



# ANNUAL REPORT 2019-20

## Living Wage Movement Aotearoa NZ

Email: [annie.newman@livingwage.org.nz](mailto:annie.newman@livingwage.org.nz)

Website: [www.livingwage.org.nz](http://www.livingwage.org.nz)

Tel: 0272046340]

Address: 646 Great South Rd

# OUR MOVEMENT

*The Living Wage Movement Aotearoa NZ aims to facilitate the organisation of communities to secure the income necessary to provide workers and their families with the basic necessities of life; to encourage and promote the development of better policies for working people; to raise public awareness and understanding of the issues associated with low income workers; and to develop the capacity and skills of our members to support and advocate for low waged workers.*

## Highlights

In the 2019-20 financial year, the Living Wage Movement celebrates a coming of age in the corporate sector with accreditation by ANZ, ASB, Cooperative Bank, Citibank, and Heartland Bank joining first cab off the rank Westpac, in the 2019-20 financial year.

The financial sector shines alongside big players Dunedin City Council and the Queenstown Airport Company, and a plethora of small ethical businesses from the Waitoa Social Club, to Yoyo design, Ranui Action Project, and Waglands Kennels; from Blue Frog Breakfast to Marlborough Grapegrowers Cooperative and the Avo Tree, all becoming accredited. A cluster of coffee bean businesses join our early stars Good Fortune, including Waiheke Bean and Celsius Coffee. Others continue their pathway to a Living Wage including Auckland Council and Hutt City that are paying employees a Living Wage.

The first conversations have now taken place toward a “principal partner” programme enabling businesses that want to step up into an advisory capacity for the Movement, can come together to share ideas, resources, and leadership for a new phase of growth in the accreditation programme

*“We are hardwired to care about community - manakitanga - and are prepared to invest in our people to ensure Cawthron is a place where our 300 staff can thrive and feel supported,” Cawthron Institute Chief People Officer, Tim Turnbull (NZ’s largest scientific institute).*

None of this is possible without our community campaign built on the global model of broad-based organising. Our diverse communities take action to influence the distribution of public money, we hold events to challenge our civic leaders to commit to a Living Wage, and ultimately we change attitudes and standards for low paid workers in Aotearoa.

2019 was an election year for local councils and our communities rallied hundreds of supporters to fora in Hutt, Porirua, Auckland, Christchurch and Invercargill, to call for a Living Wage for directly paid and contracted workers. In Auckland, Mayor Phil Goff committed to taking the first step for contractors by moving cleaners to a Living Wage, and Christchurch, Hutt and Porirua city mayoral candidates agreed to move all contracted workers to a Living Wage. Timaru and Invercargill candidates were challenged by their networks for the first time and a shift to more progressive councils across the country augurs well for the future.





*My Life to Live: an exhibition celebrating the contribution of refugee background workers in Aotearoa New Zealand*

Refugee background New Zealanders come with nothing but hopes and dreams. They are filled with determination to build new lives and support their families. They are hardworking and bring skills and potential to their new home. But often the only jobs available are the lowest paid - in sectors like cleaning, hospitality and security. ChangeMakers Resettlement Forum and Living Wage Movement Aotearoa worked together to tell those stories in an exhibition launched first in Wellington at the National Portrait Gallery and then in Auckland for Living Wage Week. With massive voluntary contributions, this successful exhibition comprised photographs of six workers by Ehsan Nazaveh with stories written by renowned novelist Elizabeth Knox and academic Cybele Locke.

““When I started as a care support it was a minimum wage job. You can't even dream and it's hard to survive.”

*Niguise Fenja*

Work toward Te Ohu Whakawhanaunga, supported by the Living Wage Movement, continues with this emerging Auckland alliance securing seven paying sponsor organisations and funding for a group of South Auckland interns to build community connections and a programme of work around systemic and structural change to poverty.

Our key funder, J R McKenzie Trust, continued to support our community organisers to work half time in Auckland and Wellington. In the last year of the grant, we can now have confidence that the growth of the accreditation programme will sustain us at the same level of funding into the future. None of this would have been possible without the generous support of the Trust for six years.

**Annie Newman, National Convenor**



# GOVERNANCE

## Governance Committee 2019-20

Annie Newman	Convenor
Sandra Grey	Union
Dennis Maga	Union
Anna Casey-Cox	Community
Marlon Drake	Community
Muriel Tunoho	Community
Hiueni Nuku	Community
Camille Nakhid	Community (co-opted)
Chas Muir	Faith
Rev. Jenny Dawson	Faith (co-opted)
Shirley Zhuang	Treasurer
Cat MacLennan	Secretary

## Accreditation Advisory Board

Kevin Church (Employer) - David Hall (Faith) - Lynne Frith (Faith) retired - Mat Danaher (Union) - Jeff Rowe (Union) - Amie Maga (Community) resigned - Hiueni Nuku (Community)

## Local Networks

### Auckland

Christine King, Tina Pan, Faisal Farghaly, Fala Haulangi, David Tolich (stepped down).

### Waikato

Rōpata Moore, Jo Wrigley, Holly Snape, Sharryn Barton, Camilla Carty-Melis, Carol Web, Rose Black, Suha Wahab, Mereaumate Vano, Kelli Pike, Jax Oldham. Jenny Nand, Jamie Toko, Simon Leadley and Anna Casey-Cox

### Wellington

Rev Hiueni Nuku, Rev Stephen King (since July 2019), Rev Motekiai Fakatou, Ibrahim Omer, Muriel Tunoho, Marlon Drake, Katy Miller, Stella Teariki (since July 2019), Sam Gribben



**Whanganui**

Marion Sanson; Virginia Cameron; Ann Jennison; Amail Habib; Lyn Williams; Sue Kumeroa, Peter Watson

**Christchurch**

Karena Brown (convenor), Karena Brown, Chas Muir, Gareth Bezett, Sue Molloy, Kathy Power, Shirley Wright

**Living Wage South Canterbury**

Julian Maze, Mary-Jo Holdaway, Indrea Alexander, Alana Reid, Don Swan, Ruth Clarke, Ruth Swale, Jon Henning

**Living Wage Central (Otago)**

Fiona Lawson, Damon Plimmer, Jon Henning

**Living Wage Oamaru**

Heather Smith, Jen Wilson, Andrea McDougall, Thelma Beard, Jon Henning



## STAFF

Community Organisers

Lyndy McIntyre (Wellington)

Jocelyn Vicente-Angeles (Auckland)

Accreditation Coordinator

Felicia Scherrer (Auckland)

## ACCOUNTS

Treasurer/payroll: Shirley Zhuang

Accountant: Marina Kokanovic

Review: Barry Lee



*Governance Committee members (from left) Marlon Drake, Rev. Jenny Dawson, Lyndy McIntyre (community organiser), Annie Newman (National Convenor), Chas Muir, Muriel Tunoho, Hiueni Nuku.*



# FINANCIAL SUMMARY

## STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 31 MARCH 2020

	Note	2020 \$	2019 \$
<b>REVENUE</b>			
Donations, fundraising and other similar revenue		143,384	104,170
Fees, subscriptions and other revenue from members		100,502	76,944
Revenue from providing goods and services		15,887	6,739
Interest, dividends and other investment revenue		2,537	2,175
Other Revenue		<u>12,492</u>	<u>1,612</u>
<b>Total Revenue</b>		<b><u>274,801</u></b>	<b><u>191,640</u></b>
<b>DEDUCT EXPENSES</b>			
Expenses related to public fundraising		1,341	2,207
Volunteer and employee related costs		141,759	116,781
Costs related to providing goods or services		25,119	4,524
Grants and donations made		8,000	-
Other expenses		34,225	29,087
<b>Total Expenses</b>		<b><u>210,444</u></b>	<b><u>152,599</u></b>
<b>SURPLUS / (DEFICIT) FOR THE YEAR</b>		<b><u>64,207</u></b>	<b><u>39,041</u></b>
<b>NET SURPLUS / (NET DEFICIT) FOR THE YEAR</b>		<b><u>64,357</u></b>	<b><u>39,041</u></b>

**STATEMENT OF FINANCIAL POSITION  
AS AT 31 MARCH 2020**

	Note	2020 \$	2019 \$
<b>CURRENT ASSETS</b>			
Bank Accounts and cash		304,107	231,557
Debtors and prepayments		<u>22,910</u>	<u>8,797</u>
<b>TOTAL CURRENT ASSETS</b>		<b>327,017</b>	<b>240,354</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	2	-	-
<b>TOTAL NON-CURRENT ASSETS</b>		-	-
<b>TOTAL ASSETS</b>		<b><u>327,017</u></b>	<b><u>240,354</u></b>
<b>CURRENT LIABILITIES</b>			
Creditors and accrued Expenses		738	19,371
Employee costs payable		-	3,415
Unused donations and grants with conditions		157,791	75,627
Other current liabilities		<u>16,656</u>	<u>54,466</u>
<b>TOTAL CURRENT LIABILITIES</b>		175,185	152,879
<b>TOTAL LIABILITIES</b>		<b><u>175,185</u></b>	<b><u>152,879</u></b>
<b>NET ASSETS</b>		<b><u>151,832</u></b>	<b><u>87,475</u></b>
<b>ACCUMULATED FUNDS</b>			
Capital contributed by owners or member	3	-	-
Accumulated surpluses or (deficit)		151,832	87,475
Reserves		-	-
<b>TOTAL ACCUMULATED FUNDS</b>		<b><u>151,832</u></b>	<b><u>87,475</u></b>

**STATEMENT OF MOVEMENTS IN MEMBERS' FUNDS**  
**FOR THE YEAR ENDED 31 March 2020**

	<b>2020</b>	<b>2019</b>
	<b>\$</b>	<b>\$</b>
<b>ACCUMULATED FUNDS</b>		
Opening Members Funds	87,475	48,434
Surplus/(Deficit) for the year	64,207	<u>39,041</u>
<b>CLOSING MEMBERS FUNDS</b>	<u>151,682</u>	<u>87,475</u>

# TREASURER'S REPORT

for the period ended 31 March 2020

## Introduction

The LWM has 70 members in 2019/2020 financial year, which represented a decline of 16.7% (2018/2019: 84 members). The LWM has 91 accredited living wage employers, which represented a growth of 49.2% (2018/2019: 146). The LWM employs three employees: 1.25 FTE community organiser and 0.8 FTE Living Wage Employer Accreditation Scheme coordinator. In the period from April 2019 to March 2020, the treasury function provided the following:

- Accountancy and financial reporting services (XERO online accountancy system)
- Treasury and banking services (Kiwibank PC banking system)
- Treasury, banking, accounting, payroll and tax services were provided by the E tū's staff on a volunteer basis
- IT services were provided by the E tū's staff on a volunteer basis

## Financial performance

In the period from April 2019 to March 2020 the Living Wage Movement operating income was \$274,801, which represented an increase of 43.4% compared with the previous year (\$191,640) and 22% above the budgeted target of \$225,004. The main income streams were from:

- Grants income of \$88,960 (JR McKenzie Trust Grant for community organisers)
- Donations of \$43,259 received from different organisations and individuals
- Membership Income of \$43,414, received from 70 members
- Employer Accreditation Licence Fees of \$57,087, received from 178 accredited employers
- Income from training of \$15,887
- Fundraising income of \$11,165 collected from the Wellington and Auckland Living Wage Fundraisers.

The operating expenses in the same period were \$210,444 which represented an increase of 37.9% compared with the previous year (2018/2019: \$152,599) and there were 21% higher than the budgeted expenses. The major expenses were incurred for:

- Volunteer and employee related costs for three employees - \$141,759
- Training expenses of \$23,330
- Events and Forums - \$14,435
- Fundraising expenses - \$1,341
- Governance Committee - \$2,962

- Bad debt written off for outstanding membership fees of \$3,539.

The net surplus for the current financial year was \$64,357 and it was 27% higher than budgeted. In the previous year, the LWM's surplus was \$39,041.

### **Financial Position**

At the end of 31 March 2020, the cash bank balance was \$304,107. The accounts receivables stood at \$22,910. The total assets were \$327,017 on 31 March 2020, which represented an increase of 36% compared with the total assets on 31 March 2019 (\$240,354). The total liabilities were \$175,185, representing mostly the unused grants with conditions of \$ 66,667 and the membership fees and employer accreditation licence fees received in advance of \$91,124. The Living Wage members' funds were \$151,832 on 31 March 2020, which represented an increase of 73.6% (2018/2019: \$87,475).



Outputs	Actual This Year	Actual Last Year
Two 5-day residential training programmes in Wellington and Auckland	Completed two five-day residential training programmes	Non-residential: In Wellington and Auckland 2 training programmes (one 2-day and one 1-day; 1-day Hamilton; Whanganui x1)
Number of attendees at residential training	40	22 Auckland; 28 Wellington
Governance Committee meetings	3	3 (29 June, November 7 2018, 21 February 2019)
AGM events	2 (with video conference inclusion of Christchurch)	2 (Wellington and Auckland with Christchurch on VC)
Number of attendees at AGM events	50	60
Events for the announcement of the Living Wage Rate	1 Wellington event at Seashore Cabaret (100 attended) Christchurch Transitional Cathedral (75 attended)	1 Wellington event at Rogue and Vagabond (85)
Event for the announcement of the accredited Living Wage Employers	Announcement in Dunedin with the accreditation of the Dunedin City Council (50); Auckland, Western Springs College (30)	3 (Wellington City Council; Auckland Ellen Melville Hall (40); Christchurch Transitional Cathedral)
Living Wage Week events	Multiple events including: Sustainable Business Network/Westpac Event Wellington (50) My Life to Live Photo Exhibit -AUT 4TH Nov-8th Nov (120pax); Round Table Discussion AUT hosted (14Pax); Bill Board at St Matthew's in the City; Visit to Ministers; Sermon/Homily at churches	10 including AMP announcement at Kai Pasifika; Christchurch event at XCHC
Monthly national newsletter	12	20
Number of recipients of monthly newsletter	1600	1,600
Network meetings in key centres	Waikato, 10; Timaru, 8 meetings New networks emerge in Ashburton and Oamaru	20 (Aucklandx6, Wellington, Porirua, Hutt Valley x 14, Hamilton, Christchurch x 10; Bluff x 6)
Other events	Waikato, Toi Wahine festival; Invercargill, 1 Bluff Oyster Festival stall South Canterbury, float at the Pleasant Point Christmas parade. Wellington Mayoral event to acknowledge local LW employers, 2 May; Living Wage Day event at Victoria	Lunch of Living Wage Bluff

	University, 7 June; My Life To Live photo exhibition, 20 June, Wellington Dialogue w/ MP Sepoluni & MSD re Support Security Guard Living Wage (Auckland)	
Community organisers	0.25 FTE Christchurch 1 Mar - 5 Sep 2019 Wellington .5; Auckland .5	.5 FTE Auckland; 1 FTE Wellington to Feb 2019 then .5 Feb-March 31
Accreditation coordinator	0.8 FTE	.5 FTE
Fundraising events	4 Auckland catering events; 2 Wellington film fundraisers (28 July and Tony Sutorius film fundraiser 17 February)	3 Auckland catering events and 1 Round the Bays; 2 Wellington film fundraisers
Delegations to elected officials	Waikato, 3; Christchurch 2xDelegation to CCC Deputy Mayor Wellington delegations to Mayor 4 November; delegation to Porirua Mayor 29 January Meeting newly elected Auckland Mayor, creation of LW Advisory Council; Meeting with Auckland Transport (AT) Advisors; Auckland Council LW Advisory Committee meetings	3 national meetings to Parliament; Delegation to CCC Deputy Mayor 8 <sup>th</sup> May 2018 & 15 <sup>th</sup> Feb 2019; 1 deputation to Hamilton City Council
Number of presentation of submissions to Councils; formal engagements with councils	5 Waikato; 1 Christchurch City Council; 4 Porirua; 6 Wellington; 4 Hutt; 1 Auckland	1 Christchurch City Council 8/5/2018; 5 meetings with Auckland Council officials; 2 Porirua; 5 Wellington; 2 Hutt
Election forums; other public forums	Waikato, questions asked at 4 local body events Timaru local government public meeting 1 Christchurch 1 Wellington 19 September; 1 Porirua 25 September 1 Election Forum (144pax, 2 Mayoralty Candidates & 2 Council Candidates) 18th Sept St. Matthew in the City	1 Hutt City; 1 Bluff
Other presentations/workshops	Waikato, 1 led by Action Station Invercargill, 1 led by Lyndy McIntyre	Christchurch: WEA 9 <sup>th</sup> and 15 <sup>th</sup> May, Hagley High School 22 <sup>nd</sup> June 2018, Media School Film 1 <sup>st</sup> October 2018, and

	Christchurch: Fabian Society May 2019; Transitional Cathedral with community (50) Anglican Advocacy, Wellington July 2019; Union Aid 15 October; Invercargill Chamber of Commerce 16 April;	Trade Aid Annual Conference 24 <sup>th</sup> October 2018;
Living Wage accredited employers	191	134