

**JUST
CHANGE**

A new collaborative way of funding grassroots
communities to tackle the impacts of inequality

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Just Change: A Handbook for Doers and Donors

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About this Handbook

Just Change is “a learning circle of doers and donors committed to addressing inequity together.”

This handbook is a living document designed as a quick reference for everyone involved, and includes an overview of the concept, the projects being supported, the people involved as doers or donors and how we work together.

Overview of Just Change

At a glance...

Just Change is “a learning circle of doers and donors committed to addressing inequity together,” and was launched in late 2020 through Te Hiko, the Centre for Community Innovation based at Wesley Community Action (WCA).

The core concept of Just Change is to connect a group of “doers” (people leading innovative, grassroots community initiatives in the Wellington region) with a group of “donors” (people who are concerned about inequity, understand the importance of community-led change and are willing to contribute financially). The group aims to work collaboratively with pooled funds to learn about how to build relationships across different communities and take collective action to address inequality. We will do this by making allocation decisions together, identifying and negotiating barriers between donors and doers, and sharing and reflecting on impact and challenges occurring. We balance a focus on learning with a focus on impact. A “learning by doing” approach is key, as is acknowledging the limitations of what we each know. Over time it is expected that Just Change will adapt and evolve.

How does Just Change work?

- **For doers:** People involved in local community initiatives committed to growing local capacity and creating new approaches to addressing inequity, poverty, violence and ecological destruction. Initially all initiatives have connections to Te Hiko Centre for Community Innovation, with a focus on Porirua and Hutt Valley communities. Current initiatives include: Aging Well Naenae, Common Ground Taita, Good Cents Naenae / Taita / Pomare, Porirua Fruit and Vege Co-op, Porirua Timebank, WhānauFluence and the Whānau-led Enterprise Network.
- **For donors:** People with connections to communities in the Wellington region who are concerned about inequity and are open to contributing and co-learning can be part of Just Change. Just Change donors understand the importance of Community-Led change and are willing to contribute financially. Initial contributions are in the range of \$2,000 to \$15,000, ideally over 2 – 3 years. Donors may also wish to offer their skills and expertise into specific initiatives. As at February 2021, the Just Change funding pool is \$66,000 (with \$79,940 pledged)
- Together as a circle we:
 - **value** being respectful, honest, non-judgemental, working together in a way that is open, consensus-based, community-centred and Te Tiriti o Waitangi honouring

- **support** effective systems change by active reflection and learning, encouraging the ripples of the initiatives and challenging the norms and mental models about funding relationships and how providing social support should work.
 - **seek to build community** together through our differences
- **How funding is decided:** We are still experimenting with the best way to share the available funding between initiatives; however, we aim for a consensus process based on an honest assessment of what each initiative needs in order to flourish, and which initiatives will help us learn about Just Change – noting all the limitations of time, money and knowledge.
 - **How impact is tracked and shared:** With the help of Te Hiko Centre for Community Innovation, we will track impact and share “warts and all” progress of what is working and what is struggling. We will track the impact of the Just Change community initiatives but will focus the majority of our learning conversations on the Just Change process overall. The aim is to develop shared understanding of what the feedback and data means and what ‘success’ actually looks like.
 - **How the learning circle works in practice:** The Just Change Learning Circle gets together in person three to four times a year over a shared evening meal in Waitangirua or other community venue, with ongoing communication and engagement opportunities between times.

Why are we trying this approach?

The core kaupapa of Just Change is addressing inequity. In particular:

- Just Change addresses the financial inequity in different communities / whānau by bringing people from different socio-economic communities together to share financial resources in an authentic, relationship-based way.
- Just Change is also an attempt to address funding imbalances in the philanthropic system. In particular, initiatives that actively involve local whānau in building new and just systems are usually the hardest to secure funding for, while ‘expert’ led programmes with a bias towards predetermined outcomes based on narrowly defined problems tend to attract the funds. Just Change intentionally avoids funding solutions imposed from the ‘outside’ the local community.

Who is involved?

As at February 2021, Just Change consists of:

- seven community-led initiatives
- approximately 15 people working on these initiatives (doers)
- approximately 15 people supporting the initiatives financially (donors)
- a small support team: David Hanna – WCA Director, Kena Duignan – WCA Community Innovation lead, Janie Walker – project coordinator, Kate Frykberg – facilitator. Overhead costs for supporting Just Change are met by WCA.

Just Change Projects

The following project briefs were developed for the first round of Just Change funding. The projects they detail will change and grow as the year progresses.

1. Ageing Well

Where do you work?	Lower Hutt (Naenae)
Key person / people	Emily Innes, einnes@wesleyca.org.nz

What is the community change that your project is working on?

How can we support seniors/kaumātua to be in control of their own lives as they age?

How can we build a new model of ageing that moves away from treating seniors/kaumātua as recipients of services and into active participants in the community and their ageing?

We are supporting a group of seniors/kaumātua in the Hutt who have been experiencing isolation and loneliness to come together each week and support each other as they age. One member of the group has described it as “The support of the group has always lifted my mood. I live a pretty isolated life so the group fills a deep need”

How are you / will you go about achieving this?

We have been working to build this network for the last 2 years, we can feel that the group is reaching a level of connection with each other where they are ready to start tackling some of the big issues that they are experiencing. The group is starting to think about how they can work collectively to advocate for better support for each other as they age. For example, they are asking their care providers to come and speak to the whole group about their issues with the care they are receiving – as the collective can support each other to share their experience and create change.

We receive a small amount of variable funding from the DHB to support particular people, and some project funding to explore different projects (e.g. access to transport and technology) but it is really hard to fund the core facilitation of this network, and the sausage rolls which are core to the success!

What does success look like?

- A thriving group of people to be feeling connected and valued instead of isolated or a burden as they age
- The group has made a collective impact on issues that affect seniors/kaumātua e.g. improved care services, education about how to prepare for getting older
- Stories of seniors/kaumātua who have been able to access the support they need and want to live a good life

2. Common Ground

Where do you work?	Taita
Key person / people	Sue Rei

What is the community change that your project is working on?

How do we come together and find Common Ground? A community-led initiative in Taita has been growing opportunities for connection, to do just that. Together, local people in partnership with diverse support networks have redeveloped a community park. People meet, play and plan for positive changes not only in spaces where the project is based, but more importantly through relationships that connect neighbours and allow for shared learning.

One of our earlier projects involved rangatahi at Taita college identifying a need for seating and then designing, building and installing seats at the park. Winning the local Hutt City youth award was a proud moment and acknowledgement of their contribution. A community hangi promoting 'attitude of gratitude' followed soon after. However, when two of the seats were vandalised and destroyed it was another kind of community response that was needed. Identifying the offenders and seeking restorative justice has been a work in progress over the past year. Those involved have given much time and consideration to the best way forward.

Materials to rebuild and reinstall the park seats are what we are seeking in this application. A local builder who initially worked with the offenders in restoration was tragically disabled through a stroke. We would like to have resources to enable both this tradesman and a support crew of craftsmen to enable the job to be completed alongside two of the young offenders who have yet to contribute.

This is by no means a straightforward pathway for restorative justice as the past year has proven. Hospital admissions and households moving mean the timeframes have needed extending. However, we believe that the time and effort of righting of this wrong is necessary.

How are you / will you go about achieving this?

We will work with the craftsmen we have connections with to spend time with these young men to design, build and install new seats. We will be connecting with the offenders' whanau and ensuring that they and the victims can be part of the process of restoration if they choose. (One of the students who had his work vandalised is prepared to be part of rebuilding.) Physical and emotional damage need to be addressed on many levels.

What does success look like?

- Young men take responsibility for their actions without a criminal record being applied.
- People feeling connected and confident about their ability to restore relationships and problem solve.
- Community park users get their seats back.
- Restorative justice.

3. Good Cents

Where do you work?	Lower Hutt (Naenae, Taita, Pomare)
Key person / people	Nikolien VanWijk and Ruth Nonu, Nvanwijk@wesleyca.org.nz

What is the community change that your project is working on?

We have been facilitating the Good Cents course in Porirua for more than a decade. We see through this mahi that people make amazing changes in their lives when they are supported to connect with each other about their relationship to their finances. Good Cents is an 8 week course where a group of people come together to share and learn about their relationship with their finances and how they can shift to be more in control of their money. It is not a budgeting course, but instead it supports people to make mind-shifts about how their money is controlling them, instead of them controlling their money.

At our recent community guiding group hui for our partners who we work with in Naenae, the request came up from them that we run Good Cents in the Hutt as well. People are struggling with their finances, especially with the effects of Covid lockdown and Good Cents in the Hutt is something we can offer to the community to support them through this.

How are you / will you go about achieving this?

We will work with our community connections in the Hutt to find a group of 5 – 8 people to come together and run a Good Cents course.

What does success look like?

- A group of people in the Hutt who are connected together to kōrero about their relationship with their finances, and who are making changes in their lives and feeling more in control.
- Participants feeling more financially stable and open to other community-initiated tools (eg savings pools) or moving into training / employment
- Stronger relationships with other community groups in the Hutt who worked with us to support people in this way – growing recognition of the value of this peer led approach.

4. Porirua Fruit and Vege Co-op

Where do you work?	Porirua
Key person / people	Cory Hope and Lynda Pine, chope@wesleyca.org.nz

What is the community change that your project is working on?

Wesley provides the coordination for the Wellington Region Fruit and Vege co-op which works with communities across Wellington to get produce out to up to 1400 whānau across Wellington each week. We started this co-op to provide access to affordable fruit and veggies to people with not much money to spare. It provides a real alternative to some of the negative issues of food charity as people are proud to be buying their bags and contributing to a community project.

The co-op weekly pack is done by a great team of local volunteers – but the co-ordination of the co-op is currently done by our regional co-ordinator, instead of a local.

How can we grow this model so that it is more owned and run by locals, is providing some local employment, and is growing local leadership?

How are you / will you go about achieving this?

We will employ and support a local to be the coordinator of the Porirua co-op, who can grow their team of local volunteers and the number of people to purchase packs.

What does success look like?

- The Porirua co-op is growing to the levels we see in other communities (150-180 parcels a week) and is owned and championed by locals
- The team of volunteers (time-bankers) is co-ordinated by a skilled local who is growing their skills in leadership with our support.

5. Porirua Timebank

Where do you work?	Porirua, with a lot of focus activity in Porirua East
Key person / people	Paula MacEwan, paula.macewan@wesleyca.org.nz

What is the community change that your project is working on?

How can we build on the generosity of people and strengthen cycles of reciprocity to help people meet their needs and help people to feel valued contributing members of their community?

Too many people in communities like Porirua East are locked out of the local economy, because of low incomes and a dominant focus on them as clients and recipients of services. How might we provide a vehicle for this community to better meet its needs using time as a tradable currency?

How are you / will you go about achieving this?

Effective Timebanks around New Zealand have a paid co-ordinator who actively promotes and supports the local network. Many of these Timebanks are in communities who are pretty well off already. We struggle to find enough money to fund our Timebank coordinator for one day a week. The job of this coordinator is crucial to support people to take part in the Timebank and meet their needs. We ideally would like to fund the Porirua Timebank coordinator to work for 12 hours a week.

Our community doesn't all have high technology literacy or confidence. Our co-ordinator has become the guardian for many of our members, logging their trades for them online and providing an important coaching role to help people see what they can contribute and seek. We have only been running for a bit over a year. Timebanks start slow. Members need a lot of careful attention and encouragement to get trading.

What does success look like?

A good metric for a timebank is the number of trades that have taken place. This measures the activity the TB is brokering. If the timebank is succeeding in its objective it is:

- Experiencing an increase in the number of trades
- Examples of people making connections and jointly solving some challenges they face – stories of trades that facilitated this
- Increasing reference to the Timebank on key social media pages and people sharing how they are using the TB to meet their needs that wouldn't be otherwise possible.

6. WhānauFluence

Where do you work?	Across the country, based in Porirua East
Key person / people	Lizzie Makalio, lmakalio@wesleyca.org.nz

What is the community change that your project is working on?

WhānauFluence is a platform to share lived experiences, knowledge and skills that will enhance and help each other to grow, Change comes when you are inspired to change and see other people like you taking practical steps!

You don't know what you don't know - until you know it!!

Many of us have lived very colourful lives and learnt the hard way, we want a much better pathway for our tamariki and mokopuna, so whatever your knowledge, share it!

How are you / will you go about achieving this?

We have already launched the platform on Facebook. And over the last couple of weeks it has a growing membership with over 200 people following.

Lizzie will spend time travelling and interviewing people around the country who have great stories to share about how they made their own changes in their lives. These lessons learnt will be shared on the Facebook page. We will also moderate this page closely to make sure it's a safe place for people to share their life lessons with other whānau like theirs.

What does success look like?

- A thriving movement with whānau contributing their successes and lessons, and cheering each other on.
- A connected network of whānau across the country who are working together to influence other whānau and decision makers on how positive change can be made in communities who otherwise are let down by the 'system'
- Growing leadership capacity in from within this community (often lack investment in their development)

7. Whānau-led enterprise network

Where do you work?	Porirua, with a lot of focus activity in Porirua East
Key person / people	Makerita Makapelu, mmakapelu@wesleyca.org.nz

What is the community change that your project is working on?

People in Porirua are full of ideas to start enterprises that will support their whānau. But starting and maintaining a small whānau-run micro-enterprise is hard work, and many will fail. How can we build a network of these whānau-run micro-enterprises that can support each other to thrive, help recover when things fail, and support new people to start?

Too many people in communities like Porirua East are locked out of participating in the wider economy, because of lower incomes. How might we support them to explore how they can grow their own enterprises?

How are you / will you go about achieving this?

Over the last year, we have worked as part of an MSD pilot project to support 15 people into receiving seeding funds to either start a new enterprise, or take an existing one to the next stage. Many other people have started the process of working on plans for this. We learnt during this mahi that the business people working on these whānau-run micro enterprises are passionate not about just themselves but about how they can contribute to their wider whānau and community. A large proportion of them want to continue to meet to work out how to support each other and new people to join. They are interested in how they might start a savings pool that means they don't have to rely on external inputs but can support each other to grow, and learn together.

To do this the group needs a skilled facilitator with sound local relationships and access to enterprise networks.

What does success look like?

A group of people who are meeting regularly and building their network and developing tools to support more enterprise in Porirua East (focusing on people on low incomes).

Just Change People

Here is a list of key people involved in Just Change as at February 2021. Please do not share any of these emails without permission and please use only for Just Change purposes.

Doer / Donor / Support team	Name	Email address
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Support team	Janie Walker	jwalkernz@live.com
Support team	Kate Frykberg	kate@thinktank.co.nz
Support team	Kena Duigan	kduignan@wesleyca.org.nz
Support team	Kirsten Gendall	kgendall@wesleyca.org.nz
Support team	Thalia Wright	twright@wesleyca.org.nz

Just Change values and powerful questions

This document captures the values and powerful questions the Just Change Learning Circle have identified as important to guide us during our first phase of development.

Our values

Here are the values we share which will guide our Just Change learning circle work:

<p>How we relate to each other</p>	<ul style="list-style-type: none"> ● We listen ● We strive to create a safe space for everyone through respectful, honest and non-judgemental ways of relating and through manaakitanga, check-ins and good communication ● We build empathy and trust ● We take time to reflect and to question our assumptions and/or privilege ● We value different perspectives ● We understand we may have conversations that are challenging and uncomfortable, and we find ways find ways to have these conversations that are respectful and do not undermine anyone else's mana
<p>How we learn and work together</p>	<ul style="list-style-type: none"> ● We understand that people living in communities are best placed to understand of the needs and aspirations of their community and we value external inquiry from critical friends ● We are committed to Te Tiriti o Waitangi, and we take care not to default to Pākehā only ways of doing things ● We are committed to actioning what we are learning and learning from our actions. ● We openly share what is and isn't working and we accept and welcome mistakes and failures as learning opportunities ● We aim to build a common language to support shared understanding ● We make decisions by consensus

How we support effective change	<ul style="list-style-type: none">● Due to the complexities of inequality we are OK with projects and processes that can be 'rough around the edges'● Noticing and measuring positive change is something we strive to do well● Positive change not acknowledged is not change – celebrating milestones is important
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Powerful questions which will guide our work

As a new way of working, we are interested in the impact of both the community projects involved and the way of working which Just Change embodies.

The following powerful questions can guide our work, and help build an evaluation framework:

1. What are the changes, both positive and negative, which are occurring as a result of this work:

- In ourselves as members of Just Change
- In communities as a result of each individual project
- In communities as a result of the projects collectively
- In the Just Change Learning Circle as a whole?

2. How will we capture, measure, share, celebrate and learn together about these changes?

3. How will we ensure that what we learn results in new actions, which are in turn captured and measured?

4. How do we maintain a balance between focusing on the core relationships that sustain Just Change and a focus on the projects making community change?

5. How do we grow relationships across different world views and backgrounds and deepen trust in the whole group?

Contacting Just Change or for more information

We always welcome feedback, questions and suggestions. Please contact:

- Janie Walker, Volunteer project coordinator: jwalkernz@live.com, 0274539099 [add details here](#)
- David Hanna, Wesley Community Action CE, DHanna@wesleyca.org.nz, 021 403 377