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76

companions trained to deliver Seasons for Growth® programmes



71%

of clients achieved 80% - 100% of their goals through Family Services



14

locations



14,360

attendances by older people at our day programmes



524

clients were assisted by Family Services



166,631

hours were worked by paid employees



97

tamariki graduated to primary school from Waiapu Kids Centres



604

tamariki attended Waiapu Kids centres and Waiapu Kids Homebased Centres



10,249

hours were donated by volunteers



88

adults were assisted with managing their feelings of loss or grief through Seasons for Growth®



247

tamariki & young people were assisted with managing their feelings of loss or grief through Seasons for Growth®

BISHOP ANDREW HEDGE

Anglican Care Waiapu is the social services agency of the Anglican Diocese of Waiapu. The story of the Diocese enfolds and upholds the work that ACW offer throughout communities across Waiapu. The larger story of faith that underpins the Anglican proclamations of the Gospel in word and action helps us to draw deeply on the well-springs of life that sustain our faith and our social services through Anglican Care Waiapu.

When we mention social services, we might often refer to the well-known parable of the Good Samaritan. This is a story of breaking down racial and social divides to attend to the needs of a fellow human being. This is also a story of an individual doing more than just tending to another's injuries, for it is also about an alignment of one person to another and their circumstances. The Good Samaritan did good by his actions and also by his fellowship or joining with the injured traveler and committing himself to the care of this man. We see this same model of faithful love and work exemplified through our services across the Diocese, through the commitment of our people to the children and adults of our communities.

Anglican Care Waiapu has at its heart this expression of faith as together we work toward our vision of 'fulfilled lives, connected communities'. It is about seeking transformation of society through the work that we do, motivated by the love that God has for us and all people.

This past year has seen development of some core structural support within Anglican Care Waiapu as we work together toward establishing a strong base for continued service to our communities. The next few years will continue to demand steady change as we ensure that the delivery of social services in the Diocese is built on those solid foundations and that we represent the communities we serve. This will include a continued focus on how our faith underpins and informs our work, how we draw on the partnerships we have within our communities, our Three Tikanga Church, and our commitment to bi-cultural partnerships.

I continue to commend to you the work of Anglican Care Waiapu and invite your support through prayer, action and financial giving to this vital work in our Diocese and communities.





BOARD

Chair

John Palairet

Bishop Andrew Hedge

Christine Scott

(Chair of Risk and Audit Committee)

Evan Turbott

Brian Watkins

Geoff Yates

Nicola Roberts (retired March 2019)

SENIOR LEADERSHIP TEAM

Chief Executive Officer

Lucy Laitinen

Chief Financial Officer

Jules Morgan

General Manager People and Culture

Joanne Morris

General Manager Operations, Bay of Plenty

Donna Judson

General Manager Operations,

Hawke's Bay and Eastland

Jade Holland

General Manager Programme

Design and Evaluation

Sarah Mulcahy

Above, left to right: Geoff Yates, John Palairet, Brian Watkins, Christine Scott, Evan Turbott, Bishop Andrew Hedge.



This financial year we continued to strengthen our organisational foundations while at the same time undertaking a strategic review to better position ourselves for the future.

The new strategy, approved by the Board in December 2018, has given the organisation much-needed clarity of purpose and direction.

While the strategy deliberately does not seek to answer all the questions facing the organisation or indeed the sector at large, our new vision does provide a true north for everything we do now or might want to do in the future. Our vision of "fulfilled lives, connected communities" is both an aspiration for the Waiapu region and an articulation of our fundamental belief that it is only through strong and fulfilling relationships that individuals and communities can build resilience and ultimately flourish.

Our strategy commits us to developing high levels of competence and improving how we measure and articulate

impact in sectors in which we already have critical mass. As a result we have made tough decisions to close services that are not well aligned. This financial year we completed the sale of Careforce in Dannevirke, which provided homebased care for the elderly, closed Central Hawke's Bay Family Services in Waipukurau, and made the decision to sell Waiapu Kids Homebased Bay of Plenty. The sale will be completed post balance date.

We are working in an environment of significant change, and I want to finish by thanking our staff and volunteers for stepping so bravely into new ways of doing and being and their continued commitment to making a difference in people's lives.

Ngã mihi nui, Lucy Laitinen



The last financial year saw a pleasing continuation of the work to reposition Anglican Care Waiapu that began after the sale of the rest homes and retirement villages in 2017.

The Board approved a new five-year strategy in December 2018 that seeks to transform ACW into an organisation that is responsive to community needs, d ata-driven, and most of all, remains committed to living the gospel through loving service.

The new strategy, supported by our capital base, provides us with a unique opportunity to deliberately transform and grow the organisation using the best models available. Although there is a high up-front financial cost to strengthening our organisational foundations, with time this investment will position us to pursue new partnerships, funding streams, and opportunities. The true measure of our success will not be income, however, but how well we deliver on our mission and make a distinctive impact, relative to our resources.

There is a tension between achieving excellence in what we do now and exploring and capitalising on new opportunities for the future. Resourcing and timing are significant factors. We are not yet convinced that doing "more of the same" is going to have the transformative effect we seek in our region. We need to challenge our thinking, understand at a deep level what is working in our community, and be prepared to collaborate and work in new ways. To better prepare for these changes, we have begun work to review our governance board with a view to taking a recommendation for renewed board membership back to the diocese's governance body in the next financial year.

Ngã mihi nui, John Palairet

EARLY CHILDHOOD EDUCATION

Anglican Care Waiapu provides early childhood education in seven locations, all of which emphasise positive, supportive, caring interaction with children and whānau to help children fulfil their potential.

Each early childhood service reflects the community in which it is based, and all provide a high-quality curriculum in a safe, loving, nurturing environment. We recognise that in order to be responsive to whānau needs our connections need to spread beyond the walls of the ECE service, and this year there has been a strong focus on our ECE whānau developing relationships with partner services and sharing expertise and resources. Our ECE teams regularly connect with speech and language therapists, B4 School Check nurses, dental nurses, family services, and local schools.

Some of our ECE services receive Ministry of Education Targeted Funding, which can be used to remove barriers to learning, enrich learning environments, and support teachers, kaiako, and parents. This funding is used differently in each service, including healthy morning teas every day, breakfast each morning, transport costs, and a variety of other activities.

It has been a busy year for our Waiapu Kids services, as each service has collaborated with parents and whānau to develop learning priorities that reflect their individual context, philosophies, and Te Whāriki, the ECE Curriculum. The organisation has invested significantly to ensure that staff have access to the professional development required to provide excellent education to our tamariki.

The Education Review Office completed reviews of three of our ECE services this year. All three received a three-year return date. This highlights ERO's confidence in the services' ability to provide quality early childhood education. All our services are now rated as being 'well placed' to provide positive outcomes for tamariki.

A highlight this year has been the commencement of the playground development at Waiapu Kids Te Hapara Whānau Aroha. The plans include a whare, extensions to the sandpit, creation of a mud pit, scented gardens, quiet places of interest for the children, flexible spaces for removable equipment, and pathways that lead to all the exciting new features of the playground. The construction of this beautiful space has created rich learning opportunities for the children as they continue to observe how a plan on paper can become reality.

In August 2018 our ECE Managers and Team Leaders came together for our Waiapu Kids conference. The theme was 'Connecting to shape our future', and we discussed internal evaluation, appraisal, cycle of inquiry, priorities for learning, and associated teaching strategies. We also developed our Anglican Care Waiapu ECE Philosophy which we feel reflects our kaupapa.

"Waiapu Kids early childhood education services believe that each child is unique and created in the image of God. Jesus showed a special care and respect for tamariki. This belief guides our practice and our commitment to Te Tiriti o Waitangi, tangata whenua, and the wellbeing of children and their whānau."





"The continuity of care and staff has been fantastic and when our eldest started school recently we had no doubt she was ready due to her experiences and support."



NINA'S STORY

WAIAPU KIDS

We have a little girl at Waiapu Kids called Nina*. Her background was difficult; she is the youngest of five, her parents are separated, and her young mum has issues with drug addiction. The children were passed into their father's custody, but as an older father, Rangi* wasn't quite sure how to go about caring for his children, especially his youngest who is the only girl.

Nina was referred to a Waiapu Kids Centre by Oranga Tamariki, so Nina and Rangi were invited to talk about transitioning to daycare. He had a great mindset and was determined to do his best to care for his children. However, he worried that Nina needed a mother and that his care wouldn't be good enough. Rangi was reassured that all she needed was love and stability, and his confidence grew.

At first Rangi thought it would be best if he simply passed her to the staff at Waiapu Kids but accepted that Nina needed time to transition into our care so he stayed to help her form bonds with the staff. At first Nina was unwilling to move from his arms or a teacher's hip. With Rangi's and the staff's support Nina is now a bright little girl who is secure in her surroundings and in the bonds she has formed at the centre. Rangi's parenting skills have grown. At first, he would pack Nina all her favourite treats for her lunches, but after encouragement towards healthier options he is now providing her with more nutritious kai that provides her with the energy she needs to get through the day. He has contacted our Family Service and is keen to take a parenting course. It has been a real success because we saw that all he needed was the mindset to make it work, and some love, reassurance, and support from us to help him become the more empowered father he is today.

*Details including names have been changed to ensure privacy.

AFTER SCHOOL CARE

With many parents working, it is important for children to have a safe and welcoming place to go after school. Anglican Care Waiapu operates two After School Care facilities, one in Whakatāne and one in Havelock North. The after school programmes aim to give children a fun and healthy after school experience.

In Whakatāne the activities are focused around physical wellbeing and healthy outdoor activities, deliberately focused on tech-free fun. Craft, hut-building, board games and more enable the kids to enjoy activities that aren't necessarily part of the school day. We offer employment to high-school students both after school and in our holiday programme, which is valuable to the community as there aren't many employment opportunities for students in the area.

After School at St Luke's in Havelock North offers a walking school bus, holiday programme, healthy afternoon tea, and a staff member available to help with homework. We offer craft, Lego®, and free play alongside creative pursuits such as making and flying kites. The service is located on the grounds of St Luke's church, and our links with the church give the children a sense of belonging to their community. The church grounds provide opportunities for different play activities, such as ball sports on the front lawn. In the last year After School at St Luke's, which had been managed by the parish, passed into the Anglican Care Waiapu portfolio of services.

As with every service of Anglican Care Waiapu, people and relationships matter most, and each after school centre cares for children, their parents and whānau with dedication and respect.



GRIEF SERVICES

When people suffer loss, bereavement, or sudden change, trauma can be heightened if they must bear it without help. Anglican Care Waiapu addresses this need through its well-established service, Growing Through Grief. This service provides a range of programmes to help children, young people, and adults navigate times of loss and change.

Growing Through Grief's flagship offering is Seasons for Growth®, a suite of educational peer-support programmes, running from five centres, helping children to process and understand feelings of loss and grief. Our Growing Through Grief coordinators describe Seasons for Growth® as transformative, with children and young people emerging from the nine-week course with the understanding that they are not helpless in the face of their grief that they are not alone, that change is a part of life, and that there are strategies they can use to help them manage loss. This year we introduced the Seasons for Growth® programme for adults and parents. There is also Stormbirds®, a programme to support children following natural disaster, and Life Threatening Illness, a Growing Through Grief programme to help children process the impact of a family member who is seriously ill.

The Anglican Diocese of Waiapu also oversees five Growing Through Grief services, and in 2019 Bishop Andrew Hedge convened the Growing Through Grief Governance Group and a corresponding Growing Through Grief Reference Group. Both groups comprise staff from Anglican Care Waiapu and staff and volunteers from the diocese. The Governance Group focuses on the overall direction of our Growing Through Grief programmes while the Reference Group has an annual work programme that includes enhancing data analysis and improving how programmes are evaluated in order to track how our programmes are making a difference in the lives of those who participate.



OLIVER'S STORY

GROWING THROUGH GRIEF

This is the story of Oliver*, who attended the Level 4 Adolescents Programme. When Oliver was 16 he was referred to the Growing through Grief programme by his counsellor. Although they had finished working together, they both agreed that it might be helpful for Oliver to join a peer support group and continue processing the changes that had occurred in his whānau, and to meet new people his own age.

The counsellor described Oliver as a smart young man who had struggled with bullying in school and found it difficult to make friends. When Oliver first joined the Growing through Grief programme he seemed shy and withdrawn, avoiding eye contact with the facilitators and other members of the group. However, as time went on Oliver became progressively more confident in the group, often volunteering to be the first to share his experiences or start a group activity. Everybody in the group, including Oliver, bravely shared their stories of change and many of the participants grew to become close friends.

During the final session, participants were invited to reflect on their experience of being part of the group. Oliver said that he had felt safe to share his feelings and thoughts and never felt as though he was a burden, something he had previously struggled with.

*Details including names have been changed to ensure privacy.





FAMILY SERVICES

Anglican Care Waiapu's family services have been a source of care and comfort to the communities of Papamoa, Tararua, Gisborne, and Beachaven for over 20 years. Providing vital services such as social work and counselling, we also provide youth programmes, financial mentoring, food support, and care for those who have experienced or are experiencing trauma or family violence.

Our family services emphasise a sense of community and a warm, friendly, engaging approach. When people are in distress it can be hard to ask for help, but when someone contacts an ACW family service they are welcomed into a relationship with advocates who can assess their needs and walk alongside them to have their needs met. If a client's needs cannot be met by our services, we help them contact external agencies, for example mental health support or addiction care.

This holistic approach means that people are supported at the right place and time for them. When one centre saw a rise in homelessness and people receiving food parcels, staff members realised people had no way to cook the food. Staff arranged for parcels to include food that could easily be cooked on barbecues in parks rather than food that required an oven.

In the beginning of 2019, we began to implement a major streamlining of our practice framework and service design for social work and counselling. This involved standardising assessment tools and intake forms across the organisation. This process will ensure that our practitioners have the most up-to-date tools to assess risk and get the right information about people in order to meet their needs. It will also enable us to better evaluate the services we provide. Clients will experience a more thorough assessment, and consistent procedures.

"Professional, open, honest, respectful and respected, a safe and trustful relationship where I am treated as an equal."

DAY PROGRAMMES FOR OLDER PEOPLE

Many people look forward to the retirement years as a golden time, but older people can find themselves struggling with ill health, grief due to the loss of friends or loved ones, and social isolation. Anglican Care Waiapu offers older people an opportunity for connection and relationship through their day programmes for older people.

Throughout the Diocese, our day programmes for older people are based on the principle of Te Whare Tapa Wha, a four-pillared philosophy whereby older people are nurtured physically, intellectually, nutritionally, and spiritually. Clients are provided with a mix of activities and events, including hot meals, stimulating interactive games, guest speakers, and exercise classes. Our programmes offer what older people - and all people need most, which is simple kindness, friendship, and human connection.

Clients are referred in a variety of ways to our programmes. Sometimes people refer themselves to our service, or we receive referrals from district health boards. families, rest homes, or doctors. The programmes also offer respite care for family members who may be caring for their loved ones at home. The day programme teams are part of a wider support network and often liaise with their local district health board, rest homes, other nongovernmental organisations, extended families, chemists, and hospitals, to provide a wrap-around service for our

Our local volunteers offer their time and expertise to support programmes and provide transport for those who are unable to drive. Most of our services provide pastoral support, which includes home visits and the organisation of practical support for our clients.

At the end of the financial year, the day programmes for older people came under the same management as the family services and early childhood centres. Combining the management of all the Anglican Care Waiapu services strengthens internal connections, providing more opportunities to serve communities. In the coming year, the programmes will concentrate on growth and the exploration of new community partnerships.

ALAN'S STORY

DAY PROGRAMMES FOR OLDER PEOPLE

We hear many stories of connection and friendship in our day programmes for older people. Betty* was a woman coming to our day centre after she had had a stroke. Betty's husband Alan* would drop her off and would often pop in to say hi and have a cuppa. One day when he was there, we happened to have a musical performer playing. Betty and Alan had been keen ballroom dancers back in the day, and they got up to dance as they used to. It was beautiful to see them recapturing this side of their life together.

Betty sadly passed away not long after that, and Alan dropped in to tell us. We made sure that he knew that he was part of our family and any time he wanted to come in he was welcome. One afternoon sometime later Alan came back to the centre, and he was immediately given a lovely heartfelt greeting by the staff. He told a staff member that he couldn't believe the warmth and kindness that had been shown him that afternoon, and asked if he could pop in once a week as well. He now attends the programme as a private client.

It was the values of Anglican Care Waiapu that were so evident that afternoon; the care and the love and the kindness radiating from the staff to Alan who was feeling quite fragile after the death of his wife. He knew we truly cared about him and now finds comfort and friendship in the same place his wife Betty did.

* Details including names have been changed to ensure privacy.

"It has been so helpful to have your support and valued listening and counselling skills."

ANGLICAN CARE WAIAPU GROUP

CONSOLIDATED ANNUAL FINANCIAL STATEMENT

Anglican Care Waiapu is pleased to present the financial statements for the year ended 31 March 2019.

STATEMENT OF REVENUE AND EXPENSES	GRO	GROUP	
	2019 (\$'000)	2018 (\$'000)	
Operating Revenue			
Operating Income ¹	5,467	5,357	
Other Income ²	2,215	2,205	
Total Operating Revenue	7,682	7,562	
Operating Expenditure			
Employee Costs	4,985	4,794	
Operating Expenses	3,412	2,396	
Depreciation	272	209	
Other Expenses	0	1,118	
Total Operating Expenditure	8,669	8,517	
OPERATING SURPLUS/(DEFICIT)	-987	-955	
Surplus/(Deficits) from Discontinued Operations	189	285	
Total Other Comprehensive Revenue/(Expenditure) ³	4,997	2,532	
REPORTED SURPLUS/(DEFICIT)	4,199	1,862	

¹Operating Income includes Government Income, Fees, Fundraising and Sundry

² Other Income includes Grants, Donations, Investment and Other Income

³ Other Comprehensive Revenue/(Expenditure) are Non-Operating Activities including Revaluations

STATEMENT OF FINANCIAL POSITION

GROUP

	2019 (\$'000)	2018 (\$'000)
Assets		
Non Current Assets		
Property Plant and Equipment	2,359	2,212
Intangible Assets	0	6
Other Receivables	659	656
Financial Assets	64,640	57,143
	67,658	60,017
Current Assets		
Cash Equivalents	31	159
Trade and Other Receivables	222	561
Other Investments	4,565	8,216
	4,818	8,936
Total Assets	72,476	68,953
Liabilities		
Current Liabilities		
Trade and Other Payables	1,353	2,032
Other Liabilities	0	0
	1,353	2,032
Total Liabilities	1,353	2,032
NET ASSETS / EQUITY	71,123	66,921

These summary financial statements have been extracted from the full financial statements. All figures are in \$NZ and rounded to the nearest \$1000.

The full financial statements were authorised for issue by the Trustees on 14th August 2019.

The full financial statements have been prepared in accordance with the Public Benefit Entity Standards Reduced Disclosure Regime (PBE Standards RDR) and they comply in full with those standards.

The summary financial statements do not include all the disclosures provided in the full statement and cannot be expected to provide as complete an understanding as provided by the full financial statements. The full financial statements have been audited and an unmodified opinion was expressed over all periods presented in these summary financial statements.

A full set of the audited financial statements is available from the Charities Services website www.register.charities.govt.nz.





OUR SERVICES

EARLY CHILDHOOD EDUCATION

Waiapu Kids Abbotsford

MANAGER: Stephanie Bond

- e. Stephanie.Bond@acw.org.nz
- **p.** (06) 857 8965
- 16 Kenilworth St, Waipawa

Waiapu Kids Homebased Bay of Plenty

MANAGER: Alana Pugh

- e. Alana.Pugh@acw.org.nz
- **p.** (07) 308 5788 or 0800 566 523 30 Domain Rd, Whakatāne

Waiapu Kids Merivale Whānau Aroha

MANAGER: Saskia Dean

- e. Saskia.Dean@acw.org.nz
- **p.** (07) 571 5121

p45 Henderson Cres, Merivale, Tauranga

Waiapu Kids St Francis Whānau Aroha

MANAGER: Erin Batley

- e. Erin.Batley@acw.org.nz
- **p.** (07) 347 3080

13 Thomas Cres, Western Heights, Rotorua

Waiapu Kids St George's

MANAGER: Alana Pugh

- e. Alana.Pugh@acw.org.nz
- **p.** (07) 308 6934
- 32 Domain Rd, Whakatāne

Waiapu Kids St Matthew's

MANAGER: Rayna Wallace

- e. Rayna.Wallace@acw.org.nz
- **p.** (06) 878 6924

207 Lyndon Rd West, Hastings

Waiapu Kids Te Hapara Whānau Aroha

MANAGER: Fiona Philip

- e. Fiona.Philip@acw.org.nz
- **p.** (06) 867 6770

776 Childers Rd, Te Hapara, Gisborne

AFTER SCHOOL CARE

Schools Out, After School

MANAGER: Alana Pugh

- e. Alana.Pugh@acw.org.nz
- **p.** 07 308 5839

30 Domain Rd, Whakatāne

After School @ St Luke's

COORDINATOR: Bronwyn Watkins

- e. Bronwyn.Watkins@acw.org.nz
- **p.** 027 417 5145

24 Te Mata Road, Havelock North

FAMILY SERVICES

Beachaven Family Services

MANAGER: Colin Oomem

- e. Colin.Oomen@acw.org.nz
- **p.** (07) 542 1725

3 Palm Springs Boulvd, Papamoa

Papamoa Family Services

MANAGER: Janice Belgrave

- e. Janice.Belgrave@acw.org.nz
- **p.** (07) 574 7170

35E Hartford Ave, Papamoa

Tararua Family Services

MANAGER: Peter Barton

- e. Peter.Barton@acw.org.nz
- **p.** (06) 374 5029

8 Ward St, Dannevirke

Te Hapara Family Services

ACTING MANAGER: Katarina Rakuraku

- e. katarina.rakuraku@acw.org.nz
- **p.** (06) 927 7070

776 Childers Rd, Te Hapara, Gisborne

GROWING THROUGH GRIEF Central Hawke's Bay

COORDINATOR: Sally White

- e. gtgcentralhb@seasons.org.nz
- **p.** (0800) 732 7760

PO Box 91, Waipawa 4210

Eastland

CO-ORDINATOR: Nicole West

- e. gtgeastland@seasons.org.nz
- **p.** (06) 868 4233

776 Childers Rd, Gisborne

Hawke's Bay

CO-ORDINATOR: Sandie Speeden

- e. gtghawkesbay@acw.org.nz
- **p.** (06) 873 4962

PO Box 824, Hastings 4122

Tauranga

CO-ORDINATOR: Amy Colonna

- e. gtgtauranga@seasons.org.nz
- **p.** (07) 574 7170

PO Box 11007, Palm Beach, Papamoa

DAY CENTRES FOR OLDER PEOPLE

Arohaina Centre

MANAGER: Diane Larsen

- e. Diane.Larsen@acw.org.nz
- **p.** (06) 867 7675

396 Aberdeen Rd, Gisborne

Elske Centre

MANAGER: Kay McLennan

- e. Kay.McLennan@acw.org.nz
- **p.** (06) 374 7649

174 High St, Dannevirke

Heretaunga Seniors

MANAGER: Kirsteen Keene

- e. Kirsteen.Keene@acw.org.nz
- **p.** (06) 870 7025

1120 Willowpark Rd Nth, Hastings

Pakeke Centre

MANAGER: Janette Birdsall

- e. Janette.Bridsall@acw.org.nz
- **p.** (06) 858 7682

69 Porangahau Rd, Waipukurau

The Kauri Centre - Papamoa

MANAGER: Colin Oomen

- e. Colin.Oomen@acw.org.nz
- **p.** (07) 218 0108

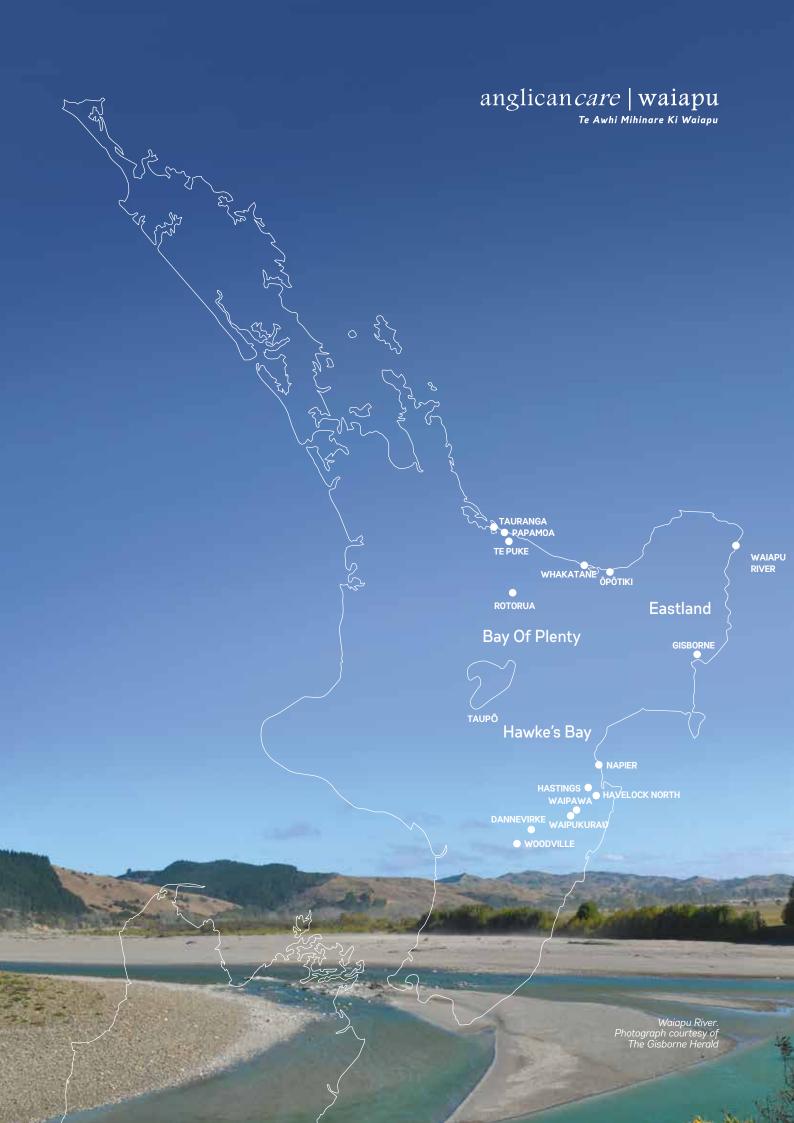
30 Evans Rd, Papamoa

The Kauri Centre - Te Puke

MANAGER: Colin Oomen

- e. Colin.Oomen@acw.org.nz
- **p.** (07) 218 0108

47 Jocelyn St, Te Puke Rd



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Te Awhi Mihinare Ki Waiapu

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