



2025 ANNUAL REVIEW

# THE TODD FOUNDATION

An inclusive Aotearoa New Zealand  
where all families, children and young  
people can thrive and contribute.

Whakawhāiti Aotearoa,  
hei oranga wairua,  
oranga tāngata.

## OUR TRUSTEES



Charlotte Sellar  
Chair



Pip McCarroll  
Deputy Chair



Allannah Hare



Charles Reid



Virgil Iraia



Pam Davidson



Vaughan Renner



Katie Milne

## OUR STAFF



Seumas Fantham  
Executive Director



Sara Ware



Susie Schwartz

Special thanks to our community partners for sharing their stories and to Hilary Cook for capturing them so beautifully.

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## 2025 OVERVIEW

### Tēnā koutou katoa

2025 continued to be a challenging year for many across Aotearoa New Zealand, and we remain deeply grateful to our community partners for their unwavering commitment to creating long-term, sustainable change despite ongoing pressures. Your work and dedication are essential to achieving an inclusive Aotearoa New Zealand where all families, children and young people can thrive and contribute.

We are equally appreciative of our Trustees, whose dedication, expertise and passion continue to guide the Foundation's work. This year, we farewelled long-serving Trustee Lee Cooper, who represented the Council of Trade Unions. Lee left us with a reflection on the three Ps of Philanthropy — people, place and purpose — something that spoke to the thoughtful, reflective way he supported the Foundation's work. We welcomed his successor, Virgil Iraia, whose contributions have already enriched our thinking. We were also pleased to welcome back former family trustee Charles Reid, whose long-standing relationship with the Foundation brings valuable insight.

In 2025, we also said farewell to our team member Helen Anderson, who served the Foundation for five years. With a deep commitment to systems change and community, Helen made a significant impact on our work and built strong relationships with our community partners.

With a donation budget of \$2 million, we continued to support our long-term community partners through funding renewals and professional development opportunities. We also explored new

relationships, partnering with Todd Energy in Taranaki to support several of their community initiatives working on healthy homes and youth employment. Todd Foundation and Todd Energy share a commitment to helping communities thrive, and we were proud to contribute to their efforts.

In this Annual Review, you'll find impact stories that show the vital role our community partners play in improving outcomes for children and young people and in supporting the wider community sector. We revisit the beginnings of VOYCE Whakarongo Mai and its growth into a national organisation improving the lives of children in state care. We highlight the work of Manaaki Rangatahi in ending youth homelessness across the country, and we share how we supported Powerdigm/Inspiring Communities to develop Tūhono Impact, a social impact tool helping community groups demonstrate the value of their mahi.

Thank you to everyone who continues to support the Foundation—the Todd family for their generosity, Todd (formerly Todd Corporation) and the Todd Family Office for their in-kind support, and our payroll givers whose contributions strengthen our collective impact. Your generosity makes our work possible and deepens the impact across the communities we serve. As many whānau across Aotearoa New Zealand continue to face significant challenges in 2026, we remain committed to partnering with community organisations to address the root causes of poverty and drive lasting change. We hope you enjoy this year's review and the stories of the groups leading this important work.

**Ngā mihi maioha,**

*C. Sellar*

**Charlotte Sellar**  
Chair

*S. Fantham*

**Seumas Fantham**  
Executive Director



# 2025 FUNDING

## AT A GLANCE

**\$2m**

Total 2025 donation commitments made

**32**

Donations

**\$2.1m**

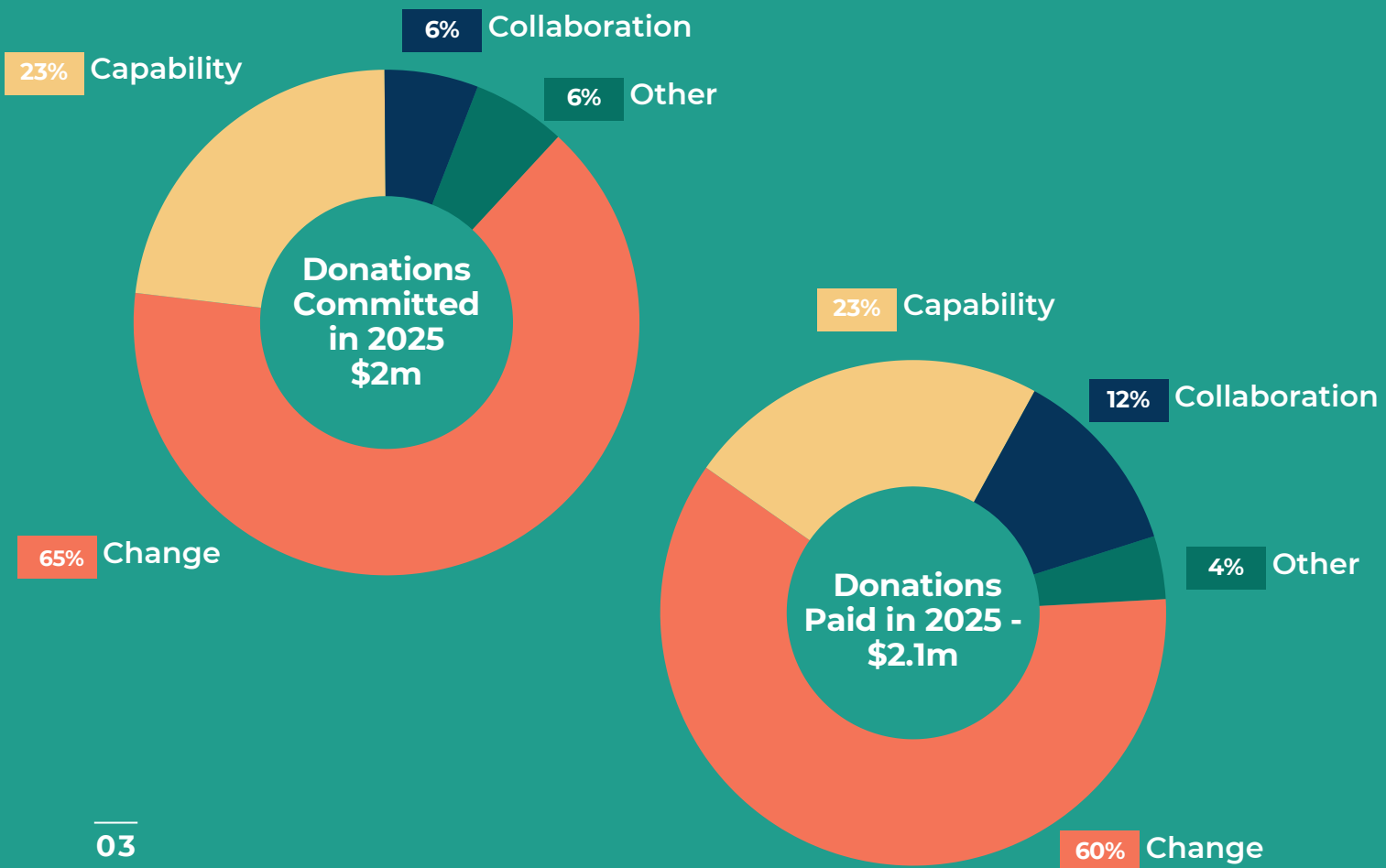
Total donations paid (includes commitments made in previous years)

**13**

Multi-year donations

**\$562,071**

2025 operating costs





# FROM ONE VOICE TO MANY: THE STORY OF VOYCE - WHAKARONGO MAI

THEN AND NOW: HOW A BOLD IDEA GREW INTO A NATIONAL MOVEMENT

## How It Began:

When VOYCE - Whakarongo Mai opened its doors in 2017, it had one employee and a simple premise: that children and young people in New Zealand's care system deserved an organisation built entirely around them and shaped by them.

VOYCE emerged when Aotearoa was re-examining how it cared for its most vulnerable young people. An Expert Panel had found that too many children in care felt unheard and powerless in a system meant to protect them, and called for an independent service where

their voices would be listened to and acted on. VOYCE was created as part of that shift. Tracie Shipton, now CEO, and Nicolette Dixon, now Chief Social Worker at Oranga Tamariki, travelled the country, meeting with over 180 children in care and asking: "If there were an organisation created just for you, what would it do?" Young people drew pictures, built models, and described in their own words what they needed. VOYCE was built from those answers. The name says it all: VOYCE - Whakarongo Mai stands for Voices of the Young and Care Experienced.

The funding model that emerged paired base government funding - covering the core costs of the advocacy service - with philanthropic investment earmarked for leadership development, systems advocacy, and the experiences that change the course of a young person's life. The founding philanthropic partners - Tindall Foundation, Todd Foundation, Foundation North, and Te Rourou (then the Vodafone Foundation) - are all still supporting the organisation today, eight years on.

**Then: 1 staff member, operating only in Auckland and Northland.**

**Now: 8 offices nationwide, 50 staff, 2,492 advocacy cases in a single year.**

### Reach Across Aotearoa

One of the most striking aspects of VOYCE's growth is its geographical reach.

Where the organisation once operated only in Auckland and Northland, it now runs connection events and advocacy services across every region of New Zealand. In the 2024-25 year alone, VOYCE held 103 connection events: 36 in the South Island, 24 in Northland and Auckland, 22 in the lower North Island, and 21 in the central North Island.

This means care-experienced young people in communities that have never had a VOYCE presence are now being reached. Young people on the East Coast had their first-ever VOYCE event, a day learning reef ecology alongside wild stingrays. Young people in Christchurch learned to surf for the first time. Young people in Wellington who live with their grandparents met others in the same situation, some for the very first time. VOYCE now has operating offices in Auckland, Hamilton, Kaikohe, Whangarei, Tauranga, Hawke's Bay, Whanganui, Wellington, Christchurch, and Dunedin.





### Impact: What Has Changed for Young People

VOYCE opened 2,492 new advocacy cases in 2024-25, supporting young people with everything from having their voice heard in formal court proceedings to accessing healthcare to navigating unstable living arrangements. In 70.5% of cases, the goal was achieved or the problem solved.

Surveys completed by the young people themselves tell an even more impactful story.

**On every measure - feeling connected to people they can trust, having a say in decisions made about them, feeling seen and heard by adults in their lives - young people rate VOYCE at 8 out of 10. Their overall satisfaction with the support they receive scores 9 out of 10.**

Behind those numbers are individual stories. A child with complex needs, previously told mainstream schooling was impossible, now attends school three days a week. Two young people in care, selected to represent New Zealand in an international basketball tournament, nearly couldn't go until their support person advocated through the system to secure the necessary documentation. They went, they competed and described it as the best thing that had ever happened to them.

An independent analysis by Matatihi in 2026 also identified wider social and economic benefits associated with this work over time (including reduced reliance on income support, more sustained engagement in education, and fewer interactions with crisis services), reflecting improved outcomes for the young people it supports.

This year VOYCE also published Kei te rongo koe? Are you listening? - a landmark state of care report analysing every significant report written on the care system between 2020 and 2025, drawing out what young people themselves said they were experiencing. Voyce presented the report to the CEO of Oranga Tamariki and the heads of Education, Justice, Police, and Health, with a core group of young people involved every step of the way.

### Funder Collaboration: United by a Shared Kaupapa

The Todd Foundation values being part of a group of funders who share a belief in the power of care-experienced young people to bring about change. John McCarthy, Manager of Tindall Foundation says:

“The Tindall Foundation is a proud supporter of VOYCE Whakarongo Mai - as it has been since it started. What makes VOYCE Whakarongo Mai unique is the incredible courage and commitment of the many care experienced young people involved in its work who are prepared to use their voices and act to make change. It’s very moving to see how deeply they care. We have a long way to go to sort out the issues related to the care of children and young people in Aotearoa. VOYCE Whakarongo Mai’s work is an essential part of making sure we get that right.”

For VOYCE, the value of sustained philanthropic investment goes beyond the financial. As Gabriella Guy puts it, so often young people in care “grow up not knowing anyone else whose life has had a similar trajectory to theirs”, and it is the freedom that comes from long-term funder trust that allows VOYCE to keep creating the spaces where that changes.



### Todd Foundation: Partnership in Action

In 2025, The Todd Foundation's relationship with VOYCE took several meaningful forms. Since 2017, the Todd Foundation has contributed funding to support VOYCE's work, and last year renewed our funding commitment for a further three years. This multi-year support aims to allow VOYCE to think beyond the immediate and invest in long-term change.

At Christmas, the Todd Corporation invited its employees to donate to VOYCE, channelling support directly towards care-experienced young people during a time of year that can be particularly isolating for those in the care system.

And in March 2026, additional funding from the Todd Foundation supported care-experienced young people from across New Zealand to attend VOYCE's first-ever national conference, Kokiri: The Future Speaks. Held over two days in Wellington, the conference brought together approximately 100 care-experienced young people, caregivers, frontline workers, and senior policymakers to reimagine what care could look like, built on VOYCE's Six Promises for children in care.

Eight years in, VOYCE has grown from a single employee with a bold idea into a national organisation that opened nearly 2,500 advocacy cases last year alone. As Gabriella Guy reflects: "We've got a really amazing group of staff here that really live and breathe the mission."





## MANAAKI RANGATAHI: A COLLABORATIVE APPROACH TO END YOUTH HOMELESSNESS

Bianca Johanson (everyone calls her Bee) (Te Rarawa, Ngāti Wairupe) has spent nearly 30 years as a social worker in Auckland. In that time, she has watched young people fall through the cracks of a system that was never really designed with them in mind. Government agencies, housing providers, health services, welfare departments: all doing their part, but without the capacity to talk to each other, and to the young people themselves.

In 2019, Bee took on the role of coordinator of Manaaki Rangatahi, a collective building a joined-up, nationwide response to youth homelessness. The Collective's membership grew from around 60 people in Tamaki to now becoming a national collective with over 300 people and many organisations involved.

In 2019, there were fewer than ten dedicated beds in Auckland for young people that were not eligible for Oranga Tamariki transitions housing. Youth homelessness was barely on the political agenda. There was no national strategy, no reliable data, and almost no coordination between the organisations trying to help.

The scale of the problem was larger than most people realised. A recent government report estimated that over half of the 110,000 New Zealanders living in housing insecurity are under 25. But because most young people experiencing homelessness are couch-surfing or in overcrowded homes rather than sleeping rough on city streets, the issue stays largely invisible and expensive. Unstable housing in adolescence is one of the strongest predictors of long-term welfare dependency, poor health outcomes, and contact with the justice system. The cost of inaction compounds over decades.

The Collective's insight was simple: the organisations already working on this problem needed to stop duplicating effort and start sharing what they knew.

Manaaki Rangatahi brings together housing providers, frontline services, government agencies, and young people themselves around a shared table. The kaupapa (purpose) is practical: pooling knowledge, coordinating resources, and making the system work better for rangatahi (young people) falling through its gaps. Member organisations include VOYCE Whakarongo Mai, Auckland City Mission, LifeWise, Ma te Huruuru, Grace Foundation, MANA Services, RainbowYOUTH, VisionWest, Ki Tua o Matariki, Ola Le Ola, Tuatahi Trust, Ngāpuhi Iwi Social Services, Strive Community Trust, and Lifeskills, among

others. Together they support all rangatahi experiencing housing insecurity, connecting young people to counselling, education, employment, and development services alongside safe housing.

The model has produced impressive results.



When Māhera Maihi (Ngāpuhi, Ngāti Whātua, Muriwhenua) approached the collective to set up a youth housing programme, she had passion and lived experience but no housing provider experience. The collective got behind her. Established NGOs lent their credibility to her application. The collective shared its processes and knowledge. Two years later, He Pā Piringa at Ma Te Huruuru opened as the country's first Kaupapa Māori youth transitional housing programme.

An 18-bedroom gated community for 17- to 21-year-olds, it operates as a supportive village, with communal spaces, 24/7 staff, and an intensive 52-week programme built around cultural connection, healing, and the practical skills young people need to live independently. Its outcomes have been remarkable: no property damage, no police callouts, and a high rate of young people moving on to permanent housing, with ongoing support available even after they leave. It has since become a blueprint that other providers around New Zealand are trying to replicate.

“We helped support her to become a youth housing provider” Bee says. “And you know the rest is history.”

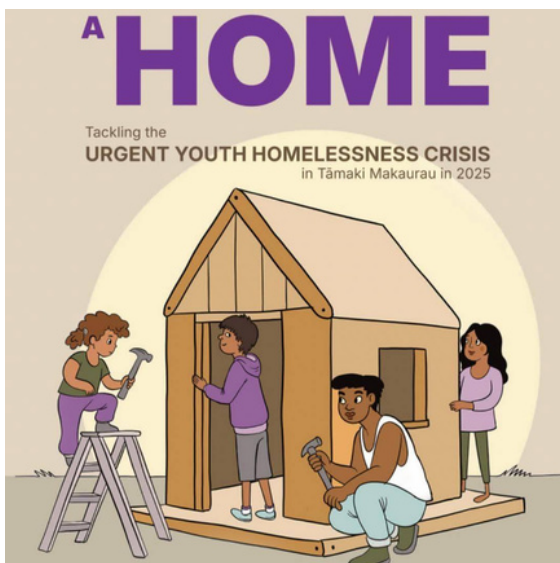
From there, Manaaki Rangatahi successfully advocated for a government funding round that opened up new youth housing across the country. They commissioned the first dedicated research into youth homelessness.

They contributed to a government Homelessness Action Plan that had originally given youth barely a paragraph. They developed a coordinated access system that shares housing availability among providers in real time, matching young people with beds rather than leaving them to navigate the system on their own.

**In Auckland alone, there are now around 200 spots for young people, up from fewer than ten.**

All of this has been achieved with 2.5 staff members and the dedication of collective members/providers.

The Todd Foundation was privileged to support Manaaki Rangatahi at a pivotal moment when it was establishing itself as an independent organisation. The support went beyond funding: help setting up a charitable trust, introductions to legal and financial



expertise, connections to other funders, and a reporting relationship that Bee describes as genuinely collaborative.

Manaaki Rangatahi receives no government funding, despite doing the work of a national peak body. However, with further philanthropic investment, the collective has grown its reach to the Waikato, Wellington, Napier, Kaikōhe and Christchurch.

The national collective has now reached another pivotal moment. Demand from communities across Aotearoa to establish local youth housing support is growing faster than a 2.5-person team can meet. With greater capacity, Manaaki Rangatahi could place dedicated coordinators in more regions, accelerating the development of

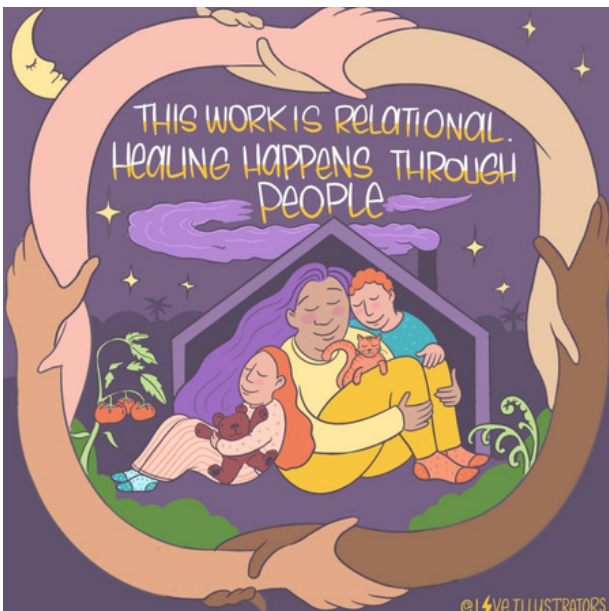
local collectives and helping communities get their own youth housing initiatives off the ground sooner.

The goal is a nationwide network where no young person, wherever they live, falls through the gaps.

The next chapter is focused on prevention, the most cost-effective intervention of all. Manaaki Rangatahi is working with Members of Parliament on legislation that would prohibit government agencies from discharging young people into homelessness, similar to laws already operating successfully in Wales and Ireland. A youth street outreach programme launches in 2026. And Bee is clear about the destination.

**“We want to leave our children a New Zealand with no youth homelessness. We believe it is within our reach. We can make homelessness rare, brief, and non-recurring. We can do it if we work collectively.”**

Hundreds of young people have somewhere safe to sleep tonight because of the collective impact work of Manaaki Rangatahi and the returns for those young people and for New Zealand, will compound for decades.



\*Image from "The Women's Coalition to end homelessness symposium 2026"

# TODD FOUNDATION

## Our vision

An inclusive Aotearoa New Zealand where all families, children and young people can thrive and contribute.

Whakawhāiti Aotearoa, hei oranga wairua, oranga tāngata.

## Our purpose

We resource communities to create sustainable, long-term social change for children, young people and families.

We provide funding that supports:

- Collective and system-focused solutions
- Genuine, inclusive community ownership and leadership
- Evidence-informed models and innovation
- Measuring what matters, understanding what works



# FUNDING STRATEGY

## Guiding principles

These principles are a touchstone, underlying everything we do:

- Reducing exclusion and disadvantage
- Building inclusiveness
- Strengthening communities
- Tangata Whenua Relationships
- High-Trust relationships
- Listening and learning

## Our way



We fund co-ordinated, community-led action for change in selected focus areas. Our current focus area is 'Fairer Futures for children and whānau'.



We practise and incentivise collaboration through proactive, strategic alliances with other funders.



We fund key organisations providing important capability support to the community sector.





# TŪHONO IMPACT

## HOW A FREE RESOURCE IS HELPING COMMUNITY GROUPS GROW, TRACK AND SHARE THE DIFFERENCE THEY MAKE

Across Aotearoa, thousands of community organisations are quietly doing work that changes lives - building confidence, connection, belonging and hope. As Donna Provoost, who leads Powerdigm (the consulting arm of long-term community partner Inspiring Communities), puts it: organisations pour every last bit of their energy into front-facing work, leaving little for their own capability. As expectations to demonstrate social impact have grown, smaller organisations are most at risk of being left behind.

Powerdigm created Tūhono Impact to shift that. Launched as a free online resource, it helps community groups grow, track and share the impact of their mahi.

Rather than build something new, the Powerdigm team waded through piles of existing evaluation tools and distilled them into five essential steps any organisation can work through themselves: clarifying purpose, mapping a theory of change, noticing what's changing, learning from it, and telling the story well. It is deliberately DIY and bite-sized.



The tool is built around He Mara Mahi Tahī, a garden metaphor that reflects how meaningful change actually grows. The purpose is the seed (Kākano), values and outcomes are the roots (Ngā Pakiaka), indicators help us notice growth (Rā Putiputi), learning is the tending (Puoto), and communication is the harvest (Kete Hauhake).

Since launching, the website has had steady traffic, with over 5500 site visits since it launched in August 2025, but the more telling measure is the worksheets that have been downloaded 600 times already, suggesting organisations aren't just reading, they're working through the steps. Tūhono Impact is also being used in ways the team didn't expect. One large NGO is using it to induct new staff. Board members are using it as a backstop to check they genuinely understand their organisation's purpose and outcomes.

What Tūhono Impact measures is the fuller picture of change. Alongside tangible shifts like jobs secured, better health, and safer streets, the tool makes room for the deeper changes that often underpin those results: confidence,

agency, connection, hope, manaakitanga. Organisations learn to track their contribution to change rather than claim sole credit, and to weave numbers together with stories and lived experience. The results are already visible. One group used the tool to revisit their parenting drop-in programme and realised the mid-morning timing wasn't working for the young mothers they served; after shifting it to just after lunch, attendance lifted. Others are refining their theory of change as a result of documenting how their activities contribute to the outcomes they are contracted to deliver, leading to a better understanding of what is needed to make a positive difference for whānau.

The next phase is about going deeper. Powerdigm is developing a 201-level master class on areas that have had most requests for further support such as developing frameworks to measure positive changes like increased confidence, hope, belonging and agency; and how to weave success stories and data together into a clear and rigorous narrative.



They're also exploring what this looks like from a funder's perspective and supporting facilitators in using Tūhono Impact alongside local organisations.

The Todd Foundation backed Powerdigm to create Tūhono Impact to help organisations demonstrate “the real changes they’re seeing for people, in ways that are useful for funders as well.” Todd Foundation Programme and Relationships Lead, Susie Schwartz says, “The strong uptake shows that community organisations want to understand and demonstrate their impact to supporters, and it’s important that this can be done in ways that are affordable, meaningful and relevant to their work. We’re excited to see the next phase of the project develop.” Making these tools freely available is also an efficient way of promoting change across hundreds of organisations.

**When the community sector is better placed to make the invisible visible, everyone benefits: organisations themselves, the people they walk alongside, funders, and the communities they're part of. Tūhono Impact is helping make that possible, one garden at a time.**



## HOW WE FUND

We want to support real change in communities, reduce time spent on funding proposals and reporting, and promote collaboration rather than competition. For these reasons we don't run grant rounds or accept pitches from individuals or organisations. Instead we pro-actively seek out communities, groups and collectives to partner with in our three main funding streams: change, collaboration and capability.



**CHANGE**



**COLLABORATION**



**CAPABILITY**

## OUR PURPOSE

The Todd Foundation continues a family legacy of generosity. As a family foundation we have the opportunity to stick to long-term plans for change, to be strategic, to be flexible and to take calculated risks. The Todd Foundation was formed in 1972 to formalise and bring together the families' existing giving and exists to provide funds for charitable purposes. Our activities continuously evolve in response to community needs, with a strong focus on supporting the well-being of children, young people, their families and communities.



# WHO WE FUNDED



In 2025 we made the following new donation commitments totalling \$2 million



## Change

- **Ki Tua o Matariki** | \$25,000
- **Kore Hiakai** | \$30,235
- **Te Matapihi he Tirohanga mō te iwi Trust** | two years of funding | \$220,000
- **Wesley Community Action** | for Te Hiko - Centre for Community Innovation | two years of funding | \$200,000
- **The Gift Trust to support Regional Kai Network - Wellington** | \$16,200
- **The D\*List** | two years of funding | \$270,000
- **Tāhono Trust** | three years of funding | \$200,000
- **VOYCE - Whakarongo Mai** | three years of funding | \$243,000
- **YEA (Youth Employability Aotearoa)** | two years of funding | \$107,775



## Capability

- **Child Poverty Action Group** | two years of funding | \$90,000
- **Community Research Trust** | one year of multi-year funding | \$75,000
- **Hui E! Community Aotearoa** | one year of multi-year funding | \$110,000
- **Inspiring Communities to support the further development of Tūhono Impact** | \$15,000
- **Seeds for Change** | three years of funding | \$180,000



## Collaboration

- **Weave** | \$17,273

### In Collaboration with Todd Energy:

- **He Toronga Pakihi Ki Taranaki** | \$40,000
- **Te Kāhui Maru Trust: Te Iwi o Maruwharanui** to support Tupu-ā-nuku Workforce Development Programme | \$40,000
- **Waitara Initiative Supporting Employment (WISE)** to support the Healthy Homes Initiative | \$20,000



## Other

- **BizHub Porirua (Fundholder Te Rūnanga O Toa Rangatira Incorporated)** | \$30,000
- **Community Foundations of Aotearoa New Zealand** | \$5,000
- **Community Partner Professional Development and Fundsorter subscriptions** | Note this was a programme delivered by the Todd Foundation for all multiyear community partners | \$32,958
- **The National Enabling Good Lives Leadership Group (Fundholder My Life My Voice Charitable Trust)** | \$20,000
- **The Gift Trust (contribution towards the second iteration of The Social Cohesion Report)** | \$20,500



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