous.' Chris Murray, Special Needs Library

Strengths and insights

Chris described WFCT as a 'breath of fresh air' and bringing positive energy. Their ongoing communication and hands on involvement was noted; as well as the Trust's passion, research and, 'ability to really connect.'

'With WFCT, it wasn't give the money and then forget us. The Trust was really delighted with the work and how we were going. They were so enthusiastic and positive - their energy rubbed off on everybody.' Chris Murray, Special Needs Library

www.specialneedslibrary.co.nz

Special thanks to Chris Murray from the Special Needs Library who was interviewed for this story.



Above: Special Needs Library

#13



Chris Jansen presenting to a LinC group Acknowledging the late Tim Pidsley (seated left front) one of the original LinC codesign group.

CHANGING SYSTEMS AND building A MOVEMENT

The kaupapa or vision of the Leadership in Communities Project (LinC) is, 'thriving leaders in flourishing communities, supporting the catalysts, facilitators and volunteers who make things happen in community.' The logic for LinC was the need for community wellbeing, which comes through belonging and connected communities. Chris Jansen of LinC explains, 'Connected communities don't happen by magic, they happen by key people.'

LinC is currently comprised of three programmes: Incubator (the core); Cultivator (the network); and Activator (the speaker series). The purpose of the mahi is to strengthen leadership and build a movement of connected communities.

'LinC is a leadership programme and it's about diverse communities and agencies being interconnected and sharing with each other. The collective outcome is more important than the individual outcome. This is about creating a movement. If you do the second one well, the first one is taken care of.' Chris Jansen, LinC

Support from the Trust

WFCT has been involved in LinC since 'the beginning' (following the earthquakes) and has been active in design; advocacy and brokering relationships (including with funders); in governance, 'WFCT has always been on the LinC steering group'; as a targeted funder; and most recently co-designer of Youth Puāwai, a version of LinC for 15-18 year olds.

'In that initial period there was a whole lot of thinking and relationship building, Sally from the Trust was good at that - she was bold as brass and put WFCT on the map. The support from the Trust has been moral support, vision, connections in the philanthropy world and targeted funding. Also Jenn and I are in the middle of designing a new youth stream called Puāwai, meaning 'to blossom'. One of the pieces of feedback in the co-design was young people don't want a programme, they want a way to realise their potential.' Chris Jansen, LinC

#13



‘WFCT journeys with people. The beauty of the LinC Project is every new wave of community leaders builds on the momentum of the previous wave.’

Chris Mene, WFCT Trustee

Becoming hands on in the governance and the work is inherent in approach.

‘It just becomes part of what we do, to get involved.’ Jenn Chowaniec, WFCT Manager

What difference this made

The multi-faceted support from the Trust has ‘helped get all the philanthropics around the table’; made a difference for approximately 80 community leaders involved in the project (at the time of writing); has directly impacted young people via WFCT supported youth places on the programme; co-held the vision and design of LinC; and actively co-designed the emerging youth Puāwai[1] stream. The commitment is enduring.

‘WFCT journeys with people. The beauty of the LinC Project is every new wave of community leaders builds on the momentum of the previous wave.’ Chris Mene, WFCT Trustee

‘WFCT provides targeted funding, but the contribution is bigger than that. They hold the vision with us and they own it with us. It’s held by the steering group, which includes WFCT, Red Cross, Rātā Foundation, Christchurch City Council, some government agencies and LinC facilitators. Jenn from the Trust has really got involved with design and facilitation. She is not acting like a funder. She is a system leader, a designer and a connector.’ Chris Jansen, LinC

Strengths and insights

Chris Jansen describes WFCT as being empowering, an advocate and systems broker; and not acting like a normal philanthropic organisation, ‘usually funders don’t talk to you’. A key strength identified was how the Trust participates.

‘Jenn has been core in the design and advocacy. That is cool and that is gold to us. We love it when funders don’t act like funders. It’s so much more than the money. With LinC a key part of it is who is in the room - there is community, funders, providers and government (they all care about the issue). They are in all parts of the conversation. That is not normal. LinC has been utterly different. It’s kind of community led development … WFCT don’t try and own it. We are all super empowered. The Trust has always been like that, they model it, it’s subtle.’ Chris Jansen, LinC

http://www.lincproject.org.nz

Special thanks to Chris Jansen who was interviewed for this story.

[1] *Puāwai will focus on developing leaders from ethnic minorities, while utilising a Te Ao Māori lens. The young people involved will be from Māori, Pacifica, Muslim and other communities*

#14



Above: WTMF recipient Wellington After-Care Association is committed to improving the lives of people with disabilities

The Trust's role in BUILDING A CULTURE of collaboration



Bede Martin WTMF Manager

The Working Together More Fund (WTMF) came about following the global financial crisis (GFC), when need was higher and access to funding reduced, 'some of the community trusts pulled right back, we wanted to respond'. Four family foundations came together: JR McKenzie Trust, The Tindall Foundation, Todd Foundation and WFCT.

'We would get together in Wellington every couple of months and share the family foundation craft and what was going on. That was Kate Frykberg, Iain Hines, myself and Sally Mountfort.' Trevor Gray, previous Manager, Tindall Foundation

'We brainstormed how our foundations might be able to help out in the aftermath of the GFC for our communities.' Kate Frykberg, previous Todd Foundation Executive Director

The four family foundations looked at research that revealed, 'during tough times, community groups working together more can help.' This insight triggered the group into action. After an initial meeting in September 2009, design began, differences were put aside for the common goal, and Trustees were engaged for buy-in. The Working Together More Fund was launched three months later, in December 2009. It exists to support collaboration and make a greater difference.

'We had different focus areas, different decision making processes and funders generally don't like putting funding into a common pool with no strings attached. We sweated it out and managed to transcend our differences. It was around community organisations investigating how they might work together, to work more effectively.' Trevor Gray previous Manager, The Tindall Foundation

Support from the Trust

Each of the founding partners contributed 'pūtea' to WTMF and 'a person to serve on the granting committee'. This included WFCT who was invested financially, involved in scoping and design and, 'all the things needed to get things going.' WFCT put aside its focus on Canterbury young people, for the broader community need at the time.

'It probably required more courage from WFCT in that they only usually fund in Canterbury and for youth causes. However they decided that they could be flexible on this, which was great.' Kate Frykberg, previous Todd Foundation Executive Director

What difference this made

The Trust's participation was significant. As the smallest of the four founding funders, WFCT opened up the gates for other smaller family foundations to become involved in WTMF.

'WFCT was the smallest of the four original funders and I think this was important as it made participation accessible for other smaller family funders. There are quite a few family foundations who are part of WTMF now.' Kate Frykberg, previous Todd Foundation Executive Director

A 2014 review outlined some of the long-term outcomes of the Fund. This included improvements in client access to services; permanent collaborations and mergers resulting from WTMF; enhanced efficiencies; and increases in the scale and scope of work.

#14

‘WFCT works a bit like Tindall, JR McKenzie and Todd - very much personal relationships and personal trust. It allows a lot more flexibility to try things. Family foundations can operate in that innovation and risk area.’

Trevor Gray

By the end of 2017 WTMF had invested $2.75 million across 268 applications (960 organisations including partners). Trevor Gray describes this as, ‘one of the more authentic and enduring funder collaborations,’ that he has seen. It helped build a culture of collaboration, including with funders.

‘By 2017 we were starting to look at where have the philanthropic and community sectors got to, from when the Fund started. We saw that collaboration was a lot more accepted.’ Bede Martin, WTMF Project Manager

‘WTMF has been quietly supporting collaboration for over 10 years now - it is probably the longest standing funder collaboration in New Zealand. And there are lots of examples of collaborations that might not have happened otherwise.’ Kate Frykberg

In 2017 and in the context of local need following the earthquakes, WFCT made the decision to withdraw from the Fund and focus locally.

Strengths and insights

Those interviewed for this story, shared their perceptions of WFCT, who they described as courageous, decisive, ‘they don’t muck around with their decision making’, trusting and innovative.

‘WFCT works a bit like Tindall, JR McKenzie and Todd - very much personal relationships and personal trust. It allows a lot more flexibility to try things. Family foundations can operate in that innovation and risk area.’ Trevor Gray

The WTMF revealed various lessons and insights including:

- The importance of being flexible when collaborating, ‘there was a lot of bending needed’
- Leaving egos at the door, ‘there were no egos in the room’
- Family foundations can operate in that innovation and risk area, ‘betting on a good idea, getting it ready for others, taking a punt’
- Good will and good relationships position things well for success
- Collaboration benefits go ‘way beyond efficiency … you can get the multiplier effect’

‘WTMF was one of those unsung heroes that family foundations just got on with. It exemplified how family foundations can work to their best strength. No doubt about it, a hell of a lot of it was the good will and the trust of the people concerned. That carried it through the tough stuff.’ Trevor Gray

https://workingtogether.org.nz

Special thanks to the contributors for this story including Bede Martin, Kate Frykberg and Trevor Gray.

#15

LIFTING achievement

THROUGH THE LANE PROJECT

The Literacy and Numeracy Empowerment (LANE) Project is a story of how leadership, research and collaboration lifted student achievement at Linwood College.

The LANE Report was a comprehensive research study of 450 year nine and ten students at Linwood College exploring health, education and home life. The project was led by the late Alan Parris, a gifted teacher at Linwood College, 'we had an incredible fellow in Alan Parris.'

Off the back of the research, WFCT convened partners and funders to come together in collaboration. The project continued for five years.

'WFCT Trustee Garry Moore brought the LANE initiative to the Board. The research sought to determine a benchmark for numeracy and literacy that would guarantee a school leaver had the requisite level for employment. The College wanted to look at health barriers to learning and assess every year nine and ten student. Approximately 450 young people underwent a comprehensive health check including body mass index, eyesight, hearing, dental and mental health.' Sally Mountfort, previous WFCT Manager

'I have always been concerned about kids at low decile schools. LANE was a stunning project. Alan Parris gave without counting the cost. He was a brilliant teacher, committed to teaching in a poorer area, he did such basic bloody things. Like every kid for a number of years, they tested their eyesight, teeth, health and hearing. It gave insights into what prevented the kids from learning.' Garry Moore, WFCT Trustee

Support from the Trust

The Trust invested in the LANE research, brokered relationships to form collaborative solutions and supported LANE for five years. In addition, Garry Moore was an 'activist' Trustee and supported Alan and the project closely, as did Sally Mountfort the Trust Manager at the time.

'I think we are required as Trustees to be activist Trustees. For instance I never left the LANE Project. Alan Parris knew he could ring me and I would be there.' Garry Moore, WFCT Trustee

'We did a whole lot of investigating and behind that research we brought together other funders, such as The Tindall Foundation. We were checking sight, then through partnering could get them glasses, we worked with local dentists and others.' Pam Sharpe, WFCT Trustee

What difference this made

The research led to insights regarding where attention was needed. This included, 'all aspects of health'; educational supports; and home life (housing security and stability).

Financial and convening support from the Trust led to joint community solutions and shifts in outcomes for the students. Local dentists and optometrists supported LANE.

Young people with sight issues received glasses, 'they wore them like a badge of honour'; those with dentistry issues were attended to, 'one dentist closed down his surgery for a week to see the students'; and remedial programmes in mathematics and English led on to higher average passes of NCEA, 'in every respect that was hugely successful.' Breakfast clubs were introduced, alongside 'different methods of education.'

'I remember one mother thanking Alan, her daughter had been highly disruptive in class - she couldn't read the board. When they put glasses on her, she went from the bottom of the class to the top.' Garry Moore, WFCT Trustee

LANE learning

As well as some successes, the LANE Project brought with it various lessons:

- For young people to do well at school the basics need to be met, such as nutrition, sight and hearing, 'you have to look at the whole person. If a kid is hungry they can't learn'
- The value of strong leaders such as Alan Parris and the Linwood Principal at the time Rob Burrows, 'A school rises and falls on a principal'
- The importance of follow up. After five years there was a restructure at Linwood and the Trust 'failed to follow up'
- Joint ventures can deliver great outcomes. This approach influenced Garry Moore in future JV's with Papanui High to build a community pool and Riccarton High to construct a library
- Family foundations have great flexibility with what and how they support - they can be unconstrained, pragmatic and do what is needed

'When you have a Trust like WFCT, you have the potential to address issues and say bugger it, if you are not going to fund it we are. Bureaucracies are full of followers not leaders. One of the roles of the Trust is to lead.' Garry Moore, WFCT Trustee

Special thanks to previous WFCT Manager Sally Mountfort who was interviewed for this story.

#16



Philanthropy New Zealand Summit pōwhiri 2015

Playing to the strengths of a FAMILY foundation

The vision of Philanthropy New Zealand (PNZ) is a thoughtfully generous Aotearoa/New Zealand. The organisation is the peak body representing and supporting philanthropy and grant making in Aotearoa. Members include trusts, foundations, community groups, individuals, investors, local government and iwi. PNZ facilitates collaboration and offers practical guidance for anyone with an interest in giving to make the world better.

'WFCT has had a significant impact in addition to their direct focus on children and young people and cancer research. Through the Trust's active support for PNZ over time, their wider governance and management contribution at a sector-wide level has strengthened the eco-system for giving. PNZ is only as strong as its members, and the strength of the WFCT shows the philanthropic sector in Aotearoa NZ is in good heart and hands.' Sue McCabe, Chief Executive, Philanthropy New Zealand

Support from the Trust

WFCT became a member of PNZ at the beginning of its philanthropy journey in the early 2000s. WFCT has supported PNZ through membership; advocacy; hosting and supporting events; and WFCT Chair Helena Francis sat on the PNZ Board. Learning was central to the Trust's approach, 'they were a keen learning organisation with a strong focus on young people. That was clear from the start.'

In the early 2000s WFCT made an untagged multiyear grant to PNZ for five years. This type of giving was unusual at the time in New Zealand. The grant was based on high trust and was to be used flexibly, where needed.

'At some point in that early time, when the PNZ Board was discussing and looking at the budget about how to make a small amount of pūtea stretch, Helena said, "Why don't we just give you a grant for five years, and you can use it for whatever is most needed." You could have heard a pin drop. That was my first experience of high trust. Jenny Gill was Chair at the time. We were blown away. WFCT believed the work of PNZ was important and that we would use that money well.' Robyn Scott, previous Chief Executive, Philanthropy New Zealand

What difference this made

The untagged multiyear grant freed up the time of PNZ to focus on 'the mahi', the mission, (rather than 'scratching around' for funds), reduced stress and generated equity in the relationship. The Trust's advocacy for PNZ in Christchurch raised the profile of the organisation and increased participation in events. Helena Francis's contribution at governance level influenced organisation strategy, and in addition she became involved in the work, 'Helena was always happy to do what she could.'

Strengths and insights

WFCT was described as an organisation on a 'quest' for learning, holding strong local knowledge, being highly engaged, strong advocates and courageous, yet humble. A key insight was how family foundations are uniquely placed to operate boldly, 'without too many rules.'

'In philanthropy we walk a fine line between telling our stories in a humble way, and hiding and not sharing anything we know at all.' Robyn Scott, Previous CE Philanthropy New Zealand

https://philanthropy.org.nz

Special thanks to Sue McCabe and Robyn Scott who were interviewed for this story.

Backing young PEOPLE WITH PROMISE

Since inception WFCT has backed and believed in young talent. From change makers to disability advocates, athletes to dancers. The following are some of the stories of these young people who dare to dream.

Support enables speed from START-UP, to scale to sale



Jake Millar



Sale of OOMPHER

Jake Millar is a serial entrepreneur on a mission to democratise knowledge and inspire the next generation. As a teen he saw the careers system was 'broken', catering to traditional professions, rather than entrepreneurs and creatives.

In 2014 Jake founded Oompher - an online careers advice platform that films and shares stories of successful leaders. Ten months later, he sold the business to Careers New Zealand. Jake then went on to found education technology business Unfiltered.

'What I admire was that they took a risk with me. I was unproven; it was my first business'.

Jake Millar, Unfiltered

At the time of writing Unfiltered had filmed 300 episodes, with 35 million views and $4.5 million in funding.

'I have developed a huge passion for the interviewing itself; democratising knowledge and wisdom and telling stories of phenomenally successful people around the world; the mistakes they have made, what they would do differently.' Jake Millar, Unfiltered

Support from the Trust

WFCT supported Jake's business expenses and salary when he initiated his first start-up Oompher in 2014. Some of the trustees built a relationship with him, offering support and business advice. Jake has maintained a relationship with the Trust.

'Trevor McIntyre is on the board of WFCT. He was extremely helpful in getting my first business off the ground. I got to know some of the trustees and they were very willing to help out. They always believed in what we do, and believed in me too. Their support was of enormous help.' Jake Millar, Unfiltered

#17



‘I have developed a huge passion for the interviewing itself; democratising knowledge and wisdom and telling stories of phenomenally successful people around the world.’

Jake Millar, Unfiltered



Jake Millar, Sir Richard Branson

What difference this made

The start-up support from the Trust took the ‘heat off’ while Jake was launching Oompher. It enabled him to ‘laser focus’ on the business (rather than get a part time job to pay the rent) and move at ‘incredible speed’ from start-up, to scale to sale.

‘What I admire was that they took a risk with me. I was unproven; it was my first business and to provide that level of support to someone so young (I was eighteen) says a lot about the Trust’s desire to take risks. A lot are only willing to back the proven racehorse. It was a leap of faith.’ Jake Millar, Unfiltered

Strengths and insights

Jake described the WFCT as humble, genuine and a connector. He recalled an event at the Trust Chair’s home, where he met change-makers from different industries and a ‘powerful community of people.’ Jake described the strengths of the Trust as the local Christchurch focus, dedication to young people and their preparedness to take risks.

‘It was such a humble process; it was genuine and quietly done. We put an acknowledgement of the Trust on our website, but it was never asked for.’ Jake Millar, Unfiltered

https://unfiltered.tv

Special thanks to Jake Millar who was interviewed for this story.

INSPIRING STORIES.



The Trust's catalytic role in BUILDING A COMMUNITY of change makers

When the Social Enterprise World Forum (SEWF) came to Christchurch in 2017, WFCT wanted to support Ōtautahi young people to participate and connect with 'like minded people in the community.' The Trust, along with the charity Inspiring Stories designed an experiential programme for 25 young people, described by a participant as 'like a social networking initiative'.

The goals were for young people to learn about the social enterprise eco system, get connected with a community of peers and practitioners, and explore ways for social enterprise to support their local community. The experience included mentoring, workshops, visits to social enterprises and attendance at the SEWF and Festival for the Future (FFTF).

'I had been a youth leader in the Muslim community in Christchurch, I was involved with the Muslim Association at the University of Canterbury and part of the Student Volunteer Army executive committee. I saw a Facebook post about it and applied. I got a call a day later.' Asayal Almutairi, participant

'We were paired up with a coach who acted as a mentor throughout the program. I had recently started a social enterprise and wanted to learn more, build my network and connect with others in the same space. Alice Andersen and Ben Diggy led things for our group which was fantastic. We had a number of group catch ups and got to go to FFTF and to SEWF.' Isabelle Smith, participant

Support from the Trust

The Trust initiated the experience and invested in programme design, facilitation and mentor support.

'As a student, these opportunities are difficult without financial backing. And it can be hard to break into new networks without a helping hand. Inspiring and empowering young people to have these opportunities and make a difference, learn and network is invaluable.' Isabelle Smith, participant

'WFCT provided financial support and mentoring. There was the SEWF which was really valuable, and then the Inspiring Stories Festival.' Asayal Almutairi, participant

#18



Programme workshop during SEWF



Social enterprise programme participants at Biz Dojo





Above left: Programme participant Isabelle Smith
Above right: Programme participant Asayal Almutairi

‘WFCT works to empower youth and kids to be leaders, develop their skills in whatever area they are passionate about.’

Asayal Almutairi, participant

What difference this made

Support from the Trust removed barriers for participation. The fuller experience facilitated valuable connections, built a supportive community of change makers ‘I made lifelong friends’ and developed relevant skills, ‘I developed critical skills that really helped me, for example supporting young people in east Christchurch with mental health.’

Attending FFTF was recalled as empowering, ‘It was the first time we felt powerful and had a voice.’

‘For the young people, it brought us together and now we have a pretty solid social network. If there is a call we can reach out to one another. After the March 2019 tragedy I asked for help and guidance - everyone was supportive.’ Asayal Almutairi, participant

‘The connections I made at these events were really helpful. We ended up crowdfunding while I was taking part in the program. I met representatives from PledgeMe at the SEWF and they gave me hands on help with my crowdfunding page. It was great timing! A lot of people in my group supported the campaign too, I was very grateful.’ Isabelle Smith, participant

Strengths and insights

The Trust was commended for their empowering approach and developing young people.

‘WFCT works to empower youth and kids to be leaders, develop their skills in whatever area they are passionate about and it’s a huge range. It was really valuable. It was an experience I reflect on regularly.’ Asayal Almutairi, participant

https://sewfonline.com

https://www.festivalforthefuture.org.nz

Special thanks to Asayal Almutairi and Isabelle Smith, who participated in interviews for this story. At the time of writing, Asayal was in the final year of a speech therapy degree and Isabelle was working at EY as a climate change and sustainability consultant.

WFCT acknowledges all of the young change makers who participated in this programme.

FIRE & DRIVE to succeed

A story of overcoming obstacles and a relationship based on trust

Natasha Hansen is a triple Commonwealth Games medallist in cycling, has competed at the London and Rio Olympics, and various World Cups. Yet her path hasn't always been easy - her story is one of grit and determination.

Natasha qualified for the 2009 World Championships yet was not selected; qualified for the London Olympics at a time when Cycling New Zealand 'didn't think any NZ woman sprint cyclist would be able to'; lost a close friend and mentor immediately prior to the Olympics; and has bounced back from multiple injuries.

'In January 2009 I qualified for the World Championships by winning a Continental Title, but because I had been training in Switzerland, I wasn't selected... In 2013 I prolapsed two discs in my back during training. I realised that even though I had hurt myself, how much fire and drive I had in my belly to really do it. I went to the London World Championships and qualified for the Rio Olympics.' Natasha Hansen, Olympic sprint cyclist

Support from the Trust

The Trust supported Natasha early in her career, including travel to the Junior World Championships and the UCI Track World Cup; living expenses at the World Cycling Centre in Switzerland (for countries who don't have high performing programmes); and attendance at the Valley Preferred Cycling Centre in Pennsylvania. WFCT assisted Natasha financially from 2007 to 2009.

'The Trust supported me in the early days.' Natasha Hansen, Olympic sprint cyclist

What difference this made

This early support positioned Natasha for future success, giving her exposure to a world-class training





Above: Natasha Hansen earned a silver medal at the 2018 Commonwealth Games

‘That early support from WFCT was integral in helping me achieve and push on at an early stage.’

Natasha Hansen, Olympic sprint cyclist

programme and world cup experience. There was no women’s cycling sprint programme in Aotearoa at the time.

These were the years that Natasha attributes to finding her footing in the sport. Because of the support received from WFCT and others, she became an Olympic Ambassador, to inspire other young people to get involved.

‘That early support from WFCT was integral in helping me achieve and push on at an early stage and expose myself to opportunities that if I hadn’t had, I wouldn’t have got to the point I’m at now.’ Natasha Hansen, Olympic sprint cyclist

Strengths and insights

Natasha described the Trust as kind-natured, interested and motivating. She felt WFCT taking the time to build a relationship with her was unique. Natasha was invested in financially and personally.

‘I was so young. The funding from and relationship with WFCT made me want to go out and do better. I felt it was an open and really kind-natured relationship. They were interested. What was unique was they took time to sit down with me, to build rapport, it was really personable. They trusted me. It was a personal approach and experience.’ Natasha Hansen, Olympic sprint cyclist

http://www.olympic.org.nz/athletes/natasha-hansen/

Special thanks to Natasha Hansen who was interviewed for this story. At the time of writing Natasha had her sights on the upcoming season, where she hopes to qualify for the Tokyo Olympics in 2020.

Natasha Hansen Apeldoorn
World Championships 2019

#20

Fulfilling a DREAM to soar



Multiyear support gives safety, security and ability to focus for dancer Joshua Guillemot-Rodgerson

Joshua Guillemot-Rodgerson's first memory of dance was, aged 4, watching a tango on television and telling his mum 'I want to do it'. She was supportive, which Josh explained 'is not the case for all parents'. Then followed a dance journey of ballroom, tap, contemporary and eventually ballet. 'I didn't want to do it. I didn't think boys did that. A lot of people start ballet at three and I started at 14. I would go back to the studios after dinner to train.'

Josh was the first New Zealand dancer to attend the Julliard School in New York, is in the Corps of the Houston Ballet and attributes his success to family sacrifice, hard work and 'going beyond the limits'

'I was a shy kid and dance gave me a way to express myself. Looking back, my love for dance overpowered my fears. There were a few hundred people at my Julliard audition. I didn't think I would get in. They had five rounds starting with ballet and people were getting cut at bar. They did a modern portion, old school contemporary American modern dance, a solo, and then we learned choreography. That is when I started to feel comfortable - the whole New Zealand thing is we are hard workers; we listen, learn quickly and grow. That is drilled into you as a kid. I got into Julliard at 17, it was incredible.' Joshua Guillemot-Rodgerson

Support from the Trust

WFCT contributed to Josh's financial costs during his final three years at Julliard, at a time when due to the exchange rate, his costs had doubled. In addition the WFCT Chair attended Josh's graduation and saw him perform on a New York stage.



'It was very expensive to go to Julliard even on scholarship. I had to deal with a lot financially. The American dollar changed and in my second year I had to find double the funding. The Trust really wants to support young people doing different things. The Trust supported me in my final three years at Julliard, so over half the time. It enabled me to continue attending. I was the first New Zealand dancer to attend Julliard. It was a big deal. The School has an extremely successful employment rate afterwards and it felt like a guarantee I would be able to achieve my dreams.' Joshua Guillemot-Rodgerson





Joshua by Mark Grammer Photography

What difference this made

The three year support made a 'massive difference' for Josh - providing safety, security and ensuring he could immerse himself in dance, 'It helped me experience Julliard a lot more fully than I would have otherwise. The security was super important.'

'I feel like everything that has happened afterwards, owes something to the past... My life would be different, I don't know if I would have been able to finish Julliard without that support from the Trust. It enabled me to really focus.' Joshua Guillemot-Rodgerson

Strengths and insights

Josh described the Trust as as supportive of young people doing different things, relationship focused and enabling.

'The Trust is not about just giving money - it's about connections. The relationship feels really personal and down to earth. Thank you to everyone involved. I hope the Trust always continues into the future, so many more people can fulfil their dreams like I have.' Joshua Guillemot-Rodgerson

Instagram @joshguillemot

Special thanks to Joshua Guillemot-Rodgerson who was interviewed for this story.

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Joshua Guillemot-Rodgerson



Wayne Francis
CHARITABLE TRUST

Mā whero, mā pango ka oti ai te mahi.

With red and black the work will be complete.