

## 2025 Snapshot



Our year in numbers  
From January until November, together with help from our funders, the Steering Committee, partners, and volunteers, we delivered ...

**62**

huddl provided personalised support to 62 organisations to help navigate challenges and enable ideas

**32**

Training workshops delivered to upskill community groups

**536**

Training attendees to huddl workshops

**50**

Mentor Programme participants, including 25 mentees

**14,500**

Page views across huddl website

**179K**

Views across Facebook

**5.4K**

Active users across huddl.nz from Jan - Nov 2025

huddl was created to help local non-profits thrive. We support community groups across Queenstown Lakes and Central Otago by building their skills, offering practical training and mentoring, and connecting them with the right people and resources.

Set up using a collective impact approach, our steering group brings together organisations working across the not-for-profit sector with a common goal, to ensure that community groups and charitable organisations have the tools, confidence, and support they need to help them make an impact and continue to do the amazing mahi they do in our communities.



## From the beginning



huddl has been in operation since May 2024. Since that time, several key highlights have been achieved...

95

huddl provided personalised support to nearly 95 organisations to help navigate challenges and enable ideas

36

Training workshops delivered to upskill community groups

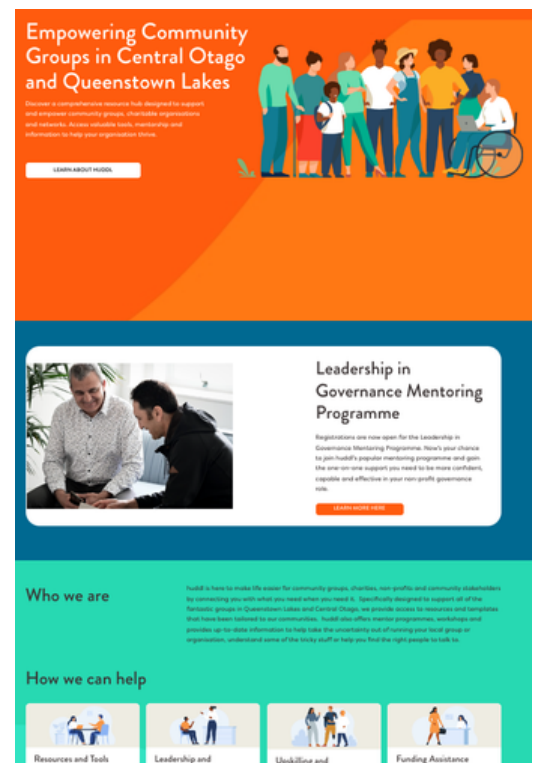
575

Training attendees to huddl workshops

100

Nearly 100 groups took part in our Community Needs Assessment Survey

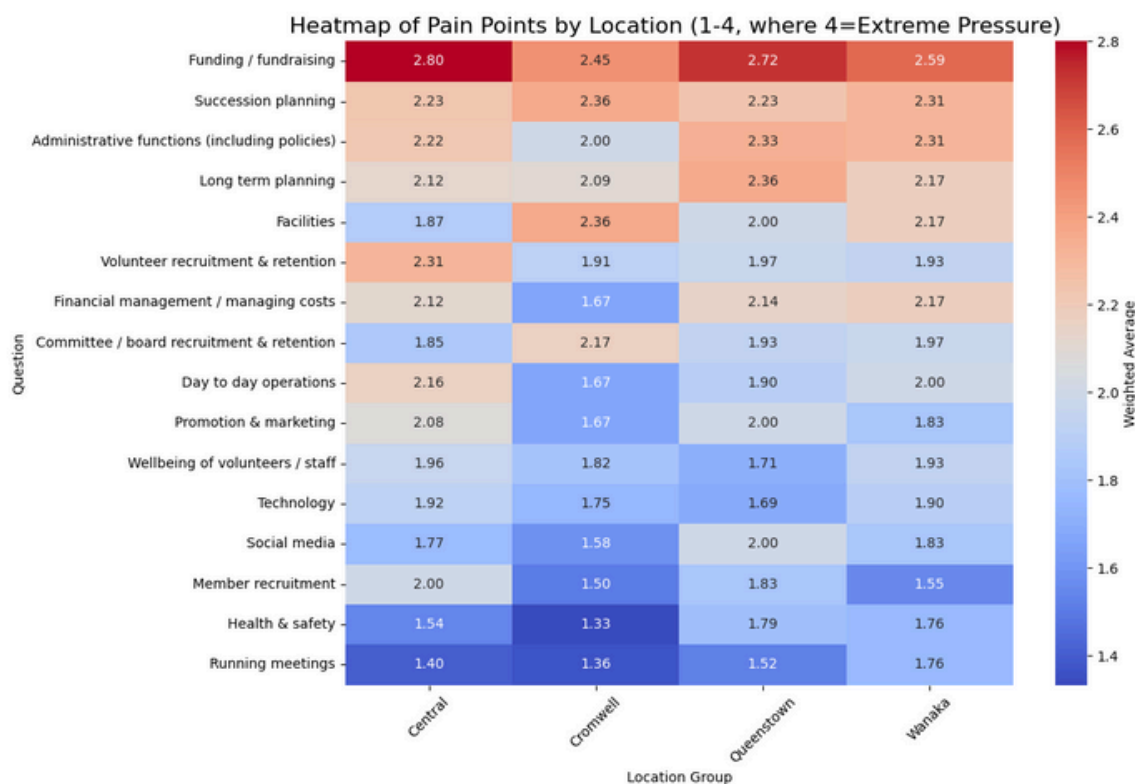
- huddl has employed a Project Lead to facilitate the delivery of the work programme
- Undertook a research project to better understand the strengths and challenges of the local community and social sector.
- Launched huddl and created a name and brand to resonate with community groups, ensuring the brand language and tone is clear and accessible to the whole community.
- Launched the huddl knowledge hub (huddl.nz) that serves as a central hub for sharing best practice resources, templates, guidance, and information tailored to the specific requirements of local community groups.
- Increased huddl's visibility through growing huddl's reach and visibility via our social channels, website engagement and direct engagements with local groups.



- Contracted Alexandra Community House to act as a resource to enhance huddl's programme delivery in the Central Otago region, specifically focusing on the communities of Alexandra, Mānīatoto, and the Teviot Valley
- Connection and Collaboration - huddl have facilitated opportunities to bring groups together to learn from each other through a multitude of training and networking events.

# Insights from our communities

We are proudly evidence-based in our approach and undertook a needs assessment as one of our first pieces of work to ensure we were responding to the direct needs of the community we serve. The results revealed the significant pressure many groups face, with 70% reporting feeling challenged and under-resourced. This data highlighted the need for greater support and training to help upskill community groups and build capability.



55% of organisations said training would help them tackle their current pressures.

**“There’s a core group doing the mahi, but we need to build a stronger committee and plan for the future.”**

**“Training would help us be more confident in what we’re doing.”**

**“We’re growing, but need help to build the systems and structures.”**

In response, huddl developed a programme of tailored, practical training and support for local nonprofits. This wasn’t generic content but tailored to local groups addressing specific challenges. and delivered in person using local facilitators and industry experts, using real examples from this region, and delivered in person, so people can also build their networks.



# Our training in 2025 covered the following topics:

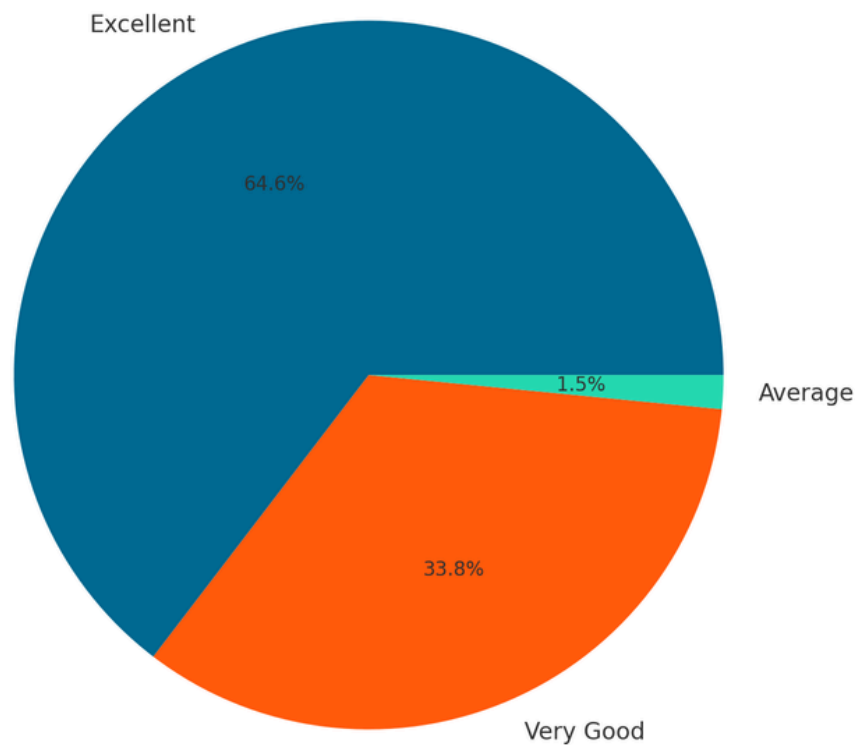
- Introduction to Governance with Wayne Hudson
- Finance 101 for Non Profit Board Members with McCulloch and Partners
- Constitution Review Workshops for Incorporated Societies with Aspiring Law
- Raising Your Profile Through Effective Marketing with Brand and Butter
- The Funding Series - Funding Fundamentals, Philanthropic Funding, Building Good Partnerships- Corporates and Non Profits Working together, Funding in Practice
- Morning tea networking events in Roxburgh and Ranfurly
- How to be an Effective Chair with Grounded Governance
- Funding Fundamentals in Alexandra with Revolutionise
- Foundations of Good Governance with Dr Jo Cribb
- Essential Policies Every Non Profit Board Should Have with Weave Together
- Community Community Essentials - The Lifecycle of your Board (Roxburgh)

We deliberately avoided a one-size-fits-all model. Rather than delivering the same format or content across the region, we designed sessions that met communities where they're at, based on survey data and direct feedback from local groups. For example, in Roxburgh and Ranfurly, we ran informal morning tea drop-in sessions that created space for discussion and practical learning, recognising that these communities value face-to-face engagement and a more relaxed approach over formal workshops.



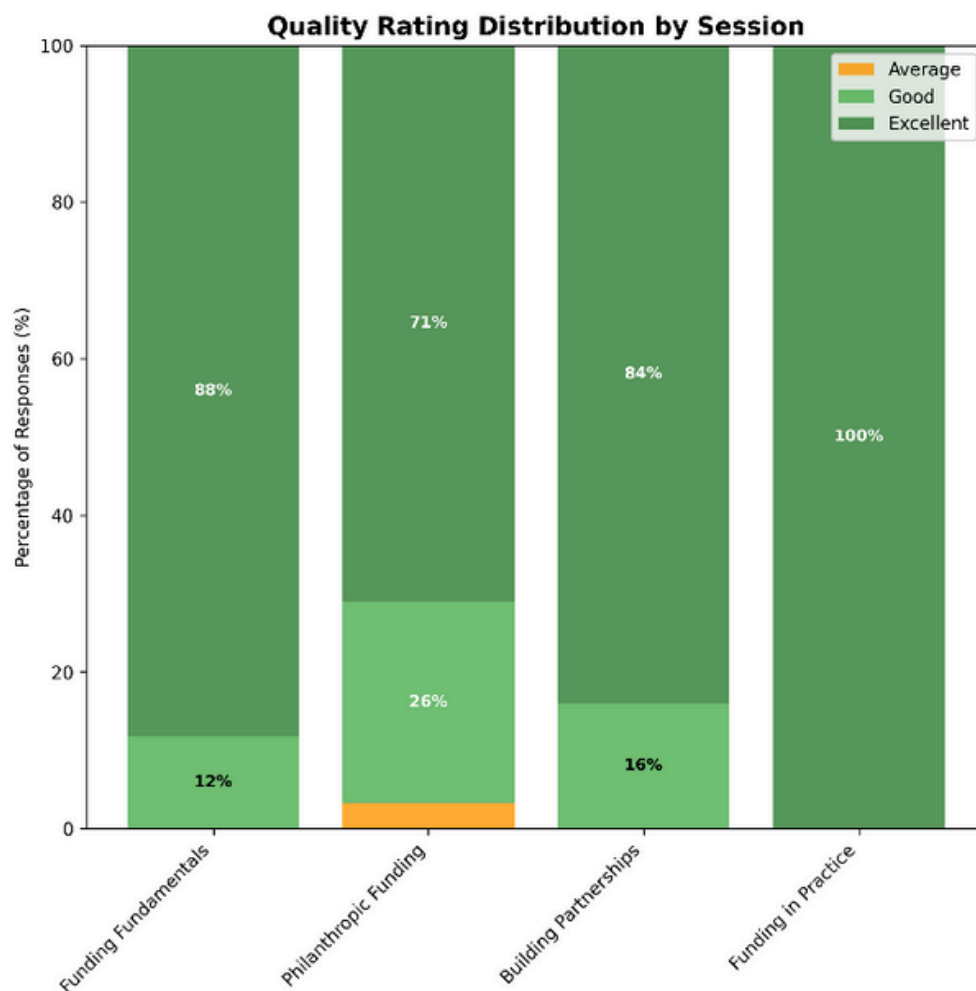
# Overall Feedback on huddl Training Workshops for 2025

Combined feedback from post survey results (excludes Funding Series)



## Funding Series 2025 Feedback

Queenstown and Wānaka Workshops





# Some feedback on our training:

- I appreciated how the workshop provided a clear and practical overview of good governance practices. The structure helped me understand the distinct roles and responsibilities within our organisation's governance framework, which was incredibly helpful for building a solid foundational knowledge.
- I felt privileged to be amongst so many different members of the community in the audience and learning from a top educator.
- Relevant and practical advice, with lots of time/flexibility for questions during and at the end. It also felt like a safe and inclusive environment.

- The workshop provided a crucial framework that demystified the entire funding process. Before, it felt like a scattered effort, but now we have a clear, step-by-step roadmap. We're no longer just filling out forms; we're using the tools and strategies we learned to build stronger, more compelling applications from the ground up. This has given us much more confidence to move to the next stage.
- It clarified the board's role in not just setting the direction but also in holding the organisation accountable to its policies and constitution. This has prompted me to proactively review our own organisation's policies to ensure we are adhering to them correctly.
- Considering I'm very new to being on a committee, I thought it was a very accessible, friendly delivery of governance and all it entails

- I met some wonderful people, and it has been quite transformational in how I now think about not just funding, but also our goals and possibilities.
- The workshop was practical & drew my attention to the relevant stuff to focus on. I now have a much better idea of what we are expected to do.
- Have really enjoyed the 2 workshops I have been to in the past month, great content, lots of learnings and very well run!

huddl engages regularly with community organisations to understand the evolving needs of the nonprofit sector. Few in governance positions have received formal training or development in their roles. Additionally, there is a need to enhance confidence among community leaders, many of whom report feeling isolated in their positions.

“I’ve taken on the role without a handover or a clear role description. I’ve been appointed the role as I’m the longest-serving member on the board, but I have limited governance experience. I’m actively seeking guidance and help to understand governance rules and responsibilities.”

“I feel overwhelmed and like I’m treading water. I’m keen to upskill, gain confidence speaking up, and find my voice. I want to be more involved with the community and take on more board roles, but I’m really struggling with impostor syndrome.”

“If I had more skills and confidence, I would apply for more governance roles, but I’m not there yet.”

“To be honest, I’m a bit burnt out and considering my future regarding my community involvement. I feel really isolated in my role, and I need a sounding board and some support. (Chair).”

“I feel the weight of board responsibilities, and I want to ensure they are handled with seriousness and purpose. What I’m doing isn’t trivial, and I need support to be an effective and proactive board member. I feel like I only react to circumstances and feel helpless and ineffective often.”



# Leadership in Governance Mentor Programme

huddl has partnered with the Mentor Foundation of New Zealand to help trustees and community leaders find confidence and clarity in their governance roles via a 6-month mentor programme. Each mentee is matched with a mentor who has strong not-for-profit governance experience and whose skills overlap with their current needs combined with learning and networking meetings to strengthen the connections between all participants. Two cohorts have been delivered to date.

## Feedback from the programme

100% answered Strongly Agree or Agree when asked “I feel more confident in my governance role as a result of the programme”

86% stated they felt “more capable and effective in my governance role as a result of the programme

86% said felt “more connected” as a result of the programme

“The programme has transformed the way our board is run. It used to be quite dysfunctional, and we are actually governing now. As a result of the programme, we have a new way of running our meetings and we now have board-only time. It’s given me confidence. I didn’t use to say anything in board meetings; I’m now prepared and proactive.”

“I was doing my best to be a good Board Member, but having gone through the Mentoring Programme, I have been able to make changes that really help my understanding, productivity and ability to be a good governor. Personally, it has also made me doubt myself less with regard to putting myself forward for opportunities and I have now joined another Board. The impact the mentoring programme has had on organisations I’m involved with is they are running in a more professional, legal and appropriate manner than they were previously”

“My time in the programme working with my mentor was invaluable. She helped me to see the big picture around the charities that I am involved in, and how to make good governance decisions. Without this programme, I feel like I would have been continuing to stumble around, and whilst we may have gotten things done, it would have been harder and less efficient. As well as benefiting personally, I was able to share learnings from my mentoring with three local charities that I am on the board of, streamline processes, and ensure that we were meeting our obligations as Board members.”



# Personalised Support and Resources

huddl has helped local groups navigate a multitude of topics, including but not limited to funding, governance, policies and constitutions. Through our personalised support, we've provided one-on-one guidance, met with their boards, and tailored advice to their unique context. We've connected groups with skilled locals and subject-matter experts through our evolving skills bank, delivered targeted presentations, and shared practical tools to help them navigate their challenges.

"Thanks so much for such a great presentation from both of you last night. After you left, the group stayed on for another half an hour talking about the session and implementing the things they had learnt.

It was certainly much more relevant to our committee by having a face to face workshop. We discovered things we needed to change and you motivated us. Our Fundraising sub committee leader found the facilitators to be very helpful and approachable. They answered a lot of questions that everyone had about the roles of the governance committee." - Teviot Valley Educare

## And we're just getting started!

Looking ahead huddl is continuing to grow and add value to local community groups, with a focus on tailored resources, practical training and personalised support that responds directly to community needs. We're expanding our mentor programme, forging new collaborations and strengthening connections across the sector while developing a wider range of tools and support - all designed to create a more connected, confident and better-resourced community sector across Central Otago and Queenstown Lakes.



The logo for huddl, featuring the word "huddl" in white lowercase letters on a blue rectangular background.

# Thank You!



We couldn't do this alone. Thank you to our funders, collaboration partners, facilitators, and the people who have contributed to huddl's journey so far.

Your support makes this work possible and ensures that community groups across Central Otago and Queenstown Lakes have access to the tools, training, and connections they need to thrive. Lastly, thank you to all the amazing organisations across Central Otago and Queenstown Lakes who make our place so special.

