



Stand
up

2015.

Annual Report
Stand Children's Services
Tū Māia Whānau

We stand strong



LET US BUILD COMMUNITIES AND FAMILIES IN WHICH OUR CHILDREN AND YOUTH, ESPECIALLY THOSE WHO ARE MOST TROUBLED, CAN BELONG.

LET US BUILD A COUNTRY IN WHICH OUR CHILDREN AND YOUTH CAN LEARN TO CARE FOR AND RESPECT OTHERS.

Nelson Mandela

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We stand with purpose

STAND'S PURPOSE IS TO BUILD A BLUEPRINT OF QUALITY TREATMENT AND EDUCATIONAL PRACTICE THAT EMPOWERS VULNERABLE CHILDREN AND FAMILIES TO TRANSFORM THEIR TROUBLED LIVES.

Dr Fiona Inkpen

In New Zealand, childhood exposure to maltreatment and relational trauma is extremely common.

Worldwide, approximately one-third of children experience physical abuse, and 25% of girls and 20% of boys experience sexual victimisation (United Nations 2006).

Studies by the US Department of Health and Human Services (2011) and the National Child Traumatic Stress Network

(Pynoos 2001) confirmed without doubt the long-term negative consequences of maltreatment on children. These children have an increased risk of severe mental and physical health problems, including post-traumatic stress syndrome (PTSD), depression, suicide, substance abuse, heart disease, pulmonary disease and liver disease. Children exposed to multiple traumas are at greater risk of subsequent trauma exposure and cumulative impairment.

These studies revealed the following:

- ✘ Four out of every five children are maltreated by a parent acting alone or with someone else.
- ✘ Youngest children are more vulnerable, with those under the age of 1 with the highest rates of abuse.
- ✘ 65% of maltreated children develop PTSD.

- ✘ 90% of children acquire anxious and disorganised attachment patterns.
- ✘ 53% are likely to be in trouble with the law before becoming an adult.
- ✘ 40% are likely to commit a violent crime.
- ✘ 50–80% of all child abuse cases involve drug and/or alcohol abuse by parents or caregivers.

✘ Children in families below the poverty line are 45 times more likely to experience neglect and 60 times more likely to die from maltreatment.

✘ Mental health problems are highest for children placed in out-of-home care.

✘ Children who enter out-of-home care are more likely to exhibit aggressive and antisocial

behaviour, use drugs and alcohol and enter the youth justice system.

✘ Children in 80% of high-risk families (poverty, substance abuse, abuse and neglect, intimate partner violence, history of maltreatment in parent's childhood, depression and other psychological disorders in parents) fail to develop secure attachment patterns.

As a nation, it is imperative that we increase our awareness and understanding of attachment as a critical factor in child and family psychosocial functioning and dysfunction. Armed with this understanding the children's workforce will become purposeful in applying an effective framework for the prevention, assessment and treatment of the harm caused by relationship trauma.



T



We stand
with science


NOTHING IS AS
PRACTICAL AS A
GOOD THEORY.



Kurt Lewin

Stand Children's Services are grounded in a foundation of basic theories, principles and what we learn from research. Our work is science (based on proven theories), but the work of making these theories come alive and using them to make a difference in the lives of vulnerable children and families is art.

Our continued learning about attachment, trauma, child development, family systems and neurobiology supports us to provide an effective approach to child healing and parent training that links mind, body and relationships.



The following are the key theories
Stand's work is based on:

Attachment theory_

Our early experience of attachment is the foundation stone for the rest of our lives. It impacts on our beliefs, emotions, behaviours and relationships and our understanding of right and wrong. Being effective with maltreated children and their families requires clear understanding of what healthy and disrupted attachment looks like. Facilitating the development of healthy attachment with children and their parents/caregivers involves the establishment of healing relationships that include trust, empathy, safety, dependability and appropriate boundaries.

Trauma theory_

Abuse, neglect and disrupted attachment are traumatic experiences that cause distress to the mind, body, spirit and identity of children. Trauma results in anxiety, depression, dissociation, shame and the stress response (fight, flight or freeze), which in turn leads to long-term health problems. Being effective depends on understanding developmental trauma and its impact and knowing how to restore a child's sense of self, develop healthy attachment styles, achieve self-regulation, develop helpful beliefs and acquire hope for the future.

Child development theory_

Having a child development perspective enables us to understand that the emotional and cognitive stage a child is at when the relational trauma occurs determines the child's reaction and the likely impact or consequences. It also helps us understand that our interventions must be designed to be sequential and developmental – creating a therapeutic foundation of belonging, developing independence through choices, setting and achieving goals, mastering skills, and integrating transformative healing experiences.

Family systems theory_

Children and their families must be understood in the context of the systems that influence their lives. Family systems thinking requires us to understand not only the current family systems but also the family systems that went before, alongside an understanding of systems external to the family such as health, education and other social services, social networks and community resources. Systems thinking also reminds us that we need to focus on the ways in which family members interact with each other as well as how the family interacts with external influences.

Neuroscience_

Our early experience of attachment significantly affects the wiring of the brain. Maltreatment and relational trauma trigger alarm reactions, altering the neurobiology of the brain and central nervous system. Traumatized children and often their parents can have impaired wiring in the brain's limbic system and altered levels of stress hormones. This is what causes the anxiety, depression and self-regulation problems they encounter. Being effective requires us to know how to rewire the limbic system and reduce the biochemistry of stress.

A photograph of a person climbing a rocky cliff face, overlaid with a large white letter 'A'. The person is wearing a plaid shirt and shorts, and is captured in a dynamic, mid-climb pose. The background is a solid red color.

A

We stand with courage

THE GOLD STANDARD FOR TRUTH IS THAT AN IDEA
FROM ONE FIELD FITS WITH IDEAS DRAWN FROM
OTHER REALMS OF EXPERIENCE.

Brendtro, Mitchell and McCall 2009

The New Zealand Government promotes the use of science for improving results, and rightly so. Science is a process of forming a hypothesis and starting down a pathway. Frequently, you then find yourself on a different road. If you make no mistakes, you are not engaged in science. If you do nothing when you recognise your original misconceptions, you are a poor and dangerous practitioner.

Stand strives to base its practice on the best truth of the time, and we continuously modify our work as new knowledge emerges from research and from our own practice.

We pride ourselves in constantly seeking new insights, and we use our courage and vision to challenge conventional beliefs and practices in an effort to better the lives of our most vulnerable children and families.

We stand in awe of the courage that we see every day as children engage with us to explore and reframe past pain and work so hard to heal, learn and grow.

We also give special recognition to the parents/caregivers we work with who often have known enormous suffering themselves and yet show the gold standard of courage when they bare their lives, hearts and souls to help their wounded children.

**We stand
as one family
Tū Māia Whānau**

NĀ TE KUKUNE TE PUPUKE
NĀ TE PUPUKE TE HIHIRI
NĀ TE HIHIRI TE MAHARA
NĀ TE MAHARA TE MANAKO
NĀ TE MANAKO TE WĀNANGA
NĀ TE WĀNANGA TE MĀTAU
HUI Ē!
TĀIKI Ē!

NI

U

FROM THE CONCEPTION THE INCREASE
FROM THE INCREASE THE THOUGHT
FROM THE THOUGHT THE REMEMBRANCE
FROM THE REMEMBRANCE THE DESIRE
FROM THE DESIRE THE KNOWLEDGE
FROM THE KNOWLEDGE THE
UNDERSTANDING
GATHERING THE FORCES
RAISING AND CONFIRMING
THE FORCES.

Te Puāwai o Te Ataarangi ki Kirikiriroa 2003

In our work, Stand uses the Circle of Courage® model. This model portrays four universal growth needs of all children: belonging, mastery, independence and generosity. When these needs are met, children thrive and grow. This philosophy emerged from a collaboration between Dr Martin Brokenleg and Dr Larry Brendtro who studied how traditional indigenous cultures were able to rear respectful, responsible children without resorting to coercive discipline. The model weaves together indigenous knowledge, resiliency research and practice wisdom. Because the model recognises that children's emotional and behavioural problems are maladaptive coping strategies resulting from trying to meet the challenges of their life circumstances, it does not label the child as the problem.

Dr Martin Brokenleg suggested that what indigenous cultures share in common is a deep respect for children – they see children as sacred. In these 'cultures of respect', small children watch others work and get to help with small tasks as soon as they can master them. They have many mothers, fathers and grandparents, and they are immersed in constant interaction with adults. In our society, children's needs are not high on the priority list compared to the drive to accumulate money and material things. Children are not included in the social world of adults, and very early in life, they are "confined to artificial communities of the immature" (Brendtro Mitchell and McCall 2009).

Children are hard wired to seek attachment and learning from adults. If they do not receive it from adults, they will seek to understand life and how to live it from immature peers.

In cultures of respect, raising children is everyone's responsibility, and children form intimate bonds across

generations. Children are taught not to sing their own praises, differences and mastery are celebrated and work done is appreciated. Children are taught to compete with others, not against others. Violence towards children is very rare because adults and children share mutual respect, and children are treated as full citizens and responsible members of the tribe. Children do not need to be coerced – their strong attachment to others guides their behaviour.

How often in our world do we see children deprived of any opportunity to be generous with others, to make a meaningful contribution in their home or community? Cultures of respect immerse children from an early age in acts of generosity, taking care of younger children and of elders and being given opportunities to solve problems and issues important to their community.

Stand's Children's Villages are designed to provide a culture of respect so that children can experience an immersion that rewires the limbic system in their brain and reduces the biochemistry of stress.

We are deeply indebted to our Kāhui Kaumātua and our Māori practitioners who perhaps have a more sophisticated practice knowledge and understanding of what supports a child to heal and grow than some of the perspectives captured in our western scientific theories.

The combination of terror and total powerlessness defines trauma at any age. Trauma in children results in pain-based behaviour that in turn invokes pain-based discipline. Vulnerable children, particularly children in state care, need cultures of respect where people believe in them and deeply care about them. These are facts and should be the basis for understanding the needs of children in state care and any future design of care services.

Stand up for cultures of respect

PROGRAMMES NEVER CHANGE
PEOPLE. PEOPLE CHANGE
PEOPLE.

John Scita



We stand with the next generation

IF WE ARE FACING IN THE RIGHT DIRECTION, ALL WE HAVE TO DO IS KEEP ON WALKING.

Buddhist saying



STAND
CHILDREN'S
SERVICES
RECIEVED

2,984

new referrals for the year and worked with

3,821

children and their families throughout the year

77

schools were provided with a school social worker

STAND
CHILDREN'S
SERVICES
PROVIDED

103,570

hours of social work services in the community

46,122

residential days

97%

of children surveyed in the last year said they were happy with their service and what was achieved

99%

of parents surveyed were satisfied with the services provided and the outcomes achieved, and of these,

96%

were highly satisfied

100%

of referral agents and 96% of schools surveyed were satisfied with the services provided

and the outcomes achieved, and of these, 95% and 72% respectively were highly satisfied

Every child has a story to tell

A STORY OF THEIR DISTRESS

60%

of children are assessed as medium to high risk

65%

of children have difficulty with self-regulation

A STORY OF THEIR EXPOSURE TO RISK IN FAMILY AND COMMUNITY

42%

of children are from single-parent families

66%

of parents experience difficulties with discipline

52%

of children are exhibiting alienation and rebelliousness

52%

of children are displaying antisocial behaviour and hyperactivity

65%

of children are diagnosed with chronic health, mental health or developmental disabilities

43%

of families have experienced recent traumatic events

45%

of parents have relationship problems or a family history of abuse

42%

of parents have low educational achievement

42%

of children have two or more chronic health, mental health or developmental disabilities

45%

of children have a diagnosed mental health disorder

30%

of children have a developmental disability

66%

of parents are on a low wage or a benefit, and 49% are struggling with socio-economic disadvantage

72%

of families live in communities where there are poor housing conditions, neighbourhood crime

and violence, a lack of attachment and social and cultural discrimination

A STORY OF THEIR SCHOOLS' INABILITY TO PROTECT FROM HARM

40%

of children were failing at school

41%

of children were experiencing peer rejection and bullying at school

A STORY TO TELL WHETHER A BOY OR GIRL

64%

of children are male

36%

of children are female

35%

of the children's schools were having difficulties managing the children's behaviour

A STORY TO TELL NO MATTER WHAT AGE

11%

of children are 5-7 years old

43%

of children are 8-10 years old

46%

of children are 11-13 years old

A STORY ACROSS ALL CULTURES

52%

of children are Māori

39%

are NZ European

7%

come from Pacific cultures

2%

come from other cultures including Indian, South-East Asian, Asian and other European



We stand for a world strong with children

THE GREATEST TŌTARA
WAS ONCE A LITTLE SEED
WHO HELD ITS GROUND.

Author unknown



OUR VISION

A world strong with children. We stand together to bring hope to New Zealand's most vulnerable children. We help children and their families to stand up and be strong. We stand against isolation and fear. We take a stand, acting with urgency to deliver solutions that make a child's world a safer, happier and healthier place. We nurture the dreams and aspirations of our nation's children, allowing them to find their tūrangawaewae – their place to stand.

OUR MISSION

To transform the lives of children and young people aged 5 to 12 who are at significant risk of harm to their wellbeing as a consequence of the environment in which they are being raised and their own complex needs.

For each child, we seek to develop their capacity to live in healthy, hopeful relationships with others. On this depends all of the other necessary outcomes that contribute to their ability to enjoy life and reach their potential.

Make a
stand
with us

T Ū

TŪRANGAWAEWAE... IS THE FOOTSTOOL. THE PLACE WHERE SHE/HE BELONGS, WHERE THE ROOTS ARE DEEP. FROM THIS TŪRANGAWAEWAE, A PERSON CAN MOVE INTO ANY GIVEN CONTEXT, INDEED THE WORLD, KNOWING THAT SHE/HE IS SURE OF HER/HIS IDENTITY AND IS NOT AFRAID TO MAKE A STAND.

Pere 1991

OUR VALUES

Our success in working with children is based on our deep commitment to being child centred, family respectful, trauma aware, solution focused and culturally competent in all that we do.

OUR APPROACH

Our strategic intent is to ensure lasting outcomes for all vulnerable children using a partnership approach with every organisation active and interested in making New Zealand a safer, healthier and happier place for our children.

The focus of our work is to provide nationwide services that protect our most vulnerable children from further trauma, support their recovery and enhance their wellbeing.

Stand Children's Services are therefore structured to achieve:

- reducing risk and increasing protection for children through an intensive wraparound multisystemic approach to change within the family and community of the child
- supporting children's recovery and improving the wellbeing of children through the provision of an integrated therapeutic care and education service.

Three principles underpin our approach:

- Harm caused by relationships is best healed by relationships.
- A child's home and family, school and teachers, neighbourhood and friends all play a critical role in a child's world, and each system requires attention to improve a child's quality of life.
- Transformative environments that provide therapeutic relationships and experiences of belonging, mastery, independence and generosity are quicker and more effective for a child's journey of recovery.

OUR OUTCOMES

In everything we do, our efforts are focused on achieving and measuring the following outcomes:

- Children are safe in their home and school.
- Family functioning is improved.
- Children's mental, emotional and physical health is improved.
- Children's and parents' social problem-solving ability is increased.
- Children's antisocial and at-risk behaviour is reduced.
- Children's engagement with learning is improved.

Stand Children's Services are trauma informed, meaning that delivery is grounded in an understanding and responsiveness to the impact of trauma that emphasises physical, psychological and emotional safety for children and creates opportunities for them to rebuild a sense of control and empowerment and rediscover a love of relating and learning.

Stand acknowledges that families with multiple and complex problems are also often situated within a wider context of poverty, disadvantage, isolation and exclusion and that this has significant ramifications for the intensity and complexity of service delivery. We know that we need to continue to advocate for solutions to socio-economic

deprivation and disadvantage while also doing what we can to promote resiliency and build parenting capacity.

We also know that, while we continue to have children who are exposed to abuse and neglect, we all must learn what works best to respond effectively to the enormous and distorting emotional damage done to their young minds. Only if we can create genuine recovery for this group of children will we protect future generations through enabling children of promise to achieve in life and become successful parents in their own right.

We stand so that others have a voice

PERSEVERANCE IS
THE HARD WORK YOU
DO AFTER YOU GET
TIRED OF DOING THE
HARD WORK YOU
ALREADY DID.

Newt Gingrich

GRANDPARENTS

Thank you Stand staff for your genuine, helpful and prompt services... He is one of four who have been placed in charge of the end-of-year school journal... Our grandchild has received a school-based award for leadership within the school as well as a trophy for leadership with the school kapa haka group... Both boys are a very active part of our lives now and are being very helpful as we now have a business we run from home, and we could not do as well as we are without the boys... Our grandson is now 2 years ahead of his age in reading and he is now ahead of his age for maths, which is great because he used to hate maths.

PARENTS

The staff are absolutely wonderful and have gone out of their way to help... Keep up the good work, folks. Our tamariki have had a ball... Everything is all good in our family with my children. On behalf of my husband and our kids, I would like to say thank you for your support. May God bless you all... There was a very positive change in the boys that impacted directly on the whole family. The boys have tools that they can utilise when needed and may need to do so independently in their future. Great job – many thanks!... Without your services,

I'm not sure what I would do. It gave me so much relief. I am totally happy, and I cannot express my appreciation. A heartfelt thank you... Can't wait to "STAND" with you all in future, so very grateful for all of your positive input into the future and wellbeing of our children! Thank you!... This is a very valuable service that gives us a huge peace of mind knowing that our child is safe and well cared for... All the staff at Stand are extremely professional and more than helpful. Their friendly manner makes you feel very much part of their family... Since our child attended Stand, her confidence has sky rocketed, she no longer needs to use Pull-Ups, she is a lot happier in herself... We would like to thank you for the amazing work you have done with our son. No doubt, there were challenges for you all, but to see and hear him with the tools and skills and words to combat a lot of what he has been through, I would personally like to thank you on behalf of our whānau... Your services have been great! Thank you... She had a fantastic time at the village and has come back in with lots of confidence. She is a star!!!!... Thank you for the wonderful programme you have facilitated... Please pass on our thanks to all her teachers and the amazing staff at the village who make the stay so special. The transition back to school has been smooth and seamless!




CHILDREN

How are you and I mean everyone? We are good, I love my new school, and it is a new start for me. We really miss you guys... To all staff, I would like to thank you for your support, especially the Kauri staff... That's just my life though, it's full of bumps and bruises... Best thing was playground and being at school... I am really going to miss this village. It is the friendliest place in the world... Don't forget me, because I won't forget you!... Thank you for having me at this amazing place... It was awesome, and I had a great time here making new friends... I hope to come again to have another great stay at Stand Children's Village... I'll miss you heaps... Just wanted to say hello to all and to let you know that I'm doing really well and settled in to my new school very quickly... I would just like to say thank you for having faith in me also giving me the tools I need to have confidence in my everyday tasks I face.



REFERRAL AGENTS

I have always had a positive outcome with Stand and have no hesitation in referring. The social worker was amazing. Keep up the great work... A wonderful facility that we are extremely lucky to have. Fantastic staff... I am very satisfied with the service that Stand provide – I have seen the huge changes in children in behaviour and attitudes... I have totally enjoyed engagement with the family. Dad has been very happy with his social worker and Stand's service... I asked about the fighting between the boys and how often this now happened. Grandma said she could not remember how long it has been since they had a physical fight, and when she reflected on the change since she first got the boys and now, she could see the major improvement and was very proud of this... I would like to say thank you to you and your team for the very comprehensive report on his stay at Stand Children's Village. I found the report insightful and useful, and




“DON'T FORGET ME, BECAUSE I WON'T FORGET YOU!”



SCHOOL TEACHERS

He is well on his way to becoming a fine young man – many thanks... Thank you for the opportunity to visit. It's my first time here, and it was interesting. Keep up the good work... She was positive and proud of the work she has done... She was excited to show us her new bike-riding skills and her 'snap' rewards. Thanks for having us... She looks happy and settled so will follow up leadership skills she is developing and continue to support self-care. Thank you for the opportunity... She is very happy overall with how things are going for her. There has been a lot of improvement, so thank you for all the work you have done... It is really a pleasing and exciting experience for students to learn away from everyday schooling. I would like to thank the staff involved in this effort to make a real difference in the lives of students... She has been doing really well and has grown in confidence in her own abilities and skills... It was a successful intervention between school and Stand, and I have seen her mature greatly since her first stay at Stand... Very impressed with the progress children have made and the commitment of all staff.

I am sure the strategies put in will assist the whānau at home as well as school... I also learned from the report swimming helps build positive self-regulation. A very straightforward action with a potentially good outcome, one I will employ when talking to parents who have concerns of this nature. Once again, thank you for the feedback. It is really helpful... He passed his classes with excellence or merit this year. He was the speech master at their awards ceremony and also gained sports and academic awards. He also won a scholarship for a week-long audition in the performing arts school. A very proud young man that has accomplished a lot this year... Grandma talked about how mature her grandson is now and how he can reflect back to her on how he was then and how he is now... I saw the children and their outwards appearance is vastly different in how they now hold themselves, and you can now see they are happier and appear more confident within themselves.



We must...

STOP

TĒNĀ KOUTOU, TĒNĀ
KOUTOU, TĒNĀ
KOUTOU KATOĀ.
TALOFA LAVA, KIA
ORANA, FAKAALOFA
LAHI ATU, MALO E
LELEI, BULA VINAKA,
TALOHA NI, WARM
PACIFIC GREETINGS

If there was ever any doubt of how committed Stand staff are to their work, this past year proved that our work is not for the faint of heart. Although the organisation has endured many challenges in recent years, this past year was especially challenging.

For most of the Stand team, their work is much more than a job. It is a career choice driven by a thirst for justice, knowledge and understanding of what works to make a real difference in the lives of our most vulnerable children and their families. The theme of this year's annual report – Stand Up – speaks to the passion, purpose and perseverance that staff have to demonstrate every single day to respond to the challenges we face in our work to protect children and their families from further trauma, support their recovery and enhance their wellbeing.

It's amazing how much can change in the course of a single year. When the year began, we had just celebrated the opening of our new facility in

Christchurch, and as the year closed, we were planning the introduction of our new client database and a new Family Therapy Service.

Prime Minister John Key's state of the nation speech on 28 January 2015 stated that "New Zealand is in good shape and getting better. We are making great strides towards building a stronger, more prosperous country – a country where we can have a great lifestyle and earn a good income that compares well with the rest of the world... The economy is growing, employment is increasing and wages are rising... We're making good progress in areas like welfare, education and law and order, to help improve the lives of New Zealanders and their families." He also stated that the "progress is due to the hard work and positive attitude of New Zealanders". It would be fair to say that, although our staff have contributed their hard work and positive attitude, they are yet to share in this growth and prosperity, and their wages remain inadequate for the competencies and capabilities they are being asked to deliver.

With the recent release of the Productivity Commission's report, we are now seeing the very real possibility of our social services becoming privatised and for-profit organisations playing a major role in the sector. Missing from the report is any real recognition that current NGO contracting and funding structures are leading to major problems of job insecurity, inadequate and inequitable pay rates and lack of sufficient investment in building workforce competency. It is these things that are the real barrier to achieving successful outcomes for our most vulnerable populations.

For iwi and NGO providers to achieve real outcomes with our most vulnerable children and families, we need highly trained, secure workers on adequate pay. Until this inequity is addressed, we will struggle to provide social protection to these children and families.

We in the NGO sector had all hoped that the Productivity Commission's report would have highlighted this fact, so its release has simply felt like yet another ordeal in a year that has been marked by unprecedented demands, challenges, issues and stresses.

In Stand, staff shortages have continued to demand much of our time and attention throughout the year. Regional managers and staff have found themselves coping with ever-increasing workloads, significantly more overtime and the continued struggle to do more with less.

It has been said that the only constant in our world today is change. As we look back at our nearly 100 years of operation, we would have to agree. Today, our service is larger and more complex than the one created in 1919 to improve child health, but we believe that, for all the differences in scope and scale, those community-minded individuals who founded our organisation would immediately recognise Stand's services today by our mission and objectives.

Since our founding, our focus has been to create positive change for children. Our services today tackle some of the most challenging and toughest family troubles in our community that often lead to family breakdown: domestic violence, child abuse and neglect, drug and alcohol abuse and the impact of poverty and financial instability. In this last year, we helped more than 3,800 children to be safe, recover from trauma caused by maltreatment and improve their wellbeing. We helped their families to become better parents/caregivers and focused on preserving family as the best place a child can learn to belong, thrive and achieve.

We are proud of our achievements over the last year and confident that our organisation, including our new Family Therapy Service, will continue to be an agent of positive change in the year ahead.

ACHIEVEMENTS FOR THE PAST YEAR

- Provided a submission to the Productivity Commission's More Effective Social Services Inquiry.
- Responded to Treasury's Request for Information (RFI) to help identify what the government could do to make the biggest difference for the hardest to reach children and their families.
- Contributed to the development of an NGO advisory group for Superu.
- Received a funding grant from the Capability Investment Fund supporting the transition/migration from our current client database and the development of a new client database.
- ➔ Established a new MSD funded YWISS service in Dargaville High School.
- Established a new Red Cross-funded contract to deliver School Social Work Service in Christchurch.
- Designed and implemented our new Kākahu Assessment/Outcomes Framework.
- Kāhui Kaumātua signed off the Tū Māia Whānau Bicultural Outcomes Framework.
- ➔ Welcomed our new iwi-appointed Kaumātua for Stand's Midland Region.
- ➔ Launched our new Penelope client management database for all Stand's services.
- ➔ Reviewed and improved our screening tools for child safety and intimate partner abuse.
- ➔ Reviewed and improved our Professional Supervision and Registration Policies.
- Introduced and trained staff in new screening tools for drugs and alcohol use (child and adult) and screening for low mood (child and adult).
- Introduced and trained staff in new protocol for managing self-harm.
- Continued to support placements for social work students throughout Aotearoa.
- Signed a new Integrated Outcomes Agreement with Ministry of Social Development (MSD) and Ministry of Education including a new Stand for Children Service Specification.
- One of six Community Investment Trials. The purpose of the trials was to improve MSD's understanding of the capability development required to support a transition to purchasing for outcomes.
- Appointed as NGO Representative on the Expert Advisory Group supporting the Children's Action Plan Directorate.
- National Social Work Advisor appointed to the Children's Workforce Advisory Group.
- Continued support to the development of the Care Strategy as a member of the Child, Youth and Family NGO/Iwi Advisory Group.
- Regional Manager from Midland completed two terms as the Chair of the Social Work Registration Board.

PATIENCE AND PERSEVERANCE HAVE A MAGICAL EFFECT BEFORE WHICH DIFFICULTIES DISAPPEAR AND OBSTACLES VANISH.

Marin Wright Edelman

standforchildren.co.nz

- Continued to grow our relationship with the University of Copenhagen for whom we provide social work placements for their students.
- Successfully concluded our collective negotiations with the PSA, continuing a strong partnership for quality.
- ➔ Partnered with health providers and gained significant improvement in access to health services for children engaged with Stand – aural, oral, vision, dental, orthodontic and general health.
- ➔ Continued centralisation efficiencies particularly in the ICT area.
- ➔ Introduced Theraplay, with staff in each region working towards group theraplay certification.
- Board funded a new role of National Theraplay Coordinator for 1 year to promote and integrate the programme into practice.
- ➔ Annie Keirmaier – trainer with the Theraplay Institute in the USA – visited New Zealand and provided pro bono training and supervision for trainees, further solidifying the relationships with Stand Children's Services and the Theraplay Institute.
- Continued professionalisation of the workforce with many staff gaining NGO study awards and social work staff gaining full registration with the SWRB.
- Staff received training in Circle of Courage Responsibility Pathways training, Non-violent Crisis Intervention (NCI) training, NCI Trauma Informed Care training, Residential Child and Youth Care Professional training (RCYCP), Seasons for Growth training, Child Protection Certificate, Supervision for Supervisees training and Supervision for Supervisors training.
- Continued to develop our nationwide network of NCI regional trainers and Seasons for Growth facilitators. We now have five RCYCP trainers certified to run the RCYCP training throughout the regions. Two of our staff attended RAP training with Dr Larry Brendtro and are now certified to facilitate the programme in their regions.
- ➔ National Social Work Advisor presented at the ACCAN 2015 Conference on 'The Sphere Model: Assessing the Impact of Trauma'.
- Successfully fundraised and built a new learning space at the East Coast Children's Village in Gisborne.
- Completed the refurbishment of our Children's Village in our Southern Region.
- Opened a new infant playground attached to our Family Development Unit at the Auckland Children's Village. This was kindly donated by the family of the late Dr Williams who volunteered a day a week at the Children's Village for over 30 years.
- Successfully launched another NZ Post Health Stamp campaign hosted by the Hon Anne Tolley in Gisborne.

Nelson Mandela

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CHALLENGES

CHALLENGES

FOR THE

PAST YEAR

Experienced increasing intensity of need and complexity of cases across all services, putting strain on caseloads.

Worked hard to develop initiatives to improve the confidence and competence in our staff to respond to the increased intensity and complexity of cases.

The need for input from the NGO sector into government initiatives significantly increased workloads and drew on much needed operational resources.

Struggled to find ways to acknowledge, reward and motivate our staff in a high-stress environment with no increase in contract funding.

Staff turnover and recruitment issues resulted in staff shortages, increased overtime and increased stress on leadership and frontline staff.

Supporting staff with study and gaining qualifications and

registration while managing consistency of service delivery placed stress on leadership and relied on staff not studying to be generous.

The impact of the government's focus on improving the public service saw many staff in MSD coming and going, acting in roles for short periods, moving in and out of teams.

Supporting the government and sector development by creating and commencing implementation of a solution to keep the expertise of Relationships Aotearoa clinical staff available in the sector was immensely challenging while ensuring continuity of services and the launch of our new client database.

Looking for ways to meet the need for facility replacement in three of our Children's Villages and the continued investment required by our Board in capital items such as vehicles and our IT fleet continued to challenge the Board.

Although there have been many challenges this past year, there have also been many sources of inspiration. Some of that inspiration is evident in the accomplishments of the organisation, but for us, the greatest source of inspiration is our staff.

We have heard incredible stories of how our staff are achieving outcomes in the most complex of cases, enriching their communities, pioneering service design, researching and sharing knowledge and supporting each other, all while ensuring children, families and schools continue to receive the best possible services.

Our staff personify what it means to have a passion for social change and that protecting children from further trauma,

supporting their recovery and enhancing their wellbeing is the single guiding purpose behind what we do. Most importantly, they demonstrate in everything they do that, with perseverance, we can overcome virtually any challenge and achieve anything we set our mind to.

They are, and will continue to be, the role model of hope.

On behalf of our entire organisation – our staff, Board of Trustees and the thousands whose lives are changed every year, we thank you for everything you do to make our work possible. We hope that you enjoy reading more about the work we do and look forward to working with you in the future.



WAYNE CHAPMAN
CHAIRMAN



FIONA INKPEN
CHIEF EXECUTIVE



CONSIDER THE
POSTAGE STAMP:
ITS USEFULNESS
CONSISTS IN THE
ABILITY TO STICK TO
ONE THING TILL IT
GETS THERE.

Josh Billings



+10c



With clear, unpolluted skies, an outdoor lifestyle, ozone depletion, and a latitude that puts us close to the sun in summer, 'Being SunSmart' is an important part of the New Zealand way of life.

New Zealand Post has been a proud supporter of the Children's Health Camps throughout the country since 1929. The 10-cent surcharge on each stamp will go directly to Stand Children's Services Tū Māia Whānau to aid the valuable service it provides to children and their families in need around New Zealand.



These summary financial statements were authorised for issue by the Foundation Board of Trustees on 4 September 2015.

NOTES

The information in these summary financial statements has been extracted from the full financial statements authorised for issue by the Board of Trustees on 4 September 2015. No information extracted from the full financial statements has been restated or reclassified. The full financial statements were prepared in accordance with New Zealand generally accepted accounting practice. They comply with New Zealand equivalents to International Financial Reporting Standards and other applicable Financial Reporting Standards, as appropriate for Public Benefit Entities. The Foundation has not made an explicit and unreserved statement of compliance with International Financial Reporting Standards in its full financial statements. The full financial statements were audited by Ernst & Young, and an unqualified opinion was issued on 4 September 2015. These summary financial statements have been examined by the auditor for consistency with the full financial statements and an unqualified opinion issued. The summary financial statements, do not provide complete information and should be read in conjunction with the full financial statements, which can be obtained from Stand Children's Services – Tū Māia Whānau, P O Box 12-547, Wellington.



INDEPENDENT AUDITOR'S REPORT

To the Trustees of Stand Children's Services – Tū Māia Whānau, the trading name for Children's Health Camps – The New Zealand Foundation for Child and Family Health and Development (the Foundation).

The summary financial statements on pages 35 and 37 to 43, which comprise the summary statement of financial position as at 30 June 2015, the summary income statement, summary statement of comprehensive income, summary statement of changes in equity and summary statement of cash flows for the year then ended, and related notes, are derived from the audited financial statements of the Foundation for the year ended 30 June 2015. We expressed an unmodified audit opinion on those financial statements in our report dated 4 September 2015. Those financial statements, and the summary financial statements, do not reflect the effects of events that occurred subsequent to the date of our report on those financial statements.

The summary financial statements do not contain all the disclosures required for full financial statements under generally accepted accounting practice in New Zealand. Reading the summary financial statements, therefore, is not a substitute for reading the audited financial statements of the Foundation.

This report is made solely to the Foundation's Trustees, as a body, in accordance with the Trust Deed. Our engagement has been undertaken so that we might state to the Foundation's Trustees those matters we are required to state to them in our report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Foundation and the Foundation's Trustees as a body, for our work, for this report, or for the opinions we have formed.

TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for the preparation of summary financial statements in accordance with FRS-43: *Summary Financial Statements*.

AUDITOR'S RESPONSIBILITIES

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with International Standard on Auditing (New Zealand) (ISA(NZ)) 810, "Engagements to Report on Summary Financial Statements."

Other than in our capacity as auditor we have no relationship with, or interest in, the Foundation.

Partners and employees of our firm may deal with the Foundation on normal terms within the ordinary course of trading activities of the business of the Foundation.

OPINION

In our opinion, the summary financial statements derived from the audited financial statements of the Foundation for the year ended 30 June 2015 are consistent, in all material respects, with those financial statements, in accordance with FRS-43.

SUMMARY INCOME STATEMENT

for the year ended 30 June 2015

	NOTES	2015 \$000	2014 \$000
Income			
Contract with Ministry of Social Development		14,436	14,436
Other contracts		3,841	3,765
Other income		1,207	3,392
Realised/unrealised gain on investments		1,185	950
Total income		20,669	22,543
Less expenses	4	21,418	21,432
Net profit/(deficit)		(749)	1,111

SUMMARY STATEMENT OF COMPREHENSIVE INCOME

for the year ended 30 June 2015

	NOTES	2015 \$000	2014 \$000
Profit for year		(749)	1,111
Other comprehensive income			
Revaluation gain on land and buildings		13,062	–
Other comprehensive income for the year		13,062	–
Total comprehensive income for the year		12,313	1,111

SUMMARY STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2015

	RETAINED EARNINGS \$000	REVALUATION RESERVE \$000	Total \$000
At 1 July 2014	27,998	16,517	44,515
Net profit/(deficit)	(749)	–	(749)
Other comprehensive income	–	13,062	13,062
Total comprehensive income/(loss)	(749)	13,062	12,313
At 30 June 2015	27,249	29,579	56,828
At 1 July 2013	26,887	16,517	43,404
Net profit	1,111	–	1,111
Other comprehensive income	–	–	–
Total comprehensive income	1,111	–	1,111
At 30 June 2014	27,998	16,517	44,515



SUMMARY STATEMENT OF FINANCIAL POSITION
as at 30 June 2015

	2015 \$000	2014 \$000
Current assets		
Cash and cash equivalents	625	958
Other current assets	696	287
Total current assets	1,321	1,245
Non-current assets		
Long-term investments	7,213	7,198
Property, plant and equipment	52,325	39,497
Intangible assets	303	119
Total non-current assets	58,841	46,814
Total assets	61,162	48,059
Less liabilities		
Total current liabilities	4,334	3,544
Total non-current liabilities	–	–
Net assets	56,828	44,515
Represented by:		
Revaluation reserves	29,579	16,517
Retained earnings	27,249	27,998
Total equity	56,828	44,515

For and on behalf of the Board of Trustees who authorised the issue of these summary financial statements on 4 September 2015.


 **WAYNE CHAPMAN**
CHAIRMAN


 **FIONA INKPEN**
CHIEF EXECUTIVE

SUMMARY STATEMENT OF CASH FLOWS
for the year ended 30 June 2015

	2015 \$000	2014 \$000
Cash flows from operating activities		
<i>Cash was provided from:</i>		
Contract income	18,463	18,137
Other income	1,350	3,273
	19,813	21,410
<i>Cash was applied to:</i>		
Payments to suppliers and employees	19,613	19,799
Other payments	272	263
	19,885	20,062
Net cash inflow/(outflow) from operating activities	(72)	1,348
Cash flows from investing activities		
<i>Cash was provided from:</i>		
Investment proceeds	3,000	–
Sale of property, plant and equipment	1	1,461
	3,001	1,461
<i>Cash was applied to:</i>		
Investments purchased	1,830	–
Purchase of property, plant and equipment	1,432	8,401
	3,262	8,401
Net cash inflow from investing activities	(261)	(6,940)
Net increase/(decrease) in cash held	(333)	(5,592)
Opening cash brought forward	958	6,550
Closing cash carried forward	625	958



NOTES TO THE FINANCIAL STATEMENTS

1. Reporting entity

The financial statements presented here are for the reporting entity Stand Children's Service – Tū Māia Whānau. This is the trading name for Children's Health Camps – The New Zealand Foundation for Child and Family Health and Development ('the Foundation'), a charitable trust incorporated under the Charitable Trusts Act 1957. The Foundation is not a qualifying entity under the differential reporting framework. The summary financial statements are for the Foundation as an individual entity.

2. Summary of significant accounting policies

Current year and comparative figures

The current reporting period is the 12 months from 1 July 2014 to 30 June 2015. Both the functional and presentation currency of the Foundation is New Zealand dollars (\$). All values are rounded to the nearest thousand dollars (≤000) unless otherwise stated.

Basis of preparation

These are summary financial statements of the Foundation and comply with FRS-43 Summary Financial Statements and New Zealand generally accepted accounting practice as it relates to summary financial statements as appropriate for public benefit entities. The financial statements have been prepared on a historical cost basis, except for land, buildings, derivatives and long-term investments, which have been measured at fair value.

Cash and cash equivalents

Cash and cash equivalents in the statement of financial position comprise cash at bank and short-term deposits with a maturity of 3 months or less that are readily convertible to known amounts of cash and that are subject to an insignificant risk of changes in value.

Contract income

Contract revenue is recognised and measured at the fair value of the consideration received or receivable to the extent it is probable that the economic benefits will flow to the Foundation and the revenue can be reliably measured.

Salaries and wages

Gross salaries and wages payable to Foundation employees are recognised as expenses, with the deductions from the employees' salaries for board and lodgings separately recognised as revenue.

Property, plant and equipment

Land and buildings are measured at fair value based on a periodic valuation performed by external independent valuers, less accumulated depreciation on buildings. Valuations are performed at least triennially but more regularly where there are indications that the value may have significantly changed since the last valuation.

Property, plant and equipment are recorded at historical cost, including costs directly attributable to bringing the asset to its working condition, less any accumulated depreciation and any accumulated impairment losses. Such cost includes the cost of replacing parts that are eligible for capitalisation when the cost of replacing the parts is incurred. All other repairs and maintenance are recognised in profit or loss as incurred.

Investments

Investments and financial assets in the scope of NZ IAS 39 Financial Instruments: Recognition and Measurement are categorised as either financial assets at fair value through profit or loss, loans and receivables, held-to-maturity investments or available-for-sale financial assets. The classification depends on the purpose for which the investments were acquired. Designation is re-evaluated at each financial year end, but there are restrictions on reclassifying to other categories.

The Foundation classifies its investments as financial assets at fair value through profit or loss at initial recognition. The fair value of a financial asset on initial recognition is normally the transaction price. Subsequent changes in fair value are taken to profit or loss as investment income or loss.

3. Segment reporting

The Foundation has reported by segments to assist in measuring, evaluating and managing its objectives and to assist in making decisions about allocation of its resources. It is reporting by service operations (the fulfilment of government and other contracts) and property and investments. The operations segment illustrates the real cost of fulfilling operational contracts and commitments. The property and investments segment illustrates contributions derived from property and investments that support both the operational shortfall and capital assets that are essential to service provision requirements.

INCOME STATEMENT

for the year ended 30 June 2015

	Operations \$000	Property and investments \$000	Intersegment elimination \$000	Combined \$000
Revenue				
Contract with Ministry of Social Development	14,436	–	–	14,436
Other contracts	3,841	–	–	3,841
Interest	324	–	–	324
Realised/unrealised gain on investments	–	1,185	–	1,185
Total revenue	18,601	1,185	–	19,786
Other income	674	3,209	(3,000)	883
Total income	19,275	4,394	(3,000)	20,669
Less expenses	22,690	1,728	(3,000)	21,418
Net profit/(loss)	(3,415)	2,666	–	(749)

STATEMENT OF FINANCIAL POSITION

as at 30 June 2015

	Operations \$000	Property and investments \$000	Intersegment elimination \$000	Combined \$000
Current assets				
Cash and cash equivalents	625	–	–	625
Accounts receivable and prepayments	686	–	–	686
Goods and services tax receivable	10	–	–	10
Intersegment account	–	3,137	(3,137)	–
Total current assets	1,321	3,137	(3,137)	1,321
Non-current assets				
Long-term investments	–	7,213	–	7,213
Property, plant and equipment	925	51,400	–	52,325
Intangible assets	303	–	–	303
Total non-current assets	1,228	58,613	–	59,841
Total assets	2,549	61,750	(3,137)	61,162
Less current liabilities				
Employee entitlements	1,264	–	–	1,264
Accounts payable	1,584	–	–	1,584
Restricted donations	764	–	–	764
Contracts in advance	694	–	–	694
Derivatives	–	28	–	28
Intersegment account	3,137	–	(3,137)	–
Total current liabilities	7,443	28	(3,137)	4,334
Net assets	(4,894)	61,722	–	56,828

INCOME STATEMENT
for the year ended 30 June 2014

	Operations \$000	Property and investments \$000	Intersegment elimination \$000	Combined \$000
Revenue				
Contract with Ministry of Social Development	14,436	–	–	14,436
Other contracts	3,765	–	–	3,765
Interest	383	–	–	383
Realised/unrealised gain on investments	–	950	–	950
Total revenue	18,584	950	–	19,534
Other income	1,493	3,869	(2,353)	3,009
Total income	20,077	4,819	(2,353)	22,543
Less expenses				
Other expenses	22,211	1,574	(2,353)	21,432
Total expenses	22,211	1,574	(2,353)	21,432
Net profit/(loss)	(2,134)	3,245	–	1,111

STATEMENT OF FINANCIAL POSITION
as at 30 June 2014

	Operations \$000	Property and investments \$000	Intersegment elimination \$000	Combined \$000
Current assets				
Cash and cash equivalents	958	–	–	958
Accounts receivable and prepayments	281	–	–	281
Derivatives	–	6	–	6
Intersegment account	–	398	(398)	–
Total current assets	1,239	404	(398)	1,245
Non-current assets				
Long-term investments	–	7,198	–	7,198
Property, plant and equipment	1,242	38,255	–	39,497
Intangible assets	119	–	–	119
Total non-current assets	1,361	45,453	–	46,814
Total assets	2,600	45,857	(398)	48,059
Less current liabilities				
Employee entitlements	1,559	–	–	1,559
Accounts payable	1,154	–	–	1,154
Goods and services tax payable	149	–	–	149
Restricted donations	553	80	–	613
Contracts in advance	69	–	–	69
Intersegment account	398	–	(398)	–
Total current liabilities	3,862	80	(398)	3,544
Net assets	(1,262)	45,777	–	44,515

4. Total expenses

	2015 \$000	2014 \$000
Staff related	15,598	15,532
Operating services and supplies	1,852	1,950
Other expenses	1,900	1,906
Administration costs	632	639
Depreciation:		
Buildings	859	736
Plant and equipment	155	215
Motor vehicles	128	156
Furniture and fittings	201	196
Computer equipment	93	102
Total depreciation	1,436	1,405
Total expenses	21,418	21,432

5. Related-party transactions

The Foundation records that the following Trusts have been set up in whole or part to support the Children's Health Camp movement:

- The Children's Health Camp Charitable Trust (CHCCT)
- The Glenelg Children's Health Camp Charitable Trust (GCHCCT).

The Trusts are related parties as some of the Trustees are also Foundation members and/or the Foundation was the principal settler of the relevant Trust. No-related party debts have been written off or forgiven during the year.

Children's Health Camp Charitable Trust

In March 2014, the CHCCT was wound up with its assets transferred to Stand Children's Services, being \$572,000 in cash to be invested in the Foundation's general investment fund and units in the NZ Mortgage Income Trust Group Investment fund. It is the judgement of the Board that NZ Mortgage fund be recorded at \$180,000 based on information supplied by Fund Managers Otago Ltd relating to the fund's current position. Fund Managers Otago Ltd state that the funds are being wound up and distributions have been frozen. Fund distribution is not expected to be for at least 24 months.

6. Contingencies

There are no contingent liabilities as at 30 June 2015 (2014: nil).



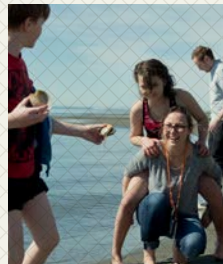


OUR SUPPORTERS

We stand together

WHEN THE WORLD SAYS, "GIVE UP," HOPE WHISPERS, "TRY IT ONE MORE TIME."

Author unknown



CHAMPIONS CLUB

Canterbury Community Trust
 Eastland and Central Community Trust
 Fonterra Milk in Schools
 Friday Patchwork Friends, Wellington
 Internal Affairs, Northland
 JN Williams Memorial Trust/HB Williams
 Turanga Trust, Gisborne
 Murray O'Donnell,
 Variety Trillian Bash

New Zealand Post
 Pak 'n Save, Rotorua
 Potatoes New Zealand
 Rotorua Energy Charitable Trust
 The Howick and Districts Masonic Centre Trust Board
 Turners & Growers
 Z Service Station, Rotorua
 Annie Keirmaier,
 Theraplay Institute USA

FRIENDS CLUB

Andrew Lethbridge,
 Countdown Highland Park
 Beverley Calkin, Auckland
 Bunnings Takanini
 Charmaine Funnell,
 Auckland
 EB Milton Trust
 El Rancho, Waikanae
 Equine and Farm Veterinary Services,
 Otaki

DIRECTORY

Te Rau Aroha Marae, Bluff
 Te Rūnanga o Ngāti Porou, Gisborne
 Teviot Valley Country Women's Institute
 The Gisborne Herald
 The House of Breakthrough, Gisborne
 The Pakuranga Lodge 416
 The Salon
 The Salvation Army, Kapiti Corps
 The Warehouse, Eastgate, Christchurch
 The Warehouse, Gisborne
 The Wednesday Bike Boys, Howick and Pakuranga
 Times Newspaper Howick and Pakuranga
 Tina McColgan, Invercargill
 Tokoroa Host Lions Club
 Tokoroa Lions
 Tony Martin, Gisborne
 Treble Developments, Gisborne
 Trevor Hunter, Otaki Beach
 Uruuruwhenua Health, Central Otago
 Valerie Rodgers, Levin
 Variety Bash, Northland
 Velda Harrison, Otaki Beach
 Waianiwa Women's Institute
 Waiariki Institute of Technology
 Waikanae Anglican Parish
 Waikanae Presbyterian Church APW Fellowship
 Waikanae SPCA Op Shop
 Waimangu Valley
 Waimea Women's Institute, Waikanae
 Wainakarua Women's Institute
 Waiopēhu Women's Institute, Levin
 Waitohu School, Otaki Warehouse
 Wellington Central Country Women's Institute
 Wendy Bence, Waikanae
 West Otago Lions Club
 Willam Toomey Trust

William Pike Challenge Award
 Willis Tamatea, Gisborne Police
 Women's Community Group, Otaki
 Women's Fellowship, Levin, Uniting Parish
 Woolston Craft Group
 YMCA, Gisborne
 Z Service Station, Amberley
 Zonta Club of East Auckland

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 CPI® Crisis Prevention Institute, USA
 CSC Buying Group
 David Patten
 DELL
 DTS
 Ecolab Ltd
 Employers Associates
 Enabling NZ Ltd
 Ernst & Young
 Family ROI, USA
 Fonterra
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 Hui Cleaning
 Insight Creative
 ITEngine
 LeasePlan
 Loo & Moore
 Marsh Insurance
 Martin Jenkins
 Matrixx Consultants Ltd
 Microsoft
 N3
 National Resource Centre for Youth Services (University of Oklahoma)
 New Zealand Couriers
 New Zealand Post
 Noel Leeming
 OfficeMax New Zealand Ltd
 Office of the Commissioner for Children
 Online Security
 Packaging House
 PC Traders
 Penelope New Zealand Platform
 Programmed Property Services
 Provoke
 PSA
 Quality Bakers
 Reclaiming Youth International, USA
 Ricoh NZ
 Seasons for Growth NZ National Network
 SenateSHJ
 Simply Food
 Southern Cross
 Southern Hospitality
 Superu
 Talent Propeller
 Taxi Charge NZ Ltd
 DTS
 Team Network
 The Building Intelligence Group
 The Urban Lounge
 Total Utilities
 Vitae
 Vodafone
 Watts & Hughes
 Welman Technologies
 Westpac

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Children's Services
Tū Māia Whānau



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