

9-10
October
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Volunteering
Changemakers
Hui 2025

9-10
October
AUCKLAND

Tūao Aotearoa Volunteering New Zealand

Annual Impact Report
2025



Tūao Aotearoa
Volunteering New Zealand

Impact Report Contributors:

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- Michelle Kitney
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Annual Impact Report

Volunteering New Zealand Incorporated for the year ended 30 June 2025

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Tūao Aotearoa – Who we are

Tūao Aotearoa Volunteering New Zealand is an association of volunteer centres, and national and regional organisations with a commitment to volunteering in Aotearoa New Zealand.

Uara – Values

- **Manaakitanga:** We care, we nurture, we grow.
- **Whakawhanaungatanga:** We build connections, and meaningful and enduring relationships.
- **Tūao:** We inspire by example.
- **Whaiwhakaaro:** We hold ourselves to the highest standard.



Impact narrative

Our vision is for volunteering to be valued as a vital part of society.

WE KNOW Almost all community organisations rely on volunteers and volunteering strengthens communities.

SO WE build the capacity of organisations to better manage volunteers and promote volunteering in all its forms.

WHICH LEADS TO a better experience for volunteers and stronger organisations and communities.

AND RESULTS IN volunteers enriching Aotearoa and a society that values volunteers.



Strategic plan 2022–25

Our purpose

We are kaitiaki of Mahi Aroha, empowering volunteers to enrich Aotearoa New Zealand.

Our aspiration for Aotearoa New Zealand

Volunteering is valued as part of who we are as a nation. We thrive and are enriched by the goodwill of volunteers in every community and their contribution and impact is recognised and supported.

Our aspiration for Tūao Aotearoa Volunteering New Zealand

A large and diverse membership and our strong partnerships with government, iwi/Māori, communities, and business enable us to transform volunteering in Aotearoa New Zealand.

Whakamana

Recognise the value of volunteering in all its forms

1. Champion mahi aroha and volunteering in all its forms.
2. Identify, research, and measure the contribution of volunteering.
3. Continue to grow and support volunteering throughout Aotearoa New Zealand.

Hāpai

Advocate for inclusive, diverse, and impactful volunteering

1. Showcase best practice in volunteerism.
2. Promote the impact of volunteering within Aotearoa New Zealand.
3. Lead and support campaigns that reflect inclusive volunteer practice.

Arataki

Lead volunteering in Aotearoa New Zealand

1. Build strong relationships with members, government, Iwi/Māori, communities, business and other stakeholders.
2. Be responsive and informed of regional, national, and international trends in volunteerism.
3. Enhance and uplift Rangatahi and youth volunteering through increased visibility, equity and accessibility.

Values/UARA

To care, nurture and grow
(manaakitanga)

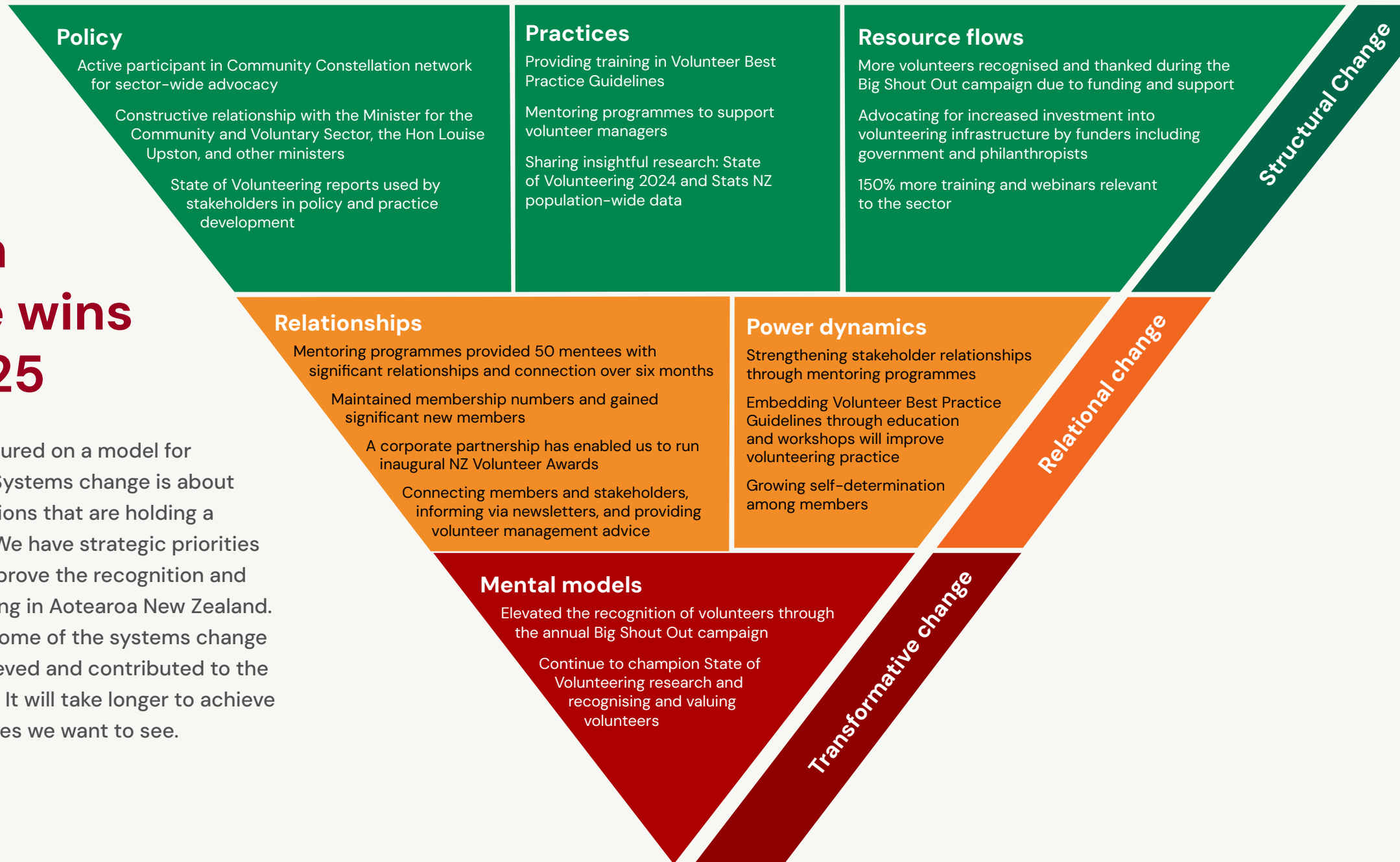
To build connections and enduring
relationships (whanaungatanga)

To inspire by example
(tūao)

To hold ourselves to the highest
standard (whaiwhakaaro)

System change wins 2024–25

This chart is structured on a model for Systems Change. Systems change is about shifting the conditions that are holding a problem in place. We have strategic priorities (three-year) to improve the recognition and value of volunteering in Aotearoa New Zealand. This chart shows some of the systems change wins we have achieved and contributed to the sector in 2024–25. It will take longer to achieve many of the changes we want to see.



Chair's Report

Tēnā koutou katoa

It is my privilege to reflect on a year of significant growth and impact for Volunteering New Zealand | Tūao Aotearoa.

Volunteering continues to be at the heart of who we are as a nation. The most recent Census and Stats NZ data shows that over half of New Zealanders volunteered in the past year, representing a 4.5% increase since 2021. Together, volunteers contribute around 231 million hours of formal volunteer work annually, valued at more than \$6.4 billion (at the living wage). These numbers speak to the extraordinary generosity and value volunteers contribute to our communities every day.

This year, a key focus has been building capability across the sector. We delivered 51 workshops and webinars for more than 2,500 people – over twice as many as last year. Our Best Practice Guidelines workshops were particularly well received, giving volunteer managers practical tools and support.

Our mentoring programme also supported 58 participants, helping to grow leadership and resilience across the motu.

Celebration has been just as important as capability building. Through five national campaigns, including National Volunteer Week and The Big Shout-Out, thousands of volunteers were acknowledged at more than 60 events nationwide. We are grateful for the ongoing support of Hon Louise Upston, Minister for the Community and Voluntary Sector, and her team, and we acknowledge the collaboration with the Department of Internal Affairs in bringing these celebrations to life.

At an organisational level, we have continued to strengthen our foundations. A refreshed strategic plan is in place to guide our direction in the coming years, we have moved into new premises, and our updated website is providing clear pathways for volunteers and organisations alike. Already, 39,000 people have been referred to volunteering opportunities, which is a significant increase from 25,200 the year before.

On behalf of the Board, I extend my heartfelt thanks to our members, partners, sponsors and volunteers – your support ensures our collective impact. I especially acknowledge our Chief Executive, Michelle Kitney, and

her team, whose mahi, innovation and vision continue to lift the sector. To my fellow Board members, thank you for the leadership and passion you bring to governance. It is an honour to work alongside you all.



Ngā mihi nui,

MISTY SANSOM
Chair, Volunteering New Zealand

Mā tini, mā mano, ka rapa te whai

By many, by thousands, the work will be accomplished

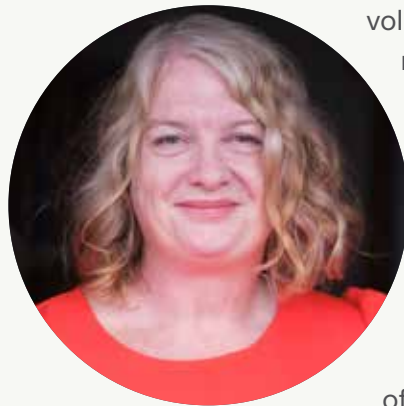
Chief Executive's report

As we reflect on the past year, I am proud to report that Volunteering New Zealand has experienced a successful and impactful year, marked by significant achievements and strengthened collaborations within the volunteering sector.

In our operational space, we have made substantial progress, including training hundreds of volunteer leaders in the Best Practice Guidelines. We also led the third year of our nationwide recognition campaign, The Big Shout-Out, which effectively highlighted the invaluable contributions of volunteers across New Zealand.

Our efforts to enhance the capability of volunteer managers included our mentoring programme. It is heartening to hear feedback from mentees saying they feel more supported and connected as a result. Additionally, our Volunteering Changemakers Hui, attracted 200 delegates, and we were able to offer sponsorship to people from 20 smaller organisations to attend.

We continued to solidify our leadership role within the sector, collaborating closely with our members and partner organisations to raise the profile of



volunteering. This year, we more than doubled our delivery of webinars and workshops, providing 93 hours of valuable learning to over 2500 participants.

Our collaboration with the Department of Internal Affairs and the Minister for the Community and

Voluntary Sector for The Big Shout-Out facilitated the recognition of thousands of volunteers through 60 events. A highlight for me was a National Volunteer Week breakfast at Parliament hosted by the Hon Louise Upston, where we recognised three incredible volunteers. The story-telling and social media engagement surrounding these campaigns further amplified our reach, enabling recognition of dedicated volunteers throughout the country.

In our commitment to informed practice, we produced the State of Volunteering Report 2024. A key finding was the idea of the 'civic core' – a few people doing

the most volunteer work – is changing, and there is a swing towards episodic, more casual volunteering.

As we continue to support volunteer managers – key enablers in the sector – our focus on policy advocacy remains strong. We have actively contributed to various government initiatives, providing insights and thought leadership to enhance the volunteering landscape in New Zealand.

Thank you to our dedicated staff, board members, partners, and member organisations who make our work possible. It is a privilege to work alongside people who are committed to our aspirations and purpose, which show up every day and approach their mahi with dedication, joy and creativity. Together, we are creating a vibrant and sustainable volunteering ecosystem that benefits individuals and communities across New Zealand.

Thank you for your ongoing support and commitment to the vital work of volunteering.

MICHELLE KITNEY

Chief Executive – Tumu Whakarae

Highlights of the year

- » Published and promoted the *State of Volunteering Report 2024*
- » Delivered Best Practice Guidelines in-person workshops and webinars
- » Ran The Big Shout Out campaign for the third year – with greater reach and impact
- » Mentoring programmes refined – supported 50 mentees
- » Held a successful Volunteering Changemakers Hui for 200 delegates
- » Launched new website with improved navigation
- » Adopted a new Constitution and re-registered under the Incorporated Societies Act 2022
- » Made submissions on four government bills or policy proposals

145,000

visits to our website
(cf. 140,570 2024)

38,937

visits to Finding Volunteer Roles
on our website
(cf. 25,206 2024)

50

mentees supported

HELD:

12

Best Practice Guidelines
in-person workshops

for

276

people

rated

4.7

out of 5

DELIVERED:

50

webinars or training

with

93

hours of content

for

2544

people

Our people

People are at the heart of volunteering and of Tūao Aotearoa Volunteering New Zealand. We thank everyone for their contribution – our volunteer board, paid operations team, and project-based contractors.

Board members

Misty Sansom, Chair and Māori Board Member
Melanie Smith, Deputy Chair
Carolyn Tapley, Pasifika Board Member
Francois Cuccurillo, Treasurer
Ethan Tauevihi-Kahika
Glenda Martin
Leon Hartnett
Nate Whitfield, Youth Board member

Outgoing board members:

Sudha Bhana, Chair
Lindy Lely Kawharu, Co-chair
Donald McIntosh, Youth Board Member

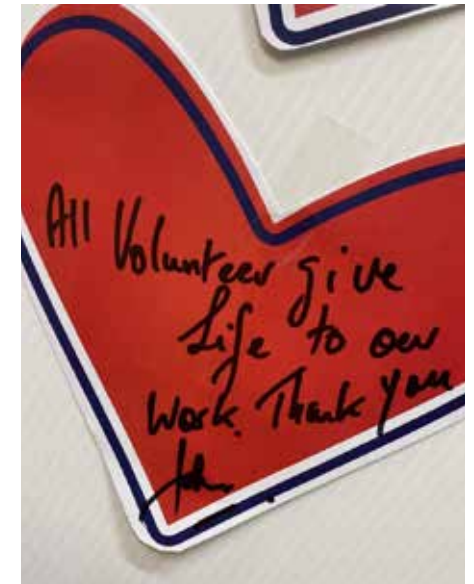
Our staff and contractors

Michelle Kitney, Chief Executive
Heidi Quinn, Volunteer Management Lead
Dr Johann Go, Research Director
Margaret McLachlan, Communications Manager
Nicola Wilks, Office Administrator
Anna Rendall, Graphic Designer
Taylor Hamling, Web Developer
Lauren McKenna, Engagement Advisor (*contract*)
Alison Marshall (*contractor*)
Evan Hughes (*contractor*)

Volunteers

Our thanks to the volunteers who have contributed 1856 hours of service to our leadership, programmes and events including:

- » Our board who contributed over 900 hours to our governance and impact
- » Our mentoring programme volunteers who gifted over 700 hours
- » Our conference panellists, speakers and MC who gave their time and knowledge
- » Volunteers who supported our webinars, and others who provided feedback and evaluation of programmes and tools.



WHAKAMANA

Recognise the value
of volunteering
in all its forms





State of Volunteering report 2024

Our biennial report, *The State of Volunteering in Aotearoa New Zealand 2024* (issued September 2024), highlights changes and challenges for community organisations who involve volunteers.

More volunteers are casual, giving a few hours a month to their chosen charity, overturning the idea of the ‘civic core’ of a few people doing the most voluntary work.

A quarter of volunteers in organisations perform up to five hours of volunteer work a month, while only 7% do 20 hours or more.

The recent Covid-19 pandemic, and the cost-of-living situation have affected volunteering. Many organisations have struggled to recruit new volunteers, while there has also been an increase in online-only organisations.

Organisations say their biggest challenges are not enough volunteers, and not enough time or resources to support their volunteers. There are also important regional differences, for example, smaller rural areas (such as Gisborne–Tairāwhiti and Southland) had fewer volunteers who had been volunteering for less than a year; while Northland, Southland, Waikato, Bay of Plenty and Taranaki, had many more volunteers of over 15 years’ duration.

Volunteer Managers Survey 2024

Volunteer managers and leaders reported receiving more support in the past year particularly from online tools, Volunteering New Zealand’s website, and their professional networks, compared to 2022.

The 2024 survey, completed by 92 volunteer managers, asked where they got support from (multiple options were allowed). 45% said Volunteering NZ website (25% in 2022), 30% said online tools (22% in 2022), while getting support from professional networks was 39% (29% in 2022).

The amount of training they received in the previous year had increased, although 24% say they had no training at all (decreased from 37% in 2022).

Volunteering New Zealand has increased our training for volunteer managers in the Best Practice Guidelines, and other topics.



Other research and statistics

Over half of New Zealanders (53.0%) volunteer – a 4.5% increase since 2021 (50.7%) – and are volunteering an average of 18.1 hours over the previous four weeks (15.9 hours in 2021).

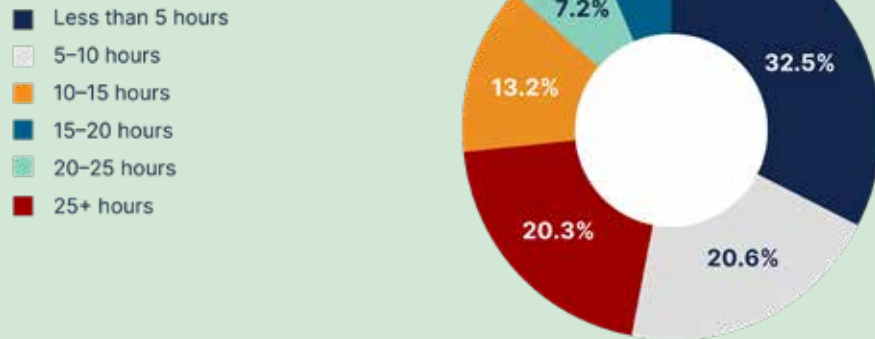
Volunteering New Zealand has obtained these previously unreleased figures from StatsNZ. They are from the 2023 General Social Survey (26 March 2025 Wellbeing Statistics Update).

For those that volunteered, 27.6% volunteered through an organisation (30.2% in 2021), and 40.8% volunteered directly for another person (36% in 2021).

The most common amount of time volunteering was less than five hours over the previous four weeks (32.5%). Those who contributed over 25 hours was 20.3%.

The new statistics include volunteering measures by age, gender, ethnicity, income and housing tenure.

Percentage of volunteers by number of hours contributed in the last 4 weeks
(formal / informal volunteering)



Stats NZ 2023 General Social Survey
(Wellbeing statistics update March 2025)

89%
of community organisations
are volunteer-run

Only 3.5%
of community organisations
have more than 5 employees

Volunteering over previous four weeks

Percentage of people that volunteered

53%

People who volunteered through an organisation

27.6%

People who volunteered directly for another person

40.8%

Stats NZ 2023 General Social Survey
(Wellbeing statistics update March 2025)

Volunteers are most likely to:



Be aged
between
45 and 64



Female



Be Māori or
European



Have a
personal
income of
\$70,001+



Own
their home

Stats NZ 2023 General Social Survey
(Wellbeing statistics update March 2025)

HĀPAI

Advocate for
inclusive, diverse,
and impactful
volunteering
in all its forms



Support for Volunteer Managers

Volunteering Changemakers Hui

Our Volunteering Changemakers Hui was held in Christchurch on September 19–20, 2024. There were two optional workshops followed by a networking event on 19 Sep. The main day included presentations, panel discussions, and breakout sessions. There were over 200 delegates.

The Volunteering Changemakers Hui was an opportunity for volunteer managers and leaders to come together, learn and be inspired with innovative approaches to volunteer management.

Respondents to our post-hui survey said the event was well organised, with inspiring content, and an inclusive atmosphere. In answer to the question ‘what will you change as a result of the hui?’, delegates were keen to enhance volunteer engagement, promote inclusivity, and leverage new tools and ideas. When asked how VNZ and stakeholders could work together, delegates were keen on stronger collaboration, advocacy, inclusion, and ongoing learning and development.

Scholarships benefit small community groups

20 people from small community organisations attended our Volunteering Hui, thanks to a capacity-building grant from the Rata Foundation.

Volunteer managers from these organisations receive little or no professional development yet they are key players in enabling volunteering. It made a big impact on those who attended:

“I just wanted to say thanks so much for my complementary tickets for the Changemakers Forum and masterclass. I got so much out of attending the sessions, the networking and simply being with people who get it!”

“I just wanted to send a message to say thank you so much for finding the funding for me to attend the Volunteering hui last week. It was incredibly enlightening and inspirational. Such practical topics and I came away inspired and challenged. Thank you for making it accessible.”

The scholarships diversified participation at our Volunteering Leadership Hui which in turn made it a richer learning environment for all.

We are repeating the scholarship model for our 2025 Hui in Auckland.

Mentoring programme 2025

Volunteer managers continue to benefit from our mentoring programme – we supported 58 people this year (including 8 as part of a peer-to-peer programme).

In 2023–24 we had separate mentoring and peer support programmes. We refined this for 2025 so that the mentoring included elements of interaction with the cohort of mentor/ mentees.

Ten of our mentors were ‘repeat’ mentors, indicating their buy-in and enjoyment of previous programme experiences.

Mentors and mentees get so much from the programme:

“Thanks for checking in on our mentoring sessions. X Mentee has started a new role, and she has chosen to keep seeing me for the duration of the mentoring programme. X has gone through quite a transition period and feels that her monthly reflections are now helpful in settling into the new job. I am immensely proud of X for how she carefully managed her transition whilst keeping her eyes and ears open to others involved.”

– Mentor

“X Mentor brings such a wealth of knowledge, and what’s really stood out for me is how she helps me think outside the box. We’ve talked through challenges I’m facing and explored workarounds — but most importantly, she gives me the space to stretch myself creatively, which is such a big part of who I am. Her ability to recognise and encourage that has honestly been the biggest win.”

– Mentee



Mentee story –

Danielle VanShipley, Volunteering Waikato

Danielle was new to her role, and to the community sector, when she joined the Volunteering New Zealand Mentoring programme.

“I wanted someone to help me see the bigger picture, navigate the nuances of community work, and feel confident that the support I provided was meaningful and effective.”

Through the mentorship, Danielle has gained confidence in making decisions, is more strategic in how she engages with organisations, and is better equipped to support communities.

“The guidance has transformed how I operate in my role [as Regional Community Advisor for Volunteering Waikato].”

She plans to apply her learning to work with and strengthen targeted communities.

I’ve noticed a huge change in how I approach my work, how I thought I had to do things versus how I can do them now. Having the right mindset and mentorship has been invaluable.”

Best Practice Guidelines workshops

We have developed workshop products based on the Best Practice Guidelines. Including:

- » A one-day workshop delivered by Alison Marshall, L&D specialist.
- » A two-hour workshop delivered by VNZ or by a Volunteer Centre staff member.
- » Online series VNZ led and delivered.

We delivered 12 in-person workshops for 276 people; and ten free online sessions to 258 people.

The audiences to date have been from small local organisations right through to large national organisations; all of whom involve volunteers.

Participants enjoy these sessions and benefit from what they learn.

Survey feedback reveals that participants feel more confident about Best Practice because of the sessions, and they intend to apply what they have learned in their own organisations. The average rating is 4.7 out of 5.

Quotes from participants:

"I just wanted to say thank you for the opportunity to attend that workshop. It was lovely talking to other people in the charity sector which I haven't had the chance to do yet. Great discussions and ideas."

"I am very much enjoying your workshops and have implemented some of the learnings already."

Our website has a searchable Best Practice Resources hub, full of useful templates and guides, and short training videos.





Case study – Use of the Volunteer Best Practice Guidelines

Bellyful is a national, volunteer-led charity that provides free meals to families with young children, supported by 25 branches across Aotearoa.

They've embedded Volunteering New Zealand's Best Practice Guidelines into all aspects of their volunteer programme – improving onboarding, training, recognition, and leadership support. Initiatives like clear role descriptions, leadership development, and formal recognition events have strengthened volunteer engagement and retention. These practices are now part of Bellyful's strategic plan, ensuring long-term sustainability and a people-first culture.



Advocacy

We are committed to working collaboratively with decision makers to ensure that the diverse needs of volunteers, organisations that engage volunteers, and the wider volunteering eco-system are represented in the development of policies, regulations, and practice.

There has been a significant amount of reactive advocacy work in 2024–25. We have made (or contributed to) three submissions to Government Bills and submitted feedback on two policy consultations.

We have supported the Charities Services Sector User Group, the Emergency Services Volunteer Strategy Working Group, the Cross-Agency Steering Group on Volunteering, the Collective Constellation and Purpose Collective Trust and other sector peak bodies and the Volunteer Centre Network.



ARATAKI

Lead volunteering in
Aotearoa New Zealand



The Big Shout-out in June

The Big Shout-out is a national campaign to recognise, thank and show our appreciation for volunteers, across a broad range of communities and individuals.

We ran it for the third year, culminating in National Volunteer Week held in the third week of June. We had dedicated funding from the Department of Internal Affairs for The Big Shout-out which enabled national and regional-led celebrations and events. There were 30 volunteer centre events, celebrating about 2240 volunteers and a further 37 event registrations from other organisations reaching a further 1200 volunteers.

We ran a collection of volunteer stories – Harikoa: stories of joy – and received 50 stories which we shared on social media. Three entrants were chosen to celebrate at a Volunteer Celebration Breakfast at Parliament.



"I really wanted to thank you again for such a beautiful event. It was truly a meaningful experience to be part of it."

– Jenna Song, Story Award recipient

This campaign helped raise awareness of the contribution and importance of volunteers as these comments attest.

"It was a great campaign this year. Very visible on social media"

– Volunteer Waikato

"Thanks for the resources and support – it is appreciated."

– Volunteer Taranaki

Engagement numbers for The Big Shout Out

- » Facebook reach increased by 12% on 2024
- » Instagram engagement increased by 50% on 2024
- » Visits to our main website Volunteering New Zealand increased by 57% on the same May-June period in 2024
- » Approx 60 media/ website stories.

New Website

We have a new website, which went live on 1 May. It has an updated look and navigation, including clear audience pathways for volunteer organisations and volunteers. We reviewed the content and improved the language and tone. We are a finalist for our website in the 2025 Plain Language Awards.

Other features include a Search function for the whole website, as well as within the Best Practice Resources area; facility for volunteer organisations to add training events, and campaign events directly (includes an approval process); and improved page layout. The membership sign-up is improved, and we have eliminated mistaken sign-ups.

We referred 38,937 people (25,200 in 2023–24) to finding volunteer roles via online matching sites or volunteer centres.

“The updated VNZ website is looking great! The refreshed layout really stands out, makes it so much easier to find and navigate the resources. I’ll definitely take a closer look at the Best Practice Guidelines and share them with our team. Thanks again for all your support and for the valuable mahi you do for the sector.”

– Karla Macdonald, Kaipātiki Project



International Relations



Volunteering New Zealand hosted twelve students, and two accompanying adults, from Taiwan, in August 2024. This was a result of a relationship forged between Volunteering New Zealand and Volunteering Taiwan at IAVE convenings.

The students are of the Hakka minority group in Taiwan. They represent the "Hakka Youth International Affairs Mission" which aims to cultivate selected young students with the perspectives of global public participation through volunteering and cultural exchange.

The visitors volunteered with students from Aotea College, toured Parliament, and the He Tohu exhibition at the National Library.

Volunteering New Zealand was represented on the international stage, at the 27th IAVE World Volunteer Conference held in Busan, Republic of Korea, October 2024.

IAVE World Volunteer Conferences are an opportunity to share and gain knowledge. The global volunteering community benefits from each other's experiences and the sharing of best practices.

Chief Executive Michelle Kitney was a presenter and panellist on *Insights into Volunteer Management Practices*, sharing the development and implementation of Volunteering New Zealand's Best Practice Guidelines 2023. Other presenters included Prof. Jin-Kyung Jung, Korean Academy of Volunteerism, and James O'Brien, Forum, Ireland. The session was moderated by Sonia Fernandes, Pista Magica, Portugal.





Engagement with members

We have the support of 100 member organisations, representing 10,000 community organisations and about 187,000 volunteers.

We regularly contact our members to offer advice about volunteer management. Volunteer managers from member organisations can also take part in our free mentoring programme.

We continue to offer free membership to organisations with less than \$100k revenue. Koha membership enables these smaller organisations to access the same support and services as our larger membership organisations.

New Strategic Plan 2025–28

Our Board had a two-day, externally facilitated meeting to develop our new strategic plan. It is informed by research and evidence and is focussed around sector needs. We also have a Theory of Change which explains how our activities relate to the changes we aim to see and the impact we want to have.

Our strategic plan 2025–2028

Our strategy for the next three years is organised into three interconnected areas of focus – **Arataki, Hāpai, and Whakamana** – that collectively drive our desired impact.



Members

Our members join us to demonstrate the value their organisation places on volunteering.

Our member organisations span emergency services, health, welfare, education, culture, community support, sport and recreation, conservation, special interests, advocacy and international volunteering. Most of our members are national organisations.



Age Concern New Zealand – He Manaakitanga Kaumātua Aotearoa	Digital Future Aotearoa	New Zealand Land Search and Rescue – Rapa Taiwhenua	Tertiary Education Commission – Te Amorangi Mātauranga Matua	Volunteer Wellington – Te Puna Tau toko	Volunteering Northland
Altrusa International District Fifteen Inc	English Language Partners New Zealand	New Zealand Pony Club Association	The Duke of Edinburgh's Hillary Award	Volunteering Auckland – Ohu Tūao Tāmaki Makaurau	Volunteering Waikato – Te Ohu Tūao O Waikato
Amateur Radio Emergency Communications	FinCap	New Zealand Recreation Association	The Girl Guides Association New Zealand Incorporated	Volunteering Canterbury	Waitemata DHB – Te Whatu Ora Waitematā
Amitabha Hospice Service Trust	Fire and Emergency New Zealand	New Zealand Red Cross – Rīpeka Whero Aotearoa	The Nest Collective	Volunteering Hawkes Bay	Whanganui Volunteer Centre Trust
Ara Poutama Aotearoa – New Zealand Corrections	Freemasons New Zealand	New Zealand Riding for the Disabled Association	The New Zealand Howard League for Penal Reform Inc	Volunteering Mid & South Canterbury – Te Rōpu Tūao i te waenga o Waitaha	Who Did You Help Today?
Ara Taiohi Inc	Girls Brigade New Zealand	Northpoint Community Trust	The Paul Hunter Centre Incorporated	Volunteering New Plymouth – Te tuari o Ngamotu	YMCA New Zealand
Auckland DHB – Te Whatu Ora/ Te Toka Tumai Auckland	Gisborne Volunteer Centre	NZ Care Society Inc	The Royal Agricultural Society of New Zealand		Youth Project NZ
Auckland War Memorial Museum – Tāmaki Paenga Hira Auckland	Good Bitches Baking	NZ National Fieldays Society	The Salvation Army		
Bangladesh New Zealand Friendship Society Inc	Grandparents Raising Grandchildren Trust NZ	Orange Sky New Zealand	The Scout Association of New Zealand		
Banyuhay Aotearoa Charitable Trust	Hospice New Zealand – Te Kahu Pairuri o Aotearoa	Pregnancy Help	The Wheelhouse		
Bellyful New Zealand – Kia Manawa reka i te aroha	IHC New Zealand Incorporated	Presbyterian Support Otago	Toy Library Federation of New Zealand		
Blind Low Vision New Zealand	Lions Clubs of NZ	Repair Network Aotearoa	United Fire Brigades Association		
Camp Quality New Zealand	Mary Potter Hospice	Ronald McDonald House Charities New Zealand	Victim Support– National office – Manaaki Tāngata		
Cancer Society of New Zealand – Te Kāhui Matepukupuku o Aotearoa	Mentoring Foundation of New Zealand	Royal New Zealand Plunket Trust	Volunteer Central – Whataunga Tūao		
Christians Against Poverty (CAP)	Ministry for Primary Industries – Manatū Ahu Matua	Social Link t/a Social Sector Innovation WBOP	Volunteer Great Lake Taupō		
Coastguard New Zealand	Ministry of Transport – NZ Search and Rescue Secretariat	Special Olympics New Zealand	Volunteer Kapiti – Te Rau Aroha		
Community Comms Collective	Motorcycling New Zealand	Speed Freaks	Volunteer Marlborough		
Community Law Centres Aotearoa	Motorsport New Zealand	St John – Hato Hone	Volunteer Nelson		
Community Patrols of New Zealand Charitable Trust	Multicultural New Zealand	Student Volunteer Army – Te Hunga Tūao	Volunteer Service Abroad – Te Tūao Tāwāhi		
Department of Conservation – Te Papa Atawhai	Multiples NZ – Te Takitini o Aotearoa	SuperGrans Aoteaora	Volunteer South – Kaitūao o te Taitonga		
	Neighbourhood Support New Zealand	Surf Life Saving New Zealand			
	Netball NZ – Poitarawhiti Aotearoa	Surrogate Grandparents NZ Charitable Trust t/a Grandfriends NZ			
	New Zealand Football	Te Awhina Community Hub			

Thank you to our supporters. Volunteering New Zealand is particularly grateful to the following impact funders of our work.

- Department of Internal Affairs
- New Zealand Lottery Grants Board
- Rātā Foundation
- Our member organisations
- Perpetual Guardian Trust
- Nikau Foundation



Get in touch with us:

- » **Michelle Kitney**
Chief Executive, michelle@volunteeringnz.org.nz
For advocacy and research
- » **Heidi Quinn**
Relationship Manager, heidi@volunteeringnz.org.nz
For volunteer management advice
- » **Margaret McLachlan**
Communications Manager, margaret@volunteeringnz.org.nz
For communications/campaign queries

Performance Report

For the year end 30 June 2025

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Entity Information

Volunteering New Zealand Incorporated For the year ended 30 June 2025

Legal name of entity:	Volunteering New Zealand Incorporated
Other name of entity (if any):	Volunteering New Zealand Tūao Aotearoa
Type of entity and legal basis (if any):	Volunteering New Zealand is an incorporated society, incorporated under the Incorporated Societies Act 2022, with charitable entity status under the Charities Act 2005.
Registration number:	1145286 CC23344 Charities Services

The entity's mission and objectives:

Empowering volunteers to enrich Aotearoa New Zealand.

Our aspiration for Aotearoa New Zealand:

Volunteering is valued as part of who we are as a nation. We thrive and are enriched by the goodwill of volunteers in every community and their contribution and impact is recognised and supported.

Our aspiration for Volunteering New Zealand:

A large and diverse membership and our strong partnerships with government, iwi/Māori, communities and business enable us to transform volunteering in Aotearoa New Zealand.

Our Values | Uara:

- To care, nurture and grow | manaakitanga
- To build connections and enduring relationships | whanaungatanga
- To inspire by example | tūao
- To hold ourselves to the highest standard | whaiwhakaaro

Entity structure:

Volunteering New Zealand operates 1 national office, based in Wellington.

Entity's governance arrangements:

Volunteering New Zealand is governed by a board comprised of 8 members. Members serve as volunteers and are elected for a three-year term, except the Youth Board member's term which is set at two years. All elected board members may be elected for a maximum of two consecutive terms.

The board may co-opt up to three additional members to bring in specialist skills. Co-opted board roles automatically terminate at the Annual General Meeting.

The Chief Executive is appointed by the board. This is a full-time role with full operational delegations for finance and operational matters.

Entity Information (continued)

Volunteering New Zealand Incorporated For the year ended 30 June 2025

Names of any entities controlled by the entity for financial reporting purposes:

None

Office Holders:

- Chair and Co-chair – Sudha Bhana (to Nov 24)
- Deputy Chair and Co-chair – Lindy Kawharu (to Nov 24)
- Chair and Board member, Māori – Misty Sansom
- Deputy Chair – Donald McIntosh (to May 25)
- Deputy Chair – Melanie Smith
- Treasurer – Francois Cuccurullo
- Board member, Pasifika – Carolyn Tapley
- Youth Board Member – Nate Whitfield
- Board member – Glenda Martin
- Board member Ethan Tauevihi-Kahika
- Board Member – Leon Hartnett
- Chief Executive – Michelle Kitney

Use of/reliance on volunteers and donated services and products:

Volunteering New Zealand's activities were supported by donated volunteer services totalling 1856.5 hours. Governance volunteers contributed 923 hours. Operational volunteers gifted 933.5 hours.

Contact details

Physical Address:	Level 2, 50 The Terrace, Wellington Central, Wellington.
Postal Address:	PO Box 27 302, Wellington 6140
Date of Incorporation:	29/06/2001 and re-registered 17/04/2025
Email/Website:	office@volunteering.org.nz www.volunteeringnz.org.nz



Statement of Service Performance

Volunteering New Zealand Incorporated For the year ended 30 June 2025

Description of medium to long term objectives

Volunteering New Zealand's strategic plan for 2022-2025 has the following goals:

Whakamana: Recognise the value of volunteering in all its forms

- * Champion mahi aroha and volunteering in all its forms.
- * Identify, research, and measure the contribution of volunteering.
- * Continue to grow and support volunteering throughout Aotearoa New Zealand.

Hāpai: Advocate for inclusive, diverse, and impactful volunteering

- * Showcase best practice in volunteerism.
- * Promote the impact of volunteering within Aotearoa New Zealand.
- * Lead and support campaigns that reflect inclusive volunteer practice.

Arataki: Lead volunteering in Aotearoa New Zealand

- * Build strong relationships with members, government, Iwi/Māori, communities, business and other stakeholders.
- * Be responsive and informed of regional, national, and international trends in volunteerism.
- * Enhance and uplift Rangatahi and youth volunteering through increased visibility, equity and accessibility.

Description of key activities	Actual This Year	Actual Last Year
Membership (Organisations and Individuals)	108	107
Features in media	60	63
National promotional campaigns	5	5
Workshops and presentations delivered	51	18
People attending our webinars and training	2,544	826
Submissions and Other Advocacy	5	3
Best Practice Guidelines downloads	4,528	11,604
Peer and mentoring programme participants *	58	60
Website visits	145,526	140,570
Newsletter recipients	4,070	5,036
National Conference	1	1
Website referrals finding volunteer roles	38,937	25,200
Conference attendees	205	165
Best Practice Guidelines online workshops	10	-

* Peer support programme participants, and mentees supported.



Statement of Service Performance (continued)

Volunteering New Zealand Incorporated For the year ended 30 June 2025

Commentary:

Volunteering New Zealand had a successful year. In our Operational area we: trained many volunteer managers about the Best Practice Guidelines; led the third year of the nationwide recognition campaign, The Big Shout-Out; refined our mentoring programme; and held a successful conference.

Our continued sector leadership role, and our collaboration with our members and partner organisations has increased the visibility of Volunteering New Zealand, volunteering, and volunteers during this period. We delivered 51 webinars/ workshops (18 in 2023-24) to support sector capability building. This equated to 93 hours of learning for 2544 people. Our Volunteering Leadership Hui had over 200 delegates and attendees said the event was well organised and inclusive, with inspiring content.

Our Best Practice Guidelines workshops, including low-cost in-person workshops in the regions, were well received. Participants felt more confident and said they intend to apply what they've learned. We delivered 12 in-person workshops for 276 people; and ten free online sessions to 258 people.

We delivered five national campaigns that celebrate volunteers and volunteering, including National Volunteer Week and a collaboration with Department of Internal Affairs, The Minister for the Community and Voluntary Sector and regional Volunteer Centres for The Big Shout-Out. For the third year, this nationwide campaign during June set out to recognise and thank volunteers, through events, a volunteer story collection, and social media sharing. About 2240 volunteers were thanked in 30 events held by volunteer centres, and a further 1200 in 37 events by other organisations; and there was wide social media reach and engagement.

We updated our website, with new visuals, navigation and content. Our website has seen an increase in visitors, 145,526 (up from 140,570 in 2024), and there are clear audience pathways for volunteers and organisations.

For those seeking training in volunteer leadership and management, we maintain a training page, updated regularly with webinars and workshops around the country. Our statistics page has clear visuals using the latest population-level volunteering figures obtained from StatsNZ.

Our State of Volunteering report 2024 (issued in September), highlighted the issues and challenges for community organisations that involve volunteers, as well as volunteer experiences. We noted that more volunteers are casual, overturning the idea of the 'civic core' of a few people doing the most voluntary work. We shared these findings with the sector.

For volunteers, we referred 38,937 people (25,200 in 2023-24) to finding volunteer roles via online matching sites or volunteer centres. We are committed to ensuring volunteering is a good experience for volunteers.



Statement of Service Performance (continued)

Volunteering New Zealand Incorporated For the year ended 30 June 2025

Commentary: (Continued)

We support volunteer managers who are key enablers of volunteering. Our mentoring programmes supported 58 people. In 2023-24 we had separate mentoring and peer support programmes. We refined this for 2025 so that the mentoring included elements of interaction with the cohort of mentor/mentees.

Volunteering New Zealand contributed input, analysis, and thought leadership into policy initiatives and key decision-making processes of government. We made submissions to three government bills and submitted feedback on two policy consultations.

Volunteering New Zealand also engaged and collaborated with members, government, iwi/Māori, communities, business, and other stakeholders to grow and diversify our sphere of influence.

We continue to grow our support for the community and voluntary sector and our reach. Volunteering New Zealand remains a respected and recognised leader in volunteering, both nationally and internationally.

We have supported the Charities Services Sector User Group, the Emergency Services Volunteer Strategy Working Group, the Cross-Agency Steering Group on Volunteering, the Collective Constellation and Purpose Collective Trust and other sector peak bodies and the Volunteer Centre Network.

Statement of Financial Performance

Volunteering New Zealand Incorporated For the year ended 30 June 2025

	Note	This Year \$	Last Year \$
Revenue			
Donations, Koha & Bequest income	1	-	250
Government Service Delivery Grants / Contracts	1	484,338	629,414
Non Government Service Delivery Grants / Contracts	1	6,000	172,696
Membership Fees	1	35,697	35,536
Revenue from commercial activities	1	82,766	55,718
Investment revenue	1	15,749	24,707
Total Revenue		624,550	918,321
Expenses			
Employment remuneration and other related costs	2	408,006	377,106
Volunteering related expenses	2	10,984	8,013
Expenses related to commercial activities	2	52,848	27,326
Expenses related to service delivery	2	163,252	506,246
Other expenses	2	1,369	-
Total Expenses		636,459	918,691
Surplus / (Deficit)		(11,909)	(370)

The accompanying notes form part of these financial statements



Statement of Financial Position

Volunteering New Zealand Incorporated as at 30 June 2025

	Note	This Year \$	Last Year \$
Assets			
Current Assets			
Cash and short-term deposits	3	75,993	273,526
Investments	3	123,623	61,200
Debtors and prepayments	3	19,139	40,468
Total Current Assets		218,755	375,194
Non-Current Assets			
Property, plant and equipment	4	2,003	5,540
Intangible Assets	5	20,020	3,508
Total Non-Current Assets		22,023	9,048
Total Assets		240,778	384,242
Liabilities			
Current Liabilities			
Creditors and accruals	3	47,705	106,915
Employee Costs Payable	3	47,440	47,055
Deferred revenue	3	6,919	3,437
Unused Grants with Conditions	7	44,634	120,846
Total Current Liabilities		146,698	278,253
Total Liabilities		146,698	278,253
Total Assets less Total Liabilities (Net Assets)		94,080	105,989
Accumulated Funds			
Accumulated surpluses	6	94,080	105,989
Total Accumulated Funds		94,080	105,989

This performance report has been approved by the Board, for and on behalf of the Volunteering New Zealand Inc:

Signed by:

Misty Sansom

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Misty Sansom

Chair

27/10/2025

Date

Signed by:

Francois Cuccurullo

E8452B8946754CG...

Francois Cuccurullo

Treasurer

27/10/2025

The accompanying notes form part of these financial statements



Statement of Cashflows

Volunteering New Zealand Incorporated For the year ended 30 June 2025

	This Year \$	Last Year \$
Cash flows from operating activities		
Cash was received from:		
Donations, Koha, Bequests Fundraising and similar receipts	-	250
Government service delivery grants / contracts	403,626	683,400
Non-government service delivery grants / contracts	10,500	9,360
Membership fees	35,855	35,378
Gross sales from commercial activities	94,385	45,243
Interest receipts	14,041	23,067
Net GST	9,709	(9,913)
Cash was applied to:		
Employee remuneration and other related payments	402,380	362,787
Volunteer related payments	10,984	8,014
Payments related to commercial activities	52,086	27,326
Other payments related to service delivery	215,376	453,141
Donations/Grants paid	-	-
Net cash flows from operating activities	(112,710)	(64,483)
Cash flows from investing and financing activities		
Cash was received from:		
Receipts from the sale of investments	170,000	50,000
Cash was applied to:		
Investment Purchases	232,423	81,200
Fixed Asset Purchases	22,400	3,391
Net cash flows from investing and financing activities	(84,823)	(34,591)
Net increase / (decrease) in cash	(197,533)	(99,074)
Opening cash	273,526	372,600
Closing cash	75,993	273,526
This is represented by:		
Cash	75,993	273,526

The accompanying notes form part of these financial statements



Statement of Accounting Policies

Volunteering New Zealand Incorporated For the year ended 30 June 2025

1. Basis of Preparation

Volunteering New Zealand Incorporated (VNZ) has elected to apply XRB's Tier 3 (NFP) Standard on the basis that it does not have public accountability and has total annual expenses of equal to or less than \$5,000,000. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future.

2. Changes in accounting policies:

The Entity has adopted the new Tier 3 (NFP) Standards issued on 18 May 2023.

Some minor changes have been made to the groupings of income and expense items from the previous year's Performance report. This brings the Performance report in-line with Charities service's guidance. There is no change in the overall income or expenses and therefore no change to the net surplus or equity as a result.

3. Property, Plant & Equipment

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

4. Depreciation

Depreciation has been calculated to allocate the cost or valuation of assets over their estimated useful lives.

Fixed Asset classes and Depreciation rates include:

Computer Equipment: 30 - 50% DV

Office Equipment: 16 - 50% DV and 16% SL

Mobile Phone: 50% SL

Website: 40% SL

5. Employee Benefits

Provision is made for benefits accruing to employees in respect of wages, salaries and annual leave entitlement when it is probable that settlement will be required and they are capable of being measured reliably. Provisions made in respect of employee benefits expected to be settled within 12 months are measured at their nominal values using the remuneration rate expected to apply at the time of settlement.

6. Receivables

Receivables are stated at their estimated realisable value.

7. Interest Income

Interest Income is recognised on a time proportionate basis taking into account the effective yield on the financial asset.

8. Grants

Grants received are recognised in operating revenue, unless specific conditions attached to a grant and repayment of the grant is required where these conditions are not met. In these cases, the grant is treated as a liability until the conditions are met.

Statement of Accounting Policies

Volunteering New Zealand Incorporated For the year ended 30 June 2025

9. Revenue

Revenue from the following transactions are recorded when the cash is received:

Unconditional grants and donations; Course Income.

All other revenue is accounted for on an accruals basis.

10. Goods and Services Tax (GST)

All amounts are recorded exclusive of GST, except for Debtors and Creditors which are stated inclusive of GST.

11. Bank Accounts and Cash

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

12. Income Tax

The entity is wholly exempt from New Zealand income tax having fully complied with all statutory conditions for these exemptions.

Notes to the Performance Report

Volunteering New Zealand Incorporated For the year ended 30 June 2025

Note 1 : Analysis of Revenue

Revenue Item	Analysis	This Year \$	Last Year \$
Donations, Koha & Bequest income	Donation received	-	250
	Total	-	250
Revenue Item	Analysis	\$	\$
Government Service Delivery Grants / Contracts	Department of Internal Affairs	248,163	293,990
	Lotteries	236,175	335,424
	Total	484,338	629,414
Revenue Item	Analysis	\$	\$
Non Government Service Delivery Grants / Contracts	Perpetual Guardian	-	9,360
	Rata Foundation	6,000	-
	NSCG Income	-	153,316
	Managed funds Income	-	10,020
	Total	6,000	172,696
Revenue Item	Analysis	\$	\$
Membership Fees	Membership - Individual	270	210
	Membership - Organisation	35,427	35,326
	Total	35,697	35,536
Revenue Item	Analysis	\$	\$
Revenue from commercial activities	Conference	52,545	36,262
	Corporate Income	6,176	7,695
	Humanitix fees recovered	1,158	-
	Sales	-	1,897
	Workshops	20,444	9,864
	Other Income	2,443	-
	Total	82,766	55,718
Revenue Item	Analysis	\$	\$
Investment revenue	Interest	15,749	24,707
	Total	15,749	24,707

Notes to the Performance Report

Volunteering New Zealand Incorporated For the year ended 30 June 2025

Note 1 : Analysis of Revenue

Revenue Item	Analysis	This Year \$	Last Year \$
Donations, Koha & Bequest income	Donation received	-	250
	Total	-	250
Revenue Item	Analysis	\$	\$
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Revenue Item	Analysis	\$	\$
Non Government Service Delivery Grants / Contracts	Perpetual Guardian	-	9,360
	Rata Foundation	6,000	-
	NSCG Income	-	153,316
	Managed funds Income	-	10,020
	Total	6,000	172,696
Revenue Item	Analysis	\$	\$
Membership Fees	Membership - Individual	270	210
	Membership - Organisation	35,427	35,326
	Total	35,697	35,536
Revenue Item	Analysis	\$	\$
Revenue from commercial activities	Conference	52,545	36,262
	Corporate Income	6,176	7,695
	Humanitix fees recovered	1,158	-
	Sales	-	1,897
	Workshops	20,444	9,864
	Other Income	2,443	-
	Total	82,766	55,718
Revenue Item	Analysis	\$	\$
Investment revenue	Interest	15,749	24,707
	Total	15,749	24,707

Notes to the Performance Report

Volunteering New Zealand Incorporated For the year ended 30 June 2025

Note 3 : Analysis of Assets and Liabilities

Asset item	Analysis	This Year \$	Last Year \$
Cash and Short term Deposits	Kiwibank Business Edge	42,936	27,648
	Kiwibank Reserves 01 Account	33,057	245,878
	Total	75,993	273,526
Asset item	Analysis	\$	\$
Investments	Kiwibank Term Deposit mat 04 Feb 26	20,582	20,000
	Kiwibank Term Deposit mat 31 Jul	33,041	31,200
	Kiwibank Term Deposit mat 06 Nov 25	70,000	-
	Kiwibank Term Deposit mat 04 Dec 24	-	10,000
	Total	123,623	61,200
Asset item	Analysis	\$	\$
Debtors and prepayments	Accounts receivable	782	8,882
	Interest Accrual	4,443	2,735
	GST Receivable	5,068	14,777
	Prepayments	8,846	14,074
	Total	19,139	40,468
Liability item	Analysis	\$	\$
Creditors and accruals	Kiwibank Visa	4,245	5,353
	Trade and other payables	37,594	96,709
	Accrued expenses	5,866	4,853
	Total	47,705	106,915
Employee Costs Payable	Salary Accrual	2,012	14,901
	Holiday Pay Accrual	45,428	32,154
	Total	47,440	47,055
Deferred revenue	Consulting / Conference income in advance	6,919	3,437
	Total	6,919	3,437



Notes to the Performance Report

Volunteering New Zealand Incorporated For the year ended 30 June 2025

Note 4 : Property, plant and equipment

This Year

Asset Class	Opening Carrying Amount	Purchases	Disposals	Current Year Depreciation and Impairment	Closing Carrying Amount
				\$	\$
Computer Equipment	4,368	-	-	2,729	1,639
Office Equipment	1,172	950	441	1,317	364
Total	5,540	950	441	4,046	2,003

Last Year

Asset Class	Opening Carrying Amount	Purchases	Disposals	Current Year Depreciation and Impairment	Closing Carrying Amount
				\$	\$
Computer Equipment	6,087	1,651	-	3,370	4,368
Office Equipment	1,889	-	-	717	1,172
Total	7,976	1,651	-	4,087	5,540

Note 5 : Intangible Assets

This Year

Asset Class	Opening Carrying Amount	Purchases	Disposals	Current Year Depreciation and Impairment	Closing Carrying Amount
				\$	\$
Collaborate Website	3,508	21,450	928	4,010	20,020
Total	3,508	21,450	928	4,010	20,020

Last Year

Asset Class	Opening Carrying Amount	Purchases	Disposals	Current Year Depreciation and Impairment	Closing Carrying Amount
				\$	\$
Collaborate Website	6,000	1,740	-	4,232	3,508
Total	6,000	1,740	-	4,232	3,508



Notes to the Performance Report

Volunteering New Zealand Incorporated For the year ended 30 June 2025

Note 6: Accumulated funds

Description	This Year \$	Last Year \$
Opening Balance	105,989	106,359
Surplus/(deficit)	(11,909)	(370)
Closing Balance	<u>94,080</u>	<u>105,989</u>

Note 7 : Unused Grants with Conditions

This Year	Received this Year \$	B/fwd Last Year \$	C/fwd Next Year	Refunded \$	This Year's Income \$	Last Year's Income \$
Dept of Internal Affairs: Support for Volunteering Fund, VNZ	175,000	-	-	-	175,000	175,000
Dept of Internal Affairs: Big Shout Out	29,450	17,718	-	-	47,168	108,985
Dept of Internal Affairs: Micro Credential Funding	-	25,995	-	-	25,995	10,005
NZ Lotteries 2022	-	-	-	-	-	23,333
NZ Lotteries 2023	-	44,163	-	-	44,163	35,837
NZ Lotteries 2024	200,000	-	40,134	-	159,866	-
NZ Lotteries: Emergency National Disaster Response	-	824	-	824	-	-
NZ Lotteries: Funding for Change	-	32,146	-	-	32,146	276,254
Perpetual Guardian Grant	-	-	-	-	-	9,360
Rata Foundation	6,000	-	-	-	6,000	-
Nikau Foundation	4,500	-	4,500	-	-	-
	<u>414,950</u>	<u>120,846</u>	<u>44,634</u>	<u>824</u>	<u>490,338</u>	<u>638,774</u>



Notes to the Performance Report

Volunteering New Zealand Incorporated For the year ended 30 June 2025

Note 8 : Commitments and Contingencies

Commitments

There are no commitments as at balance date (Last Year - nil).

Contingent Liabilities and Guarantees

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

Note 9: Related Party Transactions

Description of related party relationship	Description of the Transactions (whether in cash or amount in kind)	Value of Transactions		Amount Outstanding	
		Current Year \$	Last Year \$	Current Year \$	Last Year \$
Michelle Kitney (CE of Volunteering NZ Inc) is Officer of Purpose Collective Trust	Rent	\$ 8,400.00	\$ -	\$1,610	\$ -

Note 10: Events after balance date

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

Note 11: Ability to Continue Operating

The Board maintain the view that Volunteering New Zealand has sufficient resources that it will continue to operate as a going concern provided operational targets are met.

Going concern:

Volunteering New Zealand has the ability to operate as a going concern.

However, the current reliance on the Department of Internal Affairs (Support for Volunteering and Lotteries funding) does provide some uncertainty for this ongoing concern assumption. While the Department of Internal Affairs have previously maintained funding, there is no guarantee that this funding will always be available.

Volunteering New Zealand will work closely with the Department of Internal Affairs to ensure its funding options and will also progress other business opportunities that will develop Volunteering New Zealand as a resilient and successful organisation, with the financial strength to secure its future.



Independent assurance practitioner's review report

To the Members of Volunteering New Zealand Incorporated

We have reviewed the accompanying performance report of Volunteering New Zealand Incorporated on pages 2 to 17, which comprises of the entity information, the statement of service performance, the statement of financial performance and statement of cash flows for the year ended 30 June 2025, the statement of financial position as at 30 June 2025, and the statement of accounting policies and other explanatory information.

The responsibility of the Board for the performance report

The Board are responsible on behalf of the entity for:

- a) The selection of elements/aspects of service performance, performance measures and/or descriptions and measurement bases or evaluation methods that present service performance information that is appropriate and meaningful in accordance with the applicable financial reporting framework;
- b) the preparation and fair presentation of the performance report in accordance with XRB's Tier 3 (NFP) Standard issued in New Zealand by the New Zealand Accounting Standards Board, and
- c) for such internal control as the Board determine is necessary to enable the preparation of the performance report that is free from material misstatement, whether due to fraud or error.

Assurance Practitioner's Responsibility

Our responsibility is to express a conclusion on the performance report. We conducted our review of the financial information (consisting of the statement of financial performance, statement of financial position, statement of cash flows, statement of accounting policies and notes to the performance report) in accordance with International Standard on Review Engagements (New Zealand) (ISRE (NZ)) 2400, "Review of Historical Financial Statements Performed by an Assurance Practitioner who is not the Auditor of the Entity", and the review of the non-financial information (consisting of the entity information and statement of service performance) in accordance with the International Standard on Assurance Engagements (New Zealand) ISAE (NZ) 3000 (Revised). Those standards require us to conclude whether anything has come to our attention that causes us to believe that the performance report, taken as a whole, is not prepared in all material respects in accordance with the XRB's Tier 3 (NFP) Standard. Those standards also require that we comply with ethical requirements.

A review of the Performance Report in accordance with ISRE (NZ) 2400 and ISAE (NZ) 3000 (Revised) is a limited assurance engagement. A review of the statement of service performance also involves performing procedures to obtain evidence and evaluating the suitability of the reported outcomes, outputs and quantification methods used. We performed procedures, primarily consisting of making enquiries of management and others within the entity, as appropriate, and applied analytical procedures, and evaluated the evidence obtained. The procedures selected depend on our judgement, including the areas identified where a material misstatement is likely to arise.

The procedures performed in a review are substantially less than those performed in an audit conducted in accordance with International Standards on Auditing (New Zealand) and ISAE (NZ) 3000 (Revised). Accordingly, we do not express an audit opinion on the performance report.

Moore Markhams is a network of independent firms that are each members of Moore Global Network Limited. Member firms in principal cities throughout the world.

Moore Markhams Wellington Audit is a partnership of MK Rania and AJ Steel. Moore Markhams independent member firms in New Zealand are in Auckland - Christchurch - Dunedin - Hawke's Bay - Queenstown - Wairarapa - Wanganui - Waverley - Wellington.

Other than in our capacity as assurance practitioner we have no relationship with, or interests in, Volunteering New Zealand Incorporated.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that this performance report does not present fairly, in all material respects, the entity information and the financial position of Volunteering New Zealand Incorporated as at 30 June 2025 and its financial performance, cash flows and service performance for the year then ended in accordance with XRB's Tier 3 (NFP) Standard.

Moore Markhams

Moore Markhams Wellington Audit | Chartered Accountants, Wellington, New Zealand
29 October 2025