

Annual Report

2024/2025



weave

HAWKE'S BAY

Empowering whānau to thrive.



Ko wai mātou | Who are we?

Weave Hawke's Bay is a trusted community organisation that empowers individuals and whānau across the region. For over 40 years - formerly as Napier Family Centre - we've supported people on their journey to wellbeing through inclusive, wraparound services like counselling, financial mentoring, parenting and whānau support, and early childhood education.

Our founding statement

Te Awhina, Te Aroha. To Help is to Love.

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Our team



2024/25 Board Members

Board Members 2024/25

Christine Scott (Chair) | Co-opted Member
Murray Arnold (Deputy Chair) | St Paul's Presbyterian
Victor Saywell (Treasurer) | Co-opted Member
Alyson Bullock | Anglican Māori Mission
John Waldin | All Saints Anglican Church of Taradale
Marla Alexander-Ward | Co-opted Member
Rev 'Ofa Taukolo | Trinity Methodist
Sue Webb | Co-opted Member
Bill Ahern | Catholic Churches of Napier

Finished service during the year:

Doug Neilson | Catholic Churches of Napier
Mark Goodson | Co-opted Member

Executive Team

Chief Executive Officer | Kerry Henderson
Social Services | Lee Cartwright
Finance & Administration | Anné McKeon
Early Childhood Education | Zonia Fourie
Fundraising & Communications | Gemma Rutland

Strategic Plan 2023 - 2026

INTEGRITY | TEAMWORK | INNOVATION | COMPASSION

Our strategic priorities



Bicultural commitments & cultural diversity

- Commitment to understanding Te Tiriti and how to apply Te Tiriti in everything we do.
- Organic recruitment of a more diverse workforce.
- Improve equitable outcomes for priority populations.



Grow & diversify revenue ensuring financial stability

- Deliver value from current resources.
- Diversify income and generate new funding.
- Develop new strategic partner relationships.



Recognise & invest in staff to feel empowered

- Develop and nurture a values-based, high performing organisational culture.
- Ensure our workforce is aligned to the needs of people, whānau and communities.
- Develop people, build skills and competencies.



Use information & technology to enhance & improve services

- Capture and share relevant information based on data to evaluate our services.
- Use technology and resources to efficiently collect information.
- Focus on policies, systems and processes to support best practice and quality outcomes.

Message from the Chair

Tēnā koutou katoa,

Two years ago we celebrated 40 years of service from our humble beginnings as a small Napier family service to the varied services across Hawke's Bay that we now deliver.

This has been a milestone year for our organisation as we face our future with a new identity as Weave Hawke's Bay, one that enfolds the various strands of service with the diversity of our communities. The decision to rebrand followed extensive consultation and was made with a clear purpose: to reflect the breadth of our services and the wider rohe we now serve. It is a name that honours our history while signalling our aspirations. But the heart of our service, seen in our logo, endures - Te Awhina, Te Aroha" (To Help is to Love).

The Board's role is to guide the organisation with prudence and foresight. We are operating in a climate of increasing need and constrained resources. Government contracts are being reduced or cut, and many families are struggling to access the services they need. Against this backdrop, Weave's leadership and staff have shown remarkable resilience, delivering support across the four pou of our Strategic Plan:

- Bicultural commitment and cultural diversity.
- Recognise and invest in staff to feel empowered.
- Use information and technology to enhance and improve services.
- Grow and diversify revenue to ensure financial stability.

Financially, I am pleased to report a surplus of \$57,779 for the year, alongside an outstanding \$472,337 raised through fundraising, grants and community

support. These results reflect both prudent stewardship and the generosity of funders, donors, and community partners who continue to believe in our kaupapa. At the same time, we are mindful of the uncertainty across the social services sector and remain committed to diversifying revenue and strengthening long-term sustainability.

The Board is grateful to our CEO, Kerry Henderson, and her team as they continue to navigate these challenges. We are confident that their expansion of services into Wairoa and Central Hawke's Bay (CHB), their strong community partnerships, and their delivery of high-quality support for whānau strengthen Weave Hawke's Bay's ability to be a true service of love to our communities.

To my fellow Board members, thank you for your wisdom and commitment. To our staff and volunteers, thank you for your heart and tenacity. To our funders, thank you for your faith in us. To our members who support us, thank you - we look to developing a closer relationship with you.

Kotahi te aho ka whati, ki te kāpuia e kore e whati — one strand of flax is easy to break, but many strands woven together will stand strong. This year has shown that together, we are weaving a stronger Hawke's Bay.

CHRISTINE SCOTT
CHAIR

Chief Executive's Report

Kia ora koutou,

This year marked a turning point in how we show up for whānau across our rohe. Becoming Weave Hawke's Bay gave us a name that reflects the way we work — strands of support woven together through people, places, and partnerships.

Demand remained high. We delivered more than 5,400 one-to-one sessions across counselling, financial mentoring, and whānau support, alongside group programmes that build confidence and resilience. Free counselling for those impacted by Cyclone Gabrielle continued to be vital, with 694 sessions ensuring timely access to care during recovery.

A defining theme this year was supporting people across the region closer to their home.

- **CENTRAL HAWKE'S BAY:** We opened our refreshed Waipukurau hub — a flexible base for therapeutic work, programmes, and community partners. We proudly gave the CHB Toy Library a new home.
- **WAIROA:** We expanded counselling and programme delivery, including the Postnatal Adjustment and Neurodiverse – Tools for Kaimahi pilots, and complemented local services with specialist financial mentoring alongside Wairoa Financial Literacy.
- **HASTINGS:** We supported Hastings whānau with regular financial mentoring and counselling services, reducing barriers to access and supporting whānau without the need to travel.

Importantly, this expansion was enabled in large part by philanthropic funders and our partnership with Health Hawke's Bay. Their tautoko allowed us to pilot and sustain services where government contracts have not kept pace with community need. It's a powerful reminder that locally-backed solutions can move quickly to where they're most needed.

Our early childhood education services also had a standout year. At Sunny Days, we joined the KidsCan programme, ensuring tamariki received healthy meals every day, removing barriers to learning and participation. Both services also embedded the evidence-based ENGAGE programme, helping tamariki build self-regulation and social skills through structured play - an investment that supports lifelong wellbeing.

Collaboration underpinned much of our impact. Our Wednesday Hub Days at Onekawa bring Orange Sky, Community Law, and Te Kupenga Hauora Ahuriri together with our own services so whānau can sort laundry, legal matters, health checks and social support in one visit. Partnerships with Nourished for Nil, Birthright Hawke's Bay and others ensured practical, wraparound help - kai on the table, budgets on track, and wellbeing supported.

We also invested in our people: Te Reo Māori classes, situational safety training, cultural supervision, and celebrating Matariki at Ātea a Rangi strengthened both capability and cohesion.

To our kaimahi, Board, funders, partners, volunteers, and supporters — ngā mihi nui. Your belief in this kaupapa makes it possible for whānau to find the right door, at the right time, close to home. We couldn't do this mahi without you.

KERRY HENDERSON
CHIEF EXECUTIVE



New name. Same kaupapa.

**HAERE RĀ, NAPIER FAMILY CENTRE.
KIA ORA, WEAVE HAWKE'S BAY.**

After more than 40 years of walking alongside whānau, Napier Family Centre had outgrown its name. This year we became Weave Hawke's Bay - a new identity that reflects the region we serve, the breadth of services we offer, and the way we work: weaving together people, communities, and support.



FEB 2024

Board approval
for rebrand.



**MAY-JUN
2024**

Consultation
with staff, funders,
parishes and
community.



JUL 2024

Staff and
panel workshops
shaped the
new name.



OCT 2024

Weave Hawke's
Bay adopted
at AGM. Legal
name change.



MAR 2025

Official launch
10 March 2025.

APRIL 2025

Launch in CHB.



Why change?

Our mahi now reaches across Napier, Hastings, Wairoa, and Central Hawke's Bay. "Family Centre" no longer reflected the scope of our services or the partnerships we hold. Weave represents connection and the strength that comes from strands woven together.

What's new?

A fresh identity and a new look that reflects who we are today: diverse, connected, and committed to wraparound support for our communities. It's a brand designed to carry us confidently into the future.

What's the same?

Our kaupapa remains unchanged. We are still here to walk alongside people through life's journey, empowering whānau to thrive. We are grounded by our founding statement – Te Awhina Te Aroha, To Help is to Love.

Looking Ahead

Weave is more than a name, it's a commitment to keep evolving with our communities. Our new identity gives us the platform to grow, partner, and respond to changing needs while staying true to our kaupapa.



Our Impact



2,704
WHĀNAU
SUPPORTED

ACROSS TE MATAU
A MĀUI THIS YEAR



27%↑ COUNSELLING
APPOINTMENTS BOOKED
(2,418 in 2024-25, 1,900 in 2023-24)



234
EARLY
LEARNING
TAMARIKI

100
SUNNY
DAYS

134
BRIGHT
FUTURES



2,352
Financial
mentoring
sessions

5

LOCATIONS
ACROSS
HAWKE'S BAY

Onekawa

Hastings

Wairoa

Waipukurau

Marewa



5,419
1:1 SUPPORT
SESSIONS

COUNSELLING, FINANCIAL MENTORING
AND SOCIAL WORK COMBINED



41% MĀORI
WHĀNAU
SUPPORTED

NEW

PILOT PROGRAMMES:

Neurodiverse - Tools for Kaimahi + Post Natal Adjustment - Wairoa & CHB



667
KAI
SUPPORTS

424 FOOD PARCELS

243 SUPERMARKET REFERRALS



48 kaimahi
(33 FTE)

24 Bright
Futures
Educators

3

SCHOOLS DIRECTLY
SUPPORTED



694
FREE

**COUNSELLING
SESSIONS**
FOR CYCLONE
IMPACTED WHĀNAU

1,334
**VOLUNTEER
HOURS**



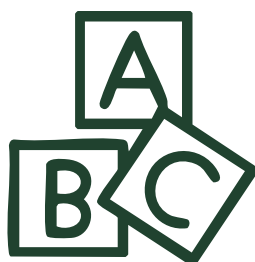
191

**KIWISAVER
HARDSHIP
WITHDRAWALS:**
Up from 100 last year,
and 33 the year before

216

**PROGRAMME
PARTICIPANTS**

Building skills &
confidence through
whānau programmes



550

**TOYS
BORROWED
FROM CHB
TOY LIBRARY**



196

**RECIPIENTS
of Christmas
Cheer parcels**

Service Hub -
Onekawa, Napier

Sunny Days -
Marewa, Napier

Shared space
- Wairoa

Shared space
- Hastings

New Service Hub
- Waipukurau

*Feedback from
Neurodiversity
workshops:*

"Wonderful, wonderful, wonderful.
Beautiful people full of awesome
knowledge!"

"Feel like my kete has grown with
this course."

*Feedback from
Whānau
Support client:*

"I don't know how I would have
gotten to where I am now without
the support - it's made a huge
difference for me and my kids."

IN THE COMMUNITY



HATO HONE ST JOHN OPEN DAY

At Hato Hone St John Open Day we joined other providers to kōrero with people from all walks of life. We enjoyed sharing what we offer and building awareness of local services available to whānau.



“Community engagement isn’t a campaign - it’s everyday presence, relationships, and manaakitanga in action.”

KERRY HENDERSON, CEO



30 YEARS OF TE KUPENGA HAUORA

We joined in celebrating Te Kupenga Hauora - Ahuriri’s 30th birthday - honouring decades of support for local whānau and recognising a valued partner in our community.



WHĀNAU FEST

Whānau Fest at Anderson Park was a lively day of connection and celebration. We loved meeting whānau and being part of a Napier City Council event that brings the community together.



WORKING FROM THE Y, HASTINGS

Our counselling and financial mentoring teams now see clients at The Y in Hastings, reducing travel barriers and making it easier for whānau to access support close to home.



KIDS IN THE CITY

As charity partner for Napier City Business Inc's "Kids in the City," we connected with whānau and tamariki during school holidays, while raising funds to support our mahi.



CHILDREN'S DAY

Russell Park came alive for Children's Day in Waipukurau, a joyful community celebration full of play, connection, and whānau fun.



SALVATION ARMY'S 140 YEARS

We celebrated alongside partners as the Napier Salvation Army marked 140 years of service, honouring their legacy of aroha and support in our community.

MATARIKI - WHĀNGAI I TE HAUTAPU

At dawn, our team gathered with Ngāti Kahungunu and the wider community to mark Matariki with karakia and kai – reflecting on the year, honouring the stars and looking ahead together.



SOCIAL SUPERMARKET HASTINGS

We joined the opening of Nourished for Nil's new Social Supermarket in Hastings. This dignified, points-based system gives whānau access to essential kai, and our team regularly refer clients here as a trusted first step when food support is needed.

SUPPORTING DIVERSE COMMUNITIES

We attended the Regional Initiative for Ethnic Communities Empowerment forum, listening to community voices and strengthening collaboration to support Hawke's Bay's diverse ethnic communities.



CYCLONE COMMEMORATION

Two years on from Cyclone Gabrielle, we stood with the community at Napier's waterfront in reflection and remembrance, honouring resilience and unity as Hawke's Bay continues to heal.

Financial Mentoring

This year, demand for financial mentoring continued to grow as whānau faced rising costs, debt pressures, and tough choices about day-to-day essentials. Our team has focused not only on budgets and repayment plans, but on restoring confidence and helping people regain a sense of control.



1,240
clients supported



2,352
sessions delivered



106 community education
participants **54% INCREASE**



205%
INCREASE IN
HASTINGS CLIENTS



667
KAI SUPPORTS
424 FOOD PARCELS
243 SOCIAL SUPERMARKET

We saw significant growth in our work with Hastings clients, meeting people closer to home by offering regular mentoring at The Y. In Wairoa, collaboration with Wairoa Financial Literacy ensured whānau had access to specialist support and insolvency expertise. Across Hawke's Bay, regional hui and shared training with partners like CHB Budget Service and Birthright strengthened the collective capability of financial mentors.

We continued to build on our wraparound support, recognising that kai and financial stability are closely linked. Working with Nourished For Nil, we connected whānau to free and affordable food options through food parcels and the Social Supermarket, reducing pressure in already stretched households.

Client feedback:

"The budgeting tools have kept me accountable, and I've nearly paid off my power bill. Now I'm putting that money toward my children's school fees. I want to keep on track because I know if I can do this, I can tackle other debts and even work towards buying a home in the future. I feel hopeful again."

Partner highlight:

Working alongside Wairoa District Council, our Financial Mentoring team has supported residents with significant rates arrears — in some cases over \$15,000 — to put realistic payment plans in place. This partnership has helped whānau regain a sense of control and stability, especially important following the cyclone and severe weather events that placed huge pressure on the community.

Rise in Kiwisaver Hardship Withdrawals

One of the most concerning trends has been the sharp rise in KiwiSaver hardship withdrawals. The number of clients accessing their retirement savings has nearly doubled again this year, reflecting the severity of financial strain. This mirrors national trends, with KiwiSaver hardship withdrawals climbing to record levels across Aotearoa. More than 50,000 people across the rohe made hardship withdrawals from their KiwiSaver in the year to June - compared to about 18,000 five years ago.



191
KIWISAVER
HARDSHIP
WITHDRAWALS:
Up from **100** last year,
and **33** the year before

Counselling

Demand for counselling grew strongly this year, reflecting both ongoing recovery from Cyclone Gabrielle and the wider pressures facing whānau. Our team of counsellors walked alongside hundreds of clients, helping them not only manage immediate challenges but also regain hope and stability for the future.

Growth in Central Hawke's Bay was particularly significant, supported by the relaunch of our new therapeutic space and service hub in Waipukurau. Even with the end of our Oranga Tamariki contract, we continued to deliver services and increased hours to keep pace with local demand.

In Wairoa, we built on the free counselling offered since Cyclone Gabrielle by introducing the Postnatal Adjustment Programme and a Neurodiverse Tools for Kaimahi programme. These specialist programmes have been well received, with feedback highlighting the practical tools and confidence they provide.

Our counsellors also supported tamariki and rangatahi in schools, combining individual sessions with resiliency workshops to help young people build confidence and coping skills early in life.

The impact of this mahi is clear. Clients report meaningful improvements in their wellbeing and ability to achieve their goals - measurable shifts that move people from distress to recovery.



41%

**INCREASE IN
COUNSELLING SESSIONS
COMPARED TO 2023/24**



30%

**INCREASE IN
CLIENTS SUPPORTED**



694

**FREE COUNSELLING
SESSIONS FOR CYCLONE
IMPACTED WHĀNAU**



92%

**OF CLIENTS* MET THE
GOALS THEY SET AT THE
START OF COUNSELLING**

*Oranga Tamariki clients

REGIONAL REACH

CHB

1 in 6 clients from CHB
(up from 1 in 14 last year)

Wairoa

- **Launched Postnatal Adjustment Programme**
- **Launched Neurodiverse programme**
- **Continued 1:1 counselling**

WELLBEING SCORES IMPROVED DRAMATICALLY

17.8 → 6.5

From Moderately Severe (PHQ 17.8)
to Mild (PHQ 6.5) for Wairoa clients

Whānau Support

Our Whānau Support team is made up of social workers and programme facilitators who work alongside families to provide practical help, advocacy, and a safe space to navigate life's challenges.

The team also oversees our suite of whānau education programmes, ensuring people can access the right combination of individual and group support.

This year, fewer sessions were delivered overall - a reflection of reduced government contracts; specifically the withdrawal of funding for services in Central Hawke's Bay. Despite these changes, demand remains high. Compared to last year, more whānau accessing our service are single-parent households, and a greater proportion receive benefits, reinforcing how economic hardship and solo parenting continue to shape the need for accessible, low-barrier support. Even in the face of sector shifts, we remained focused on walking alongside people with compassion, ensuring they are heard, connected, and supported.

649

SESSIONS DELIVERED

FEWER THAN LAST YEAR, REFLECTING
REDUCED GOVERNMENT CONTRACTS.

76%

SINGLE PARENT FAMILIES

60%

OF CLIENTS RECEIVING A BENEFIT

26% IN FULL TIME WORK

14% IN PART TIME WORK

42%

**OF CLIENTS EXPERIENCED
DOMESTIC VIOLENCE**



Feedback from Positive Parenting Course

"I loved the course. Found it so informing and useful. Didn't see the benefits before it started, but after completing the course I feel so great and learnt so much."

THE TRUE STRENGTH OF WHĀNAU SUPPORT LIES IN BUILDING TRUST AND CONNECTION, CREATING PATHWAYS FOR WHĀNAU TO FIND RESILIENCE, EMPOWERMENT AND MANA.

Education Programmes

Alongside one-to-one social work, our Whānau Support team delivers a wide range of education programmes for adults, tamariki, and rangatahi.

Our courses equip people with tools and confidence to navigate parenting, relationships, wellbeing, and life's challenges in a supportive group environment.

This year we delivered 18 programmes across the region. Our programmes were run from our multi-use space in Napier, as well as with regional partners across Hawke's Bay, including in schools. We extended delivery into rural and isolated communities, ensuring whānau in Central Hawke's Bay and Wairoa could also access learning opportunities free of charge.

Partnerships have been key to this mahi. Working with Birthright Hawke's Bay, we co-facilitated an Incredible Years Parenting Programme in Waipukurau. We also developed and piloted the new Neurodiverse – Tools for Kaimahi programme in both CHB and Wairoa.

Education programmes are about more than learning skills. They bring whānau together, reduce isolation, and build confidence, compassion, and resilience across our communities.



216
PARTICIPANTS
SUPPORTED

UP FROM 192 LAST YEAR (+12%)
140 ADULTS // 76 TAMARIKI/RANGATAHI

NEURODIVERSE: TOOLS FOR KAIMAHI

Supporting kaimahi to walk alongside whānau raising neurodiverse tamariki.

Piloted in CHB and Wairoa, this three-week programme provided kaimahi with practical strategies and a culturally grounded space to learn and connect.



IMPACT THEMES



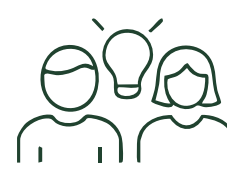
Participants valued practical, easy-to-apply tools.



High demand – participants asked for longer programmes and more sessions.



The safe, culturally grounded environment encouraged reflection and connection.



Created a shared understanding across professionals and whānau.



Learning together at home and in the community.

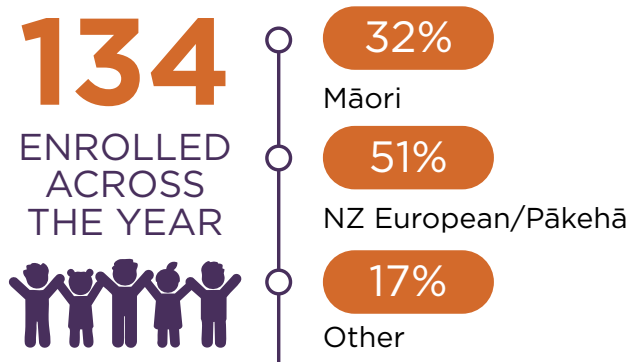
Bright Futures provides nurturing home-based early learning across Hawke's Bay, supported by a dedicated group of educators and visiting teachers. Children learn in safe, loving environments with rich opportunities for exploration, play, and connection.

In Central Hawke's Bay, the opening of the CHB Toy Library alongside our local space created a new hub for whānau. Weekly playgroups and our new community playgroup in Waipukurau gave parents and tamariki a place to gather, learn, and connect – a much-needed alternative to informal meet-ups in cafés.

Our tamariki thrived through themed activities, excursions, and Gym Jam sessions that supported whole-body development. Local events like Children's Day and Whānau Fest allowed us to celebrate with our community and meet new whānau.

Another highlight was being selected to join the ENGAGE programme (see box), an evidence-based approach that builds children's self-regulation skills through play.

24 EDUCATORS AS AT 30 JUNE 2025



SOME OF THE EVENTS WE LOVED THIS YEAR:



GYM JAM
WEEKLY
MOVEMENT
SESSIONS
IN CHB



MONTHLY
THEMED
CURRICULUM
(EG. LITERATURE
MONTH)



LOCAL
EXCURSIONS
ENSURING A
STRONG LOCAL
CURRICULUM
AND SENSE OF
BELONGING



Building lifelong skills through play.

This year both Sunny Days and Bright Futures joined the ENGAGE programme, an evidence-based, play-based approach that helps tamariki grow their self-regulation skills.

Self-regulation is the foundation for lifelong wellbeing, learning, and relationships. Through structured games and guided play, tamariki practise managing emotions, paying attention, and working together - skills that support them now and into adulthood.

Our kaiako and visiting teachers completed ENGAGE training, supported by Te Rito Maioha and Ngāti Kahungunu, ensuring the programme is grounded in local knowledge and values. This partnership brings mātauranga Māori alongside international evidence, making ENGAGE meaningful and relevant for our tamariki and whānau.

"The games are simple and fun, but the learning underneath is powerful — tamariki are building skills that will help them for life".

ZONIA FOURIE - ECE MANAGER

ENGAGE is another way our services are developing lifelong learners, ensuring tamariki in Hawke's Bay have the best start possible.



SUNNY DAYS

Sunny Days is a purpose-built Early Learning Centre in Marewa, Napier, offering beautiful spaces where children aged 0 to 5 years can grow, play, and thrive.

Our experienced kaiako bring skill, passion, and warmth to their mahi, building strong relationships with tamariki and their whānau. With a roll that reflects the diversity of our community, Sunny Days is a place where culture and connection are celebrated daily.

This year, a major milestone was joining the KidsCan programme, enabling us to provide healthy meals for every child, every day. This support removes barriers to learning, ensures tamariki have the energy they need to engage, and provides reassurance for whānau that their children are well-nourished throughout the day.

Other highlights included a special Matariki evening, lots of fun dress-up days, celebrating NZ Music Month with a local musician, and regular school visits to Marewa School to help prepare tamariki for the transition to kura.

Sunny Days has also joined the ENGAGE programme (see box), embedding play-based approaches that strengthen self-regulation and lifelong learning skills.

100

ENROLLED
ACROSS
THE YEAR



61%

Māori

23%

NZ European/Pākehā

16%

Other



KidsCan

In March 2025, Sunny Days became one of just a handful of early childhood centres in Aotearoa selected to join the KidsCan ECE Food for Kids Programme.

The two-year initiative provides free, nutritious meals to tamariki aged 2–5, with menus designed to be both healthy and appealing — from lasagne with vegetables and chicken chop suey to cauliflower mac 'n cheese, sandwiches, fruit, and yoghurt.

For whānau, the programme brings peace of mind, knowing their children are well fed with balanced meals each day. For tamariki, it means arriving at Sunny Days ready to learn, play, and thrive — no one misses out.

KidsCan



Spotlight on Central Hawke's Bay



2024/2025 was a milestone year for Weave in Central Hawke's Bay with the launch of our refreshed Waipukurau hub.

Years in the making, this project was shaped by community consultation and brought to life with the support of local leaders and generous funders, including Royston Health Trust, Lottery Community Facilities Fund, Eastern & Central Community Trust, and the NFC Financial Trust.

Designed as a multi-use space, the hub includes therapeutic rooms for counselling, spaces for group programmes, and areas that community partners can share. It is intentionally flexible so that other organisations with a similar kaupapa can deliver services alongside ours, creating a true hub for wellbeing. It is a welcoming base where whānau can connect with others and access support close to home.

Nearly ONE IN SIX
of our counselling
clients are CHB
residents, compared
to **ONE IN 14** the year
before.

OUR MAHI IN CHB

The breadth of our mahi in CHB last year shows how deeply we are embedded in this community:

- Counselling:
For both adults and tamariki
- Parenting and education programmes:
including Neurodiverse Tools for Kaimahi
- School-based resilience programmes
in local schools
- Bright Futures in-home childcare:
Plus excursions, playgroups and activities
- Community playgroups:
For all CHB tamariki and whānau
- CHB Toy Library
- Postnatal Wellbeing Coffee Group
- Counselling in Schools (Otane)
- Incredible Years programme alongside Birthright
- Safer CHB Community partner

Looking ahead, our vision is to continue building partnerships, serving more whānau, and strengthening this hub as a community base for wellbeing.

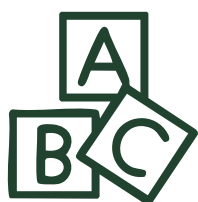
CHB Toy Library

The CHB Toy Library reopened in late 2024 under the Weave Hawke's Bay umbrella, and has quickly become a much-loved part of the community.

At the grand opening, more than 70 toys were borrowed in just two hours - a clear sign of how valued this service is.

The Toy Library provides whānau with a sustainable and affordable way to keep tamariki engaged, while giving children the chance to explore new interests and develop skills through play. It sits alongside Bright Futures and our playgroups in Waipukurau, further strengthening community connection.

Volunteers are at the heart of the Toy Library, and we are always on the look out for more helping hands. Looking ahead, our vision is to grow membership, expand volunteer support, and continue building this resource as part of our CHB hub for whānau wellbeing - expanding services for the whole family to enjoy, encouraging play, outdoor recreation, and supporting sustainability.



70

TOYS BORROWED
ON OPENING DAY



550

TOYS LOANED
ACROSS THE YEAR



44

MEMBER
FAMILIES



126

OPEN HOURS



Campaigns & Supporters

This year's support wasn't just about dollars. Airtime, billboards, campaigns and community partners all helped ensure more whānau could access the support they needed.



TOGETHER WE
RAISED OVER
\$472,337
TO SUPPORT
LOCAL WHĀNAU.

Campaign highlights



SUPPORTING OUR REBRAND

Billboards, radio and social media helped amplify the launch of Weave Hawke's Bay and share our kaupapa widely. Thanks to Napier City Council, Radio Hawke's Bay and MediaWorks Foundation.



FREE COUNSELLING CAMPAIGN

Our targeted social media campaign connected new whānau to free support.



ANNUAL APPEAL

Volunteers and staff raised funds to keep services accessible. A special thanks to St Augustine's Brownies for their support!



Thanks MediaWorks

Thanks to MediaWorks Foundation, our message was heard across Hawke's Bay on The Breeze and More FM.

- **414 radio spots valued at over \$7,500**
- **54,600 people reached at least once during the campaign**

This pro bono campaign gave our rebrand a huge boost, helping whānau recognise Weave Hawke's Bay and where to find support.

Supporters corner

Here are just a few of our incredible supporters.



Z KENNEDY ROAD

Supported through Z Good in the Hood and an additional donation.



NAPIER CITY BUSINESS INC

Selected us as their charity partner for Kids in the City, raising funds and awareness.



RADIO HAWKE'S BAY

Hosts our monthly podcast, giving us a regular platform to kōrero with the community.



Christmas Cheer

In 2024, 53 families - including 124 children and 72 adults - received Christmas Cheer parcels filled with toys, clothing, food, and festive treats.

The parcels were made possible through the generosity of schools, churches, businesses, community groups, and individuals, with Napier City Council as a major contributor.

A huge mihi to our "Christmas Elves" — kaimahi and volunteers — who sorted, packed, and delivered parcels with efficiency and aroha. Most of all, thank you to the many donors whose kindness continues to brighten the season for local families.



CHRISTMAS CHEER PARCELS

53

whānau

72

adults

124

children

40+

community donors

Volunteers

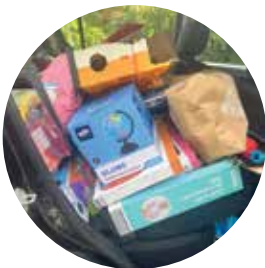
Our mahi is strengthened by the many hands who give their time, energy, and heart. From transporting kai parcels to supporting events and the CHB Toy Library, volunteers bring warmth and generosity into our spaces.

We are also grateful for the support of our Board and Finance, Audit and Risk Committee, whose governance helps guide our organisation.

This year we celebrated our volunteers with a morning tea, acknowledging over 1,300 hours given to Weave Hawke's Bay.

Ngā mihi nui ki a koutou!

Te Awhina, Te Aroha. To Help is to Love.



Anne' & Kaye



Chris & Hannah



"I choose to support Weave because I believe in the difference they make for local families. Using my photography skills is one small way I can give back, helping to tell the stories of the people they help, and the impact they make."

**Eileen Potter,
VOLUNTEER PHOTOGRAPHER**



1,334
VOLUNTEER
HOURS



Our People



Our kaimahi are the heart of what we do. This year we celebrated milestones, invested in development and introduced new initiatives to make sure our people feel valued, supported and connected.



BELIEF IN OUR KAUPAPA

Our annual staff survey showed the highest ever result for the statement “I believe in what Weave Hawke’s Bay is trying to accomplish.” 96% agreed or strongly agreed – up 5% from last year.



BIRTHDAY LEAVE

We introduced Birthday Leave, giving all permanent staff a paid day off on their birthday (or observed birthday). A simple way to say thank you to the people who give so much to our community.



LEARNING & GROWTH

From weekly Te Reo Māori classes to situational safety training and monthly cultural supervision, staff had access to fit-for-purpose professional and cultural development.



CELEBRATIONS TOGETHER

Despite the busy year, we took time to celebrate and connect: Te Wiki o te Reo Māori, Toi Māori workshops, Kindness Week, Matariki at Ātea a Rangi, Christmas festivities, Staff Hui challenges, quizzes, Daffodil Day dress ups and more.

48 staff

33 FTE

STAFF SATISFACTION

88 NPS

OUR NET PROMOTER SCORE WAS UP 5 POINTS ON LAST YEAR, A REFLECTION OF STRONG ENGAGEMENT & PRIDE IN OUR MAHI.



20 YEARS OF SERVICE CELEBRATED THIS YEAR!

Debbie Mackintosh,
Team Lead Financial Mentoring



Collaboration in Action

Weave is about working with others, recognising we are stronger together. These partnerships make practical support simpler to access and more effective for whānau. Here are some of the relationships that helped us grow our impact this year.

NOURISHED FOR NIL

We work closely with Nourished for Nil, referring whānau for kai parcels and social supermarket visits in Napier and Hastings. Our partnership means whānau can access food relief alongside financial mentoring support, helping them stretch budgets, control debt, and regain stability. Looking ahead, our financial mentors will be regularly supporting clients from the Social Supermarket in Hastings.

WEAVE HUB WEDNESDAYS

On Wednesdays this year, our Onekawa hub became a hive of activity, thanks to our partnership with **Orange Sky, Hawke's Bay Community Law, and Te Kupenga Hauora - Ahuriri**. From laundry and legal help to health checks and vaccinations, these services sit alongside our own, turning our where into a one-stop-shop for whānau to get multiple supports in one place.

WORKING TOGETHER IN WAIROA

- **Kahungunu Executive ki Te Wairoa**

In Wairoa, we work alongside Kahungunu Executive to deliver counselling and education programmes, including the Postnatal Adjustment Programme and the Neurodiverse – Tools for Kaimahi pilot. This collaboration ensures whānau can access specialist support close to home, in a way that reflects local needs and strengths.

- **Wairoa Financial Literacy**

Our financial mentoring mahi in Wairoa complements Wairoa Financial Literacy, filling gaps where specialist debt resolution is needed. With insolvency expertise in our team, we can guide whānau through complex pathways, ensuring the most vulnerable are not left without options.



TE KUPENGA HAUORA AHURIRI ON SITE FOR WEDNESDAY HUB DAYS



ORANGESKY SUPPORTING WHĀNAU WITH FREE LAUNDRY SERVICE



NOURISHED FOR NIL HASTINGS

Funding at a Glance

Weave Hawke’s Bay is funded through a mix of government contracts, grants, fundraising, and client and parent contributions. While government funding provides our foundation, it doesn’t cover everything. Grants, fundraising, and donations remain critical to keeping services accessible, filling the gaps, and responding quickly when our community needs us most.

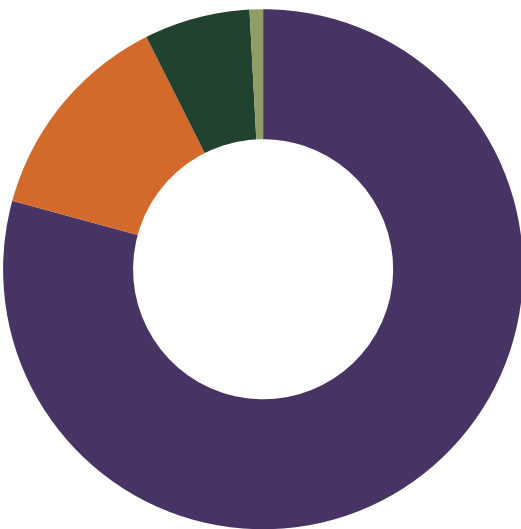


\$57,779
POSITIVE RESULT
AT YEAR END



\$3.5M
TURNOVER

WHERE OUR FUNDS COME FROM



- 79% Government Contracts
- 13% Grants & Donations
- 7% Parent & Client Fees
- 1% Other

HOW WE USE OUR FUNDS



- 73% Employee-Related Cost
- 15% Business Support Costs
- 9% Educator & Contractor Expenses
- 3% Depreciation

Every dollar we receive is carefully managed to maximise our impact for tamariki and whānau.

- ANNE' MCKEON, FINANCE MANAGER

Balance Sheet

	2025	2024
	\$	\$
Assets		
Current Assets		
Cash and Cash Equivalents	475,550	860,410
Receivables	435,104	313,461
Prepayments	51,851	146,594
	962,505	1,320,465
Non Current Assets		
Property, Plant and Equipment	1,780,152	1,322,594
Total Assets	2,742,657	2,643,059
Liabilities		
Current Liabilities		
Trade and Other Creditors	166,204	115,403
Deferred Income	95,576	88,988
Employee Entitlements	217,036	232,606
	478,816	436,997
Net Assets	2,263,841	2,206,062
Retained Surplus	2,263,841	2,206,062
Total Net Assets Attributable to the Owner of the Entity	2,263,841	2,206,062

Statement of Financial Performance

	2025	2024
	\$	\$
Income		
Clients Fees	95,182	67,936
Dividends	780	720
Donations	36,916	63,113
Government Contract Revenue	2,803,650	2,516,160
Grants Received	435,421	1,019,949
Insurance Claim	-	-
Interest Revenue	22,622	38,387
Parents Fees	137,486	114,603
Rents Received	3,717	12,832
Sundry Income	2,435	891
Total Revenue	3,538,210	3,834,589
Expenses		
Employee Related Costs	2,550,620	2,486,895
Depreciation and Amortisation Costs	95,129	83,499
Grants and Donations	-	-
Interest Expense	-	107
Other Expenses	834,682	777,274
Total Expenses	3,480,430	3,347,775
Net Surplus (Deficit) for the Year	57,779	486,814

Donations

Donations - general and appeals

The Entity relies heavily on the generosity of the community within the Hawke's Bay region both financially and the amount of donated time from volunteers. The Entity does not fair value volunteer time in the Statement of Financial Performance as the value of the services provided cannot be reliably measured as there are no equivalent paid positions available in the local labour market, and in the absence of volunteers, some of the services may not be provided. During the reported period, total donated volunteers time was 1,334 hours (2024: 1,188 hours).

Grants Received

	2025	2024
	\$	\$
	36,916	63,113
Anglican Care Network / Tindall Foundation	10,000	-
Bernard Chambers Charitable Trust	5,000	-
Catholic Charities Allocation Group of the Diocese of Palmerston North	12,000	25,000
Eastern & Central Community Trust	25,000	172,000
First Light Community Foundation	2,600	-
Frimley Foundation	10,000	15,000
Grassroots Trust	10,000	10,000
Gwen Malden Trust	-	4,347
Harold Holt Charitable Trust	-	6,900
Hastings District Council	10,000	5,000
HB Children's Holding Trust	-	13,870
Hawke's Bay Foundation	7,000	30,000
Lion Foundation	20,000	16,500
Ministry of Education	2,000	5,000
Ministry of Social Development	-	4,320
Napier City Council	7,000	17,945
Napier Family Centre Financial Trust	83,000	58,000
Lottery Grants Board	152,500	365,967
Methodist Church of New Zealand	-	5,000
Pam Torbett Trust	10,635	-
Pub Charity Limited	-	10,000
New Zealand Red Cross Disaster Fund	-	100,000
Rotary Club of Ahuriri	4,000	-
Royston Health Trust	19,580	89,580
St Andrew's Presbyterian Church	8,696	-
St Joan's Trust	2,000	-
St Paul's J Anderson Trust	1,500	-
St Paul's Presbyterian Church	7,910	7,520
St Vincent De Paul	-	3,000
Sports Hawke's Bay	5,000	-
Thomas Richard Moore Trust	-	20,000
Vavasour Charitable Trust	20,000	20,000
Wellington Methodist Charitable and Educational Trust	-	15,000
	435,421	1,019,949

Government Contract Revenue

	2025	2024
	\$	\$
ACC	25,985	32,691
Health Hawke's Bay	278,899	186,001
Ministry of Education	1,788,585	1,615,080
Ministry of Social Development	324,000	237,980
Napier City Council	5,527	5,000
Oranga Tamariki	255,577	318,588
Work & Income	125,078	120,820
	2,803,650	2,516,160

Ministry of Education Equity Funding

Equity funding of \$166,703 was received during the year (2024: \$154,476). The funds received were utilised for reducing barriers to attendance by sponsoring childcare and learning hours and providing transport; resources to support learning and strengthen partnerships with whānau; training for teachers and educators; providing support for ESOL educators.

These summary Financial Statements have been extracted from the full financial statements and Special Purposes report. The full financial statements were submitted to the Board for approval on the 23rd September 2025. And have been prepared in accordance with the Tier 2 Public Benefit Entity International Public Sector Accounting Standards and Audited by Oldershaw & Co. These extracts do not include all disclosures provided in the full financial Statements and cannot be expected to provide a complete understanding as would be expected from the full financial statements. **A full set of the audited financial statements are available for download from the Charities Services website www.register.charities.govt.nz**

Ngā mihi maioha

Our mahi is only possible because of the generosity and partnership of so many. We gratefully acknowledge the funders, businesses, community groups, and individuals who stood alongside us this year to support whānau across Hawke's Bay.

Accident Compensation Corporation
Ahuriri-Putorino Knox Op Shop
Anglican Care Network
Anna Edge
Beanies for Babies
Bernard Chambers Charitable Trust
Catholic Charities Allocation Group of the Diocese of Palmerston North
Catholic Parishes of Napier
Christian Lovelink
Citizens Advice Bureau Napier
Conroy Removals
Countdown Hastings
Eastern & Central Community Trust
Ecoefficient Solutions
Eileen Potter
Equippers Church
Extend IT
First Light Community Foundation
Frimley Foundation
Gabby Allen – Jammies 4 June
Grassroots Trust
Halcyon Project Management Ltd
Harcourts Hawke's Bay
Harris Dowson
Hastings District Council
Hawke's Bay Community Law
Hawke's Bay Foundation
Hawke's Bay Regional Council
Health Hawke's Bay
Henry Hughes Intellectual Property
I AM HOPE
Inner Wheel Club of Napier
Jessica Aguilar
Kmart Napier
Lion Foundation
Lottery Grants Board
Mat Mullany – Te Taiwhenua o Te Whanganui a Orotū
Mediaworks Foundation
Ministry of Education
Ministry of Social Development
Napier Baptist Church
Napier City Business Inc
Napier City Council

Napier Family Centre Financial Trust
Napier Girls' High School
New World Greenmeadows
Nourished for Nil
Oranga Tamariki
Orange Sky
Pam Torbett Trust
Pub Charity
Radio Hawke's Bay
Red Cross Napier Branch
Rotary Club of Ahuriri
Royston Health Trust
Russell Family
Salvation Army Napier
Snap Fitness
Sports Hawke's Bay
St Andrew's Anglican Church
St Andrew's Presbyterian Church
St Augustine's Brownies
St Columba's Parish
St John's Anglican Parish
St Paul's J Anderson Trust
St Paul's Presbyterian Church
St Thomas More
Tamatea Women's Institute
Taradale East Kindergarten
Taradale Family Dental
Taradale Intermediate School
Te Kupenga Hauora - Ahuriri
Te Taiwhenua o Heretaunga
The Nest
Tindall Foundation
Tremains
Trinity Methodist Church
Vavasour Charitable Trust
Waddington Investments
Wairoa Financial Literacy
Wharerangi Women's Institute
Woodford House
Yarny Army
Z Kennedy Road

Individuals who donated goods, baking, time or in-kind support over the year

Private donations in person and online

Family Tree members, staff & individual donations



Help us do more

Your support empowers
whānau to thrive.

**By donating to Weave Hawke's Bay,
you help ensure that whānau across
our region get the support they
need, when they need it most.**

weave.org.nz/donate



LADYBUG
design+print

Designed & printed
by Ladybug Design + Print

We provide services to whānau and individuals across
Napier, Hastings, Wairoa, and Central Hawke's Bay.

Registered Charity: CC23368

*If you need help, or would like more
information, call us on 0508 678 910.*



Founding Statement

Te Awhina, Te Aroha
To Help is to Love

NAPIER | HASTINGS | WAIROA | CHB
0508 678 910 weave.org.nz



@weavehawkesbay