



Welcoming Communities

Te Waharoa ki ngā Hapori

Draft Welcoming Plan for Kaipara

Feedback closes 1 November, 2024

About Welcoming Communities

Welcoming Communities is an initiative funded by the Ministry of Business, Innovation and Employment (MBIE), with 35 councils across the country participating in the programme.

The purpose of [Welcoming Communities](#) is to collaborate with various communities in Kaipara to develop initiatives and activities, both big and small, to help new residents feel welcome and settled. MBIE provides funding for three years to support a coordinator who will lead, design, and implement a Welcoming Plan to achieve this goal.

While most newcomers to Kaipara come from other regions within New Zealand, we also have international newcomers from all over the world who are making Kaipara their home.

The Welcoming Plan caters to the needs of both groups, helping people settle into the local area while also providing support and guidance for those new to New Zealand.

Key Insights from the Newcomers Survey

Last year, we conducted a survey to better understand why people choose to move to Kaipara and what helps them settle in. Here are three key themes that emerged from the survey:

- The lifestyle and natural environment is a large drawcard for people moving to Kaipara. People also valued the "small town feel" and the friendliness of our local communities.
- However, adjusting to rural living was a significant challenge, as most people have relocated from an urban area. Having useful information in one place was noted as being most helpful for newcomers.
- Workplaces and schools play an important role in helping those new to both Kaipara and New Zealand settle into their new community. This initial support and guidance is essential.

Based on the feedback and conversations with a wide range of individuals, including community members, organisations, workplaces, schools, and churches, we have put together a comprehensive draft of the Welcoming Plan for Kaipara. We now invite your feedback before it is finalised.

Draft Welcoming Plan

During our initial review, we were pleased to find that most of the information and resources needed to help people settle into their new community are already available in some form. However, this information is scattered and difficult to navigate. Even for those familiar with New Zealand systems, it can be a challenge, and it is especially hard for people new to the country to find the resources they need.

We also discovered that workplaces and schools play a vital role in helping people settle into their new community. There are standout examples of welcoming practices that could serve as a guide for others to ensure they are providing new employees and families with the best possible experience as they settle in locally.

Additionally, we found that there are incredible communities, groups, activities, and events throughout Kaipara that would love to have new people involved. However, finding these groups and activities can be difficult if you don't know where to look.

With this in mind, we sought to answer three main questions through our Welcoming Plan:

1. How can we make it easier for people to find what they need when they come to Kaipara?

2. How can we make it easier to welcome people into Kaipara and ensure they feel settled in their new community?
3. How can we showcase and highlight all the incredible things that communities within Kaipara have to offer?

In developing our plan, we followed a specific framework, based on the eight [Welcoming Standards](#) and 31 sub-outcomes within each standard. We've identified activities that align with each of these outcomes and are tailored to the unique characteristics of our area and the people we are welcoming.

Within the Welcoming Plan, you'll see that we've kept the proposed activities broad, rather than detailing every group or organisation involved. However, we encourage you to note any activities that your group, organisation, or community can support, implement, or participate in. The aim is for the plan to be community-led and to continue well beyond the three-year project period.

You will also notice references to 'the website' in the suggested implementation of certain activities, such as in activity 2.1.1. A key observation from the review process was the need for a comprehensive resource base to support people new to Kaipara. This will also benefit those already living here. The information will be made available on a standalone website for Kaipara, which will cover information for people looking to live, visit, work, or invest in the district. Welcoming Communities will have its own section on this website (currently being developed in-house), where we will collate the wide range of information outlined in our plan.

Finally, it's important to note that we have aimed to keep the activities and implementation of this plan as low-cost (or no-cost) as possible. Being a small, rural district, we don't have access to the same resources or funds as some of our urban neighbours. As a result, we've focused on activities that are high in value but low in cost. We will rely on resources already created at a national level (such as Water Safety videos in multiple languages) and promote the great work being done by others in our community.

In saying that, the beauty of being in a small, rural district is that we look out for each other and work together. It's that strong sense of community and helping hand that makes all the difference, that this is what we have endeavoured to reflect in this plan. By coming together, we can create a welcoming place where newcomers don't just feel like visitors, but like they've found a real home. Thank you for your part in making Kaipara a Welcoming Community.

How to Give Feedback on the Welcoming Plan

We welcome your feedback on the draft Welcoming Plan. Your input will help us finalise the plan and ensure it meets the needs of our community.

Feedback that would be especially helpful includes:

- How you, your group or community, organisation, workplace, or school can contribute to delivering and implementing these activities.
- Contact details for your group or organisation that we can share with newcomers or add to our contact database.
- General feedback, additional ideas or changes you would suggest to the proposed activities.

Please submit your feedback by 1 November, 2024.

You can fill out the feedback form here: [Feedback for Draft Welcoming Plan](#)

Ngā mihi,

Misty Sansom

Welcoming Communities Advisor

Welcoming Plan for Kaipara - DRAFT

	Proposed Activities:	Status:	How this activity will be implemented:	Developed by/Resourced by:
	Activities – 1. Inclusive Leadership			
	1.1 As the indigenous peoples of Aotearoa New Zealand, Māori – represented by tangata whenua, mana whenua, iwi and hapū and/ or other hapori Māori – have a prominent role in Welcoming Plan activities.			
1.1.1	Mana whenua are members of the Welcoming Communities Advisory Group and help to guide the project	Existing		Welcoming Communities Advisor
1.1.2	Welcoming Communities Advisor will support mana whenua in developing and implementing hapu-led welcoming initiatives	To develop	Led by mana whenua. Supported by promotion and advising of central government funding for hosting costs. See 3.3.6	Mana whenua, Iwi Relations, Welcoming Communities Advisor
1.1.3	Ensure that people new to Kaipara can find information from mana whenua on the rohe, history, current mahi and future plans, etc. to encourage deeper understanding of mana whenua and Kaipara	To develop	Link through to mana whenua websites on the Welcoming Communities section of the website.	Mana whenua, linked from website
	1.2 Leaders – both designated and unofficial – reflect the diversity in the local community, as does the council workforce.			
1.2.1	Elected members are encouraged to host regular 'meet and greet' events in their wards to meet a wider cross-section of constituents	In progress	Led by elected members. Currently in progress; remaining elected members are encouraged to host regular meet ups.	Elected Members

1.2.2	International migrant communities are encouraged to appoint leaders from amongst themselves who can support welcoming new members of their community into the district	In progress	Migrant community leaders to connect with Welcoming Communities Advisor (WCA). WCA to build a database to connect newcomers with community leaders.	Migrant Community Groups
1.2.3	The Kaipara District Council has a Māori Advisory Group of staff members to guide the council organisation and council activities	Existing		Kaipara District Council
	1.3 Leaders model the principles of inclusiveness, openness, tolerance, respect and acceptance of all cultures in the community.			
1.3.1	Hui for professional and personal development in te reo Māori and tikanga are offered within Council	Existing		Kaipara District Council
1.3.2	Explore externally funded opportunities for cultural competency training and development for Council employees, elected representatives, community leaders and organisations	To develop	Share links to workshops and free training available from MBIE, INZ and Ministry for Ethnic Communities.	Welcoming Communities Advisor
	1.4 There are clear roles, responsibilities and ownership within council and in the wider community for the Welcoming Communities programme.			
1.4.1	Council has established a designated role for Welcoming Communities, and the Welcoming Communities Advisor has established an advisory group to provide guidance on the development and implementation of the Welcoming Plan for Kaipara	Existing		Welcoming Communities Advisor
1.4.2	Build and maintain Welcoming Communities relationships with other councils and coordinators locally, regionally and nationally	Existing		Welcoming Communities Advisor
1.4.3	Develop 'key message' resources to distribute to various community leaders for awareness and promotion of Welcoming Communities in their day-to-day work	To develop	Made available on the website and emailed out directly to database.	Welcoming Communities Advisor
	1.5 Council internal and external policies, services, programmes and activities recognise and address cultural diversity.			
1.5.1	Council will explore externally funded options for cultural competency training that reflects the cultural diversity of the district as part of professional development	To develop	Publish free training developed by MBIE and other organisations on the Council's intranet.	Welcoming Communities Advisor
1.5.2	The council's Vision and Objectives plan specifically highlights Vibrant Community by attracting and welcoming new residents to our district, advocating for inclusive communities, and empowering our communities to contribute and thrive	Existing		Kaipara District Council

1.5.3	Update the council staff induction process to include an overview of our diverse communities	In progress	Internal induction process updated.	Kaipara District Council
1.5.4	Council provides information for new migrant employees, covering the Kaipara and Whangārei area	Existing		Kaipara District Council, P&C Team
	1.6 A range of leadership opportunities in the council and the wider community are available to and taken up by newcomers.			
1.6.1	Encourage newcomers to get involved and contribute to community groups of interest, as this often leads to or involves leadership, Board, and Trustee roles	To develop	Promote joining community groups and volunteering as a way to get involved with the local community and meet new people.	Welcoming Communities Advisor
	Activities – 2. Welcoming Communications			
	2.1 The community is well-informed about the local benefits of immigration and the Welcoming Communities programme, including success stories.			
2.1.1	Set up a standalone website to promote the Kaipara District. Within this, there will be a comprehensive Welcoming Communities section with information for newcomers, including migration information, links to local services, clubs and community groups, recreation, employment and volunteer information, events, success stories, case studies and more	To develop	Implemented in house.	Economic Development Lead, Welcoming Communities Advisor
2.1.2	Develop a Welcoming Communities communication plan that aligns with significant events and activities (like Welcoming Week and Neighbours Day)	To develop	Communications will be through the Kaipara Kōrero, the Libraries Facebook page and where appropriate, reshared on the Council communications channels.	Welcoming Communities Advisor, Communications Team
2.1.3	Work with a range of newcomer 'touch points', such as workplaces, schools, community groups, and real estate agencies, to ensure that both the local community and newcomers can access welcoming information	To develop	By promoting free resources for newcomers, such as the Welcome Pack and website. Details and links will be emailed out to 'touch point' organisations.	Welcoming Communities Advisor
2.1.4	Establish regular positive profiles and case studies to highlight individuals, organisations and initiatives (new and existing) that reflect the Welcoming Communities ideals	To develop	These will be posted and highlighted on the website under 'live', 'work', 'business', etc. - whichever area is appropriate.	Welcoming Communities Advisor, Communications Team, Local Media

	2.2 The council is well informed about newcomers to their region and pro-actively seeks data about newcomers from relevant sources.			
2.2.1	Use available data sources such as Infometrics, Census, Statistics New Zealand, Immigration New Zealand and related agency reports to better understand the demographics of the Kaipara community	Existing		Welcoming Communities Advisor
2.2.2	Conduct a Newcomer Survey to identify current initiatives, needs and gaps to help shape the Welcoming Plan	Existing		Welcoming Communities Advisor
	2.3 The council's engagement with all residents is two-way, culturally appropriate and fit for purpose.			
2.3.1	Apply the council style guide to all welcoming communications, content and messaging so that communications are consistent, inclusive and welcoming	Existing		
2.3.2	Source useful translated resources of relevant information (such as emergency planning from Civil Defence) from national organisations and share with newcomers	To develop	These will be posted in relevant areas on the website. For example, links to translated resources will be available in the online Welcome Pack.	Welcoming Communities Advisor, Communications Team
2.3.3	Work with INZ, Ministry of Ethnic Communities and workplaces to secure funding to translate welcome packs into specific languages	To develop	Alternatively, we will develop a template for migrant communities to adapt themselves (see 3.3.3). We will also use a website plugin to translate page content.	Welcoming Communities Advisor, INZ, Ministry of Ethnic Communities
	2.4 Council communication materials and messages are inclusive and reflect the diversity of the local community. Council encourages other agencies, businesses and organisations to follow this model.			
2.4.1	Promote and refer newcomers to the Language Connect service from the Citizens Advice Bureau, where they can receive information and ask questions about settling in New Zealand in their own language	To develop	Included in services information on the website (see 2.1.1), and in the online Welcome Pack.	Welcoming Communities Advisor
2.4.2	Partner with local emergency services to develop specific emergency visual language information sheets for newcomers who have a limited understanding of written and/or spoken English	To develop	Included in services information on the website (see 2.1.1), and in the online Welcome Pack.	Welcoming Communities Advisor, Civil Defence
	Activities – 3. Equitable Access			

	3.1 Council partners with local businesses, organisations and sectors to identify and address barriers for newcomers to accessing services and participating in the community			
3.1.1	Council carried out a Newcomers Survey and Stocktake Engagement to better understand the needs of newcomers within Kaipara	Existing		Welcoming Communities Advisor
3.1.2	Promote the Welcoming Communities website and resources to local businesses, organisations and community groups to share with newcomers	To develop	Once the website is launched, an email will be sent with links, key messaging (see 1.4.3) and information on the Welcome Pack.	Welcoming Communities Advisor
	3.2 Council and other organisations in the community research, design and deliver services that take account of the different circumstances (for example rural/urban) and cultural backgrounds of all service users, including newcomers.			
3.2.1	Ensure that information and access to support services for newcomers in Kaipara is easy to find and navigate	To develop	Met through clear information on the website and in the Welcome Pack	Welcoming Communities Advisor
3.2.2	Identify barriers for newcomers accessing various services, activities and events and highlight available support services to assist	In progress	Included in services information on the website (see 2.1.1), and in the Welcome Pack. Ensure hard copy information is available for accessibility.	Welcoming Communities Advisor
3.2.3	Develop best practices guidelines to support workplaces, schools, organisations and community groups to ensure services and programmes more inclusive and suitable for different newcomer groups in the community	To develop	Best practices resources will be available online and as downloadable resources.	Welcoming Communities Advisor
	3.3 All community members are well informed about the services available in the community. Newcomers are made aware of, and are using these services.			
3.3.1	Expand the Kaipara Welcome Pack to highlight an extended range of helpful links for regional and international migrants	To develop	Expand the brief Welcome Pack currently available on the Kaipara District Council website.	Welcoming Communities Advisor
3.3.2	Develop a simple, printed handout with information that stays consistent	To develop	Available as a brochure or similar, to cover basic information and direct people to the website.	Welcoming Communities Advisor, Communications, Customer Services and Libraries Teams

3.3.3	Develop a Welcome Pack template for community groups to translate and adapt to suit their community	To develop	Migrant and other community groups will be able to adapt a template to suit their audience. This can include translating into different languages, or noting contact details for people new to the area.	Welcoming Communities Advisor
3.3.4	Develop an online services directory that lists local services that are available for newcomers and the receiving community, such as libraries, social services, health care and civil services	To develop	Share or point to a comprehensive directory of services.	Welcoming Communities Advisor
3.3.5	Partner with providers of existing community databases to develop a resource of local community groups, including social, recreational, sporting, arts, business and others	To develop	Point to community directories for updated information.	Welcoming Communities Advisor, Local Media, Community Groups
3.3.6	Highlight funding opportunities for organisations, migrant and community groups to develop initiatives to support newcomers	To develop	Highlight common funding sources on the website, and email through opportunities for funding as they become available.	Welcoming Communities Advisor
3.3.7	Support and share information from ReConnect Hui and Mangawhai Social Providers Hui	To develop	Share contact details of organisations with newcomers and support groups. See 3.3.4	Welcoming Communities Advisor
	Activities – 4. Connected and Inclusive Communities			
	4.1 Coordinated, comprehensive and appropriate initial welcoming support services are available from council, other agencies and community organisations.			
4.1.1	Develop an online services directory that lists relevant organisations for newcomers, such as the Citizens Advice Bureau, JP services, Civil Defence and Northland Regional Council.	To develop	Share contact details of organisations with newcomers and support groups. See 3.3.4, 3.3.7	Welcoming Communities Advisor
4.1.2	Update the ‘Welcome to Kaipara’ page on the Kaipara District Council website to link through to the Welcoming Communities section on the standalone website	To develop	Updated webpage on Kaipara District Council website.	Welcoming Communities Advisor, Communications Team
4.1.3	Promote newcomers networks within Kaipara and in surrounding communities (including Whangārei)	To develop	Included these details in the Welcome Pack (see 3.3.1). Also encourage newcomer support groups to include information specific to them in the customisable Welcome Pack (see 3.3.3).	Welcoming Communities Advisor

	4.2 The receiving community is well equipped and supported to welcome and interact with newcomers.			
4.2.1	Promote and support local community and sports groups to organise welcoming events with and for newcomers, including free trail and 'have a go' days, 'meet and greet' events, potluck dinners and other initiatives	To develop	Highlight regular welcoming events (such as the DCDB Welcome Event) on the website, promote one off larger events on social media pages and email details of smaller events to key community networks.	Community Groups
4.2.2	Identify and partner with 'touch-point organisations' in the community, such as workplaces, medical centres, schools, libraries, and real estate agents to promote the Welcoming Community website and resources to newcomers	To develop	Email an introduction to the website and the Welcoming Communities section. Include key messaging (see 1.4.3) and Welcome Pack information (see 3.3.1, 3.3.3).	Welcoming Communities Advisor
4.2.3	Identify and profile local Welcoming Community champions across the region	To develop	To be published through articles and case studies on the website and/or in conjunction with local media.	Welcoming Communities Advisor, Communications Team, Local Media
4.2.4	Support providers of community-led initiatives by sharing funding and funded training and development opportunities	To develop	Highlight common funding sources on the website, and email through opportunities for funding as they become available.	Welcoming Communities Advisor
	4.3 Members of the receiving community and newcomers build relationships and are at ease with connecting and learning about and from each other.			
4.3.1	Encourage Volunteer Northland and other community groups to create volunteer opportunities for newcomers, both as participants and as service recipients	To develop	Highlight volunteering as a way to meet people and connect with the new community. Highlight volunteering opportunities within community profiles on the website.	Volunteer Northland, Community Groups
4.3.2	Share information for newcomers and local residents to improve their knowledge of the Kaipara, including the history, culture, various communities, nature and wildlife (harbours, kauri, dotterels, tara iti), activities and initiatives	To develop	Give a high level overview of Kaipara on the website. Link through to other websites for specific information.	Mana Whenua, DoC, Community Groups, Environmental Groups,
4.3.3	Promote or help to facilitate community tree planting days	To develop	Promote through communication channels and to network groups. See 4.3.1	Kaipara District Council, NRC, Community Groups

4.3.4	Work with local safety and emergency organisations to encourage newcomers to be involved in safety initiatives and emergency preparedness	To develop	Promote workshops and training days by Civil Defence, Fire and Emergency and Northland Regional Council to community and newcomer groups.	Civil Defence, Fire and Emergency, Surf Lifesaving, Water Safety
4.3.5	Share Community Response Plans with newcomers, and encourage communities without a CRP to work with Northland Regional Council and Civil Defence to develop one for their area	To develop	Highlight Community Response Plans through the website and link directly to local plans.	Civil Defence, NRC
4.3.6	Promote the annual 'Neighbours Day' to encourage residents to connect and meet each other for better connected neighbourhoods and enhanced wellbeing	To develop	Promote through the website and to community groups and networks.	Welcoming Communities Advisor, Community Groups
4.3.7	Highlight 'What's On' list in the Kaipara Lifestyler	To develop	Link to the 'What's On' list (developed by DCDB) from the website.	Welcoming Communities Advisor
	4.4 Different cultures are celebrated and people are supported to express their cultural beliefs and customs, including language and religious practices.			
4.4.1	Promote community-led events that celebrate and showcase cultural diversity within Kaipara	To develop	Promote through the website and to community groups and networks.	Welcoming Communities Advisor
4.4.2	Explore options for an 'Annual Harvest' event to celebrate and recognise the community connections within Kaipara, including farmers, growers and other businesses, employees and seasonal workers and the wider community in general	To develop	Mana whenua, community groups and organisations, and local businesses to lead.	Community Groups, Mana Mhenua, Businesses, other Organisations
	Activities – 5. Economic Development			
	5.1 Newcomers, including international students, are supported to access local employment information, services and networks.			
5.1.1	Develop 'work, invest and business' sections within the stand-alone website to promote Kaipara	To develop	Delivered through the website.	Economic Development Lead, Welcoming Communities Advisor
5.1.2	Promote access to advice and training specifically for migrants entering the New Zealand workforce	To develop	Promote training available from MBIE through the website.	Welcoming Communities Advisor, INZ, MBIE, Min. Ethnic Communities
5.1.3	Promote availability of online English language courses specifically for the workplace	To develop	Promote resources available from MBIE, Immigration NZ, Ministry of Ethnic Communities and other organisations through the website.	Welcoming Communities Advisor, INZ, MBIE, Min. Ethnic Communities

5.1.4	Promote programmes that support newcomers who wish to start their own business, such as Northland Inc., NorthChamber and local business associations	To develop	Promoted through the website and link to external resources.	Welcoming Communities Advisor, NorthChamber, Northland Inc., DCDB, Mangawhai Business Association
5.1.5	Share existing resources and information from council and central government information about workplace health and safety, employment law, resource consents and other requirements for newcomers seeking to start or move a business to Kaipara	To develop	Promoted through the website and link to external resources.	Welcoming Communities Advisor, MBIE
	5.2 Newcomers, including international students, are supported with the local knowledge and skills to ensure they can operate successfully in the New Zealand work environment, either as a business owner or an employee.			
5.2.1	Promote existing training and resources that help migrant employees understand and integrate into the New Zealand workforce	To develop	Promote training available from MBIE and Immigration NZ through the website.	Welcoming Communities Advisor, INZ, MBIE, Min. Ethnic Communities
5.2.2	Promote existing resources, events, activities and business support initiatives, such as business mentoring and local business associations.	To develop	Promoted through the website and link to external resources and opportunities. See 5.1.4	Welcoming Communities Advisor, NorthChamber, Northland Inc., local business associations
	5.3 The receiving community recognises the value of diversity in the workplace, of newcomers' contribution to the region's growth and of the resulting wider economic benefits.			
5.3.1	Propose a category at local or regional business awards events to recognise businesses that excel in cultural competency and inclusiveness	In progress	Revisit this idea with NorthChamber, DCDB, and the Mangawhai Business Association.	NorthChamber
5.3.2	Ensure businesses are aware of the Welcoming Communities programme through networks and local media coverage	To develop	Through local media and direct outreach.	Welcoming Communities Advisor, Local Media
5.3.3	Establish regular positive profiles and case studies to highlight individuals, organisations and initiatives (new and existing) that reflect the Welcoming Communities ideals.	To develop	Publish on the website and communications channels. See 2.1.5	Welcoming Communities Advisor, Communications Team, Local Media
	5.4 Local employers and workforces develop their intercultural competency			
5.4.1	Promote funded resources, organisations and funding opportunities to support local employers, employees and business groups to build on their intercultural competency	To develop	Promote through the website and link to external resources.	Northland Inc, NorthChamber, Whangārei Welcoming Communities, Local Business Associations, MBIE, Immigration New Zealand

5.4.2	Develop a best practices guideline for pastoral care for international migrant employees	To develop	Share best practices guidelines through the website. Individuals, community groups, organisations and businesses are able to download guidelines to support newcomers in their organisation or community.	Welcoming Communities Advisor
	5.5 Mutually beneficial connections and initiatives are set up with migrant business people by local business community and professional networks			
5.5.1	Encourage NorthChamber and Northland Inc. to hold information sessions for migrant business owners about their responsibilities as employers, including pay, holidays and leave, workplace health and safety and employee rights	To develop	Other agencies to lead, promote events through emails to key networks. See 5.1.4, 5.1.5, 5.2.2	NorthChamber, Northland Inc.
5.5.2	Encourage NorthChamber and Northland Inc. to deliver an information sessions for aspiring business owners (with eligible visas) to build their understanding of starting a small business in New Zealand.	To develop	Other agencies to lead, promote events through emails to key networks. See 5.1.4, 5.1.5, 5.2.3	NorthChamber, Northland Inc.
	Activities – 6. Civic and Engagement Partnerships			
	6.1 The council's elected members and staff effectively communicate with newcomers to promote their engagement in local government processes.			
6.1.2	Ensure that eligible newcomers and migrants are aware of local government elections and the voting process by promoting through Welcoming Communities channels	To develop	Promote through the website, email to key networks and share regional and district election information.	Kaipara District Council
6.1.3	Council staff and elected members regularly connect with the community and newcomers through local weekend markets, community meetings, weekly newsletters, social media, newspapers and radio	Existing		Kaipara District Council
	6.2 Newcomers are encouraged and enabled to get involved in local government and civil society			
6.2.1	Council hosts 'Kai and Kōrero' events to encourage participation in council initiatives in a more welcoming environment	Existing		Kaipara District Council
6.2.2	Promote volunteering and volunteering opportunities as a way for newcomers to meet people and get involved with the community.	To develop	Promote through the website and to community networks. See 4.3.1	Volunteering Northland, Community Groups

6.2.3	Develop an educational guide to encourage newcomers and existing residents to participate in local government activities, including how to submit views, attend council meetings, vote and stand for council	To develop	Information collated and made available on the website.	Kaipara District Council
6.2.4	Encourage community leaders to promote participation in local government elections	To develop	Emailing election information to community and newcomer groups.	Community Groups
	6.3 Newcomers' efforts and achievements in civic participation and community life are acknowledged and celebrated.			
6.3.1	Propose adding a newcomers category at Civic Awards to recognise and celebrate participation and contribution to the community	To develop	Discuss with the internal team at Kaipara District Council.	Kaipara District Council
6.3.2	Share case studies and local media articles that highlight newcomers' contributions to the community.	To develop	Share on the website and through communications channels. Also see 2.1.5	Welcoming Communities Advisor, Communications Team, Local Media
	Activities – 7. Welcoming Public Spaces			
	7.1 The design and operation of public spaces and facilities are culturally appropriate and reflect the diversity of the community.			
7.1.1	Share information about public spaces to ensure newcomers are aware of what is available and how they can be used	To develop	This information will be shared through the website.	Kaipara District Council
7.1.2	Ensure accessibility of public spaces for different community needs	Existing		Kaipara District Council
	7.2 Welcoming public spaces provide opportunities to build trust and relationships between newcomers and members of the receiving community.			
7.2.1	Highlight community spaces such as libraries, parks and playgrounds as great places for new families to meet locals within the community	To develop	This information will be shared through the website and highlighted on communications channels.	Welcoming Communities Advisor
7.2.2	Share water safety education for newcomers who are unfamiliar with beaches and coastal conditions	To develop	Share through the website and link within the Welcome Pack. See 3.3.1	Water Safety NZ
7.2.3	Collate a list of 'Hidden Gems' around Kaipara for newcomers and existing residents to explore	To develop	This information will be shared through the website and highlighted on communications channels.	Community Groups, Welcoming Communities Advisor

	7.3 Public spaces and buildings create a sense of community ownership and inclusion for all, including newcomers.			
7.3.1	Encourage newcomers to take part in volunteer activities that improve public spaces, such as community planting and beach clean-up days, community garden projects and other volunteer activities	To develop	Promoted through the website and communications channels. See 4.3.1	Welcoming Communities Advisor, Communications Team, Community Groups, Volunteer Northland
7.3.2	Encourage community-led initiatives to occur in public spaces to enhance community connections	To develop	Through the website and emailed to key networks	Welcoming Communities Advisor
7.3.3	Provide information to newcomer groups on suitable venues for sports or cultural events	To develop	Information collated and linked from the website.	Welcoming Communities Advisor
7.3.4	Support the range of cultural diversity activities and programmes initiated by the council libraries team	To develop	Highlight activities and promote to key networks.	Libraries Team
	Activities – 8. Culture and Identity			
	8.1 Receiving communities and newcomers share and celebrate their cultures with each other, facilitated by the council and others in the community.			
8.1.1	Support opportunities for mana whenua to host pōwhiri for newcomers to engage in a meaningful and sustainable way	To develop	Promote through the website and communication channels, email to networks.	Mana whenua, support from Kaipara District Council
8.1.2	Promote community events that celebrating cultural diverse activities	To develop	Promote through communications channels.	Welcoming Communities Advisor
8.1.3	Promote the annual 'Neighbours Day' to encourage residents to connect and meet each other for better connected neighbourhoods and enhanced wellbeing.	To develop	Promote through the website and communication channels, email to networks.	Welcoming Communities Advisor
8.1.4	Encourage newcomers and existing residents of all cultures to celebrate significant cultural occasions	To develop	Highlight events through communication channels. If needed, connect organisers with local media for promotion and coverage.	Welcoming Communities Advisor
8.1.5	Promote funding opportunities for community groups that would like to host events or activities that celebrate cultural diversity	To develop	Highlight common funding sources on the website, and email through opportunities for funding as they become available. See 4.2.4	Welcoming Communities Advisor

	8.2 Newcomers and the receiving community understand what values they each hold dear.			
8.2.1	Provide information on a range of topics to help newcomers become part of the wider community, from the local history and culture, to key community stories, to community-specific information and local 'kiwisms'	To develop	Information delivered through the website, link to other resources.	Welcoming Communities Advisor
8.2.2	Share information about wider national topics, such as New Zealand's education, health, laws and justice systems by linking through to Immigration New Zealand migrant information resources	To develop	Information delivered through the website, link to other resources.	Welcoming Communities Advisor
8.2.3	Develop, promote and celebrate the 'Kaipara story' with newcomers and locals	To develop	Through the website and communication channels.	Economic Development Lead, Welcoming Communities Advisor, Communications Team
8.2.4	Highlight community stories from across the district	To develop	Profile communities across Kaipara on the website.	Community organisations, Welcoming Communities Advisor, Communications Team
8.2.5	Work with migrant communities in Kaipara to increase awareness and understanding of the various cultures that exist in the district	To develop	Through the website and local media. See 8.2.1, 8.2.3, 8.2.6	Migrant Communities, Welcoming Communities Advisor
8.2.6	Share opportunities for newcomers to learn about to mana whenua and Māori history, te ao Māori and Te Tiriti	To develop	Link through to mana whenua websites and other resources online.	Welcoming Communities Advisor, Mana Whenua
8.2.7	Encourage both local residents and newcomers to participate in and attend community events	To develop	Highlight events through communication channels. If needed, connect organisers with local media for promotion and coverage. See 8.1.2	Welcoming Communities Advisor

You can fill out the feedback form here: [Feedback for Draft Welcoming Plan](#)

Please submit your feedback by 1 November, 2024.



Kaipara Te Orangaui • Two Oceans Two Harbours



**Welcoming
Communities**
TE WAHAROA KI NGĀ HAPORI

Welcoming Communities New Zealand is a government programme led by Immigration New Zealand in partnership with local councils and communities.

**Te Kāwanatanga
o Aotearoa**
New Zealand Government