

kidpower  
teenpower  
fullpower  
TRUST NZ

# ANNUAL REPORT

2014/15

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*Note:*

Our organisation's full name is Kidpower Teenpower Fullpower Trust, reflecting our commitment to children (up to 12 years), to teenagers (from 13 - 18 years) and to adults and people with special needs. Throughout this report you will sometimes see it referred to simply as "Kidpower."

We are strongly committed to serving clients of all ages, despite occasionally using this shorter name.

Our Trust is the New Zealand Centre of Kidpower Teenpower Fullpower International.

The organisation is a New Zealand Charitable Trust (Reg No. CC20081).

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Kidpower Teenpower Fullpower International.*

## KIA ORA

It has been another excellent year, but with some ongoing financial challenges. We broke all previous records for numbers of people we worked with.

A total of 210 courses were conducted, and we trained over 4,600 people of all ages and walks of life, an increase of 13% over the previous year. This means we have worked with more than 41,500 people since our first course 22 years ago. Some of the year's Highlights are shown on page 17-20

But the really important thing we did was to help individual children, teenagers, women and men to feel confident and safe, to speak up, and to take a stand against violence everywhere. Every week we hear success stories. They're not always dramatic. A girl who felt more confident and was no longer a

target of bullying. A boy who had often reacted violently to verbal abuse, who now threw the swear words in his 'Kidpower Rubbish Bin' and walked away. Or someone in an abusive relationship feeling strong enough to get help. They might be little victories but they add up. And this is why we are passionate about the training we provide.

### Who do we work with?

A striking feature over the past few years has been the trend in ethnic mix, which is increasingly diverse. Much of this has been a result of having an Auckland base now. In the past year, adult participants have been as follows:

NZ European, 28%

Maori, 25 %

Pasifika 28%

Asian or other ethnic groups, 19%

This information is provided voluntarily by adults, and we do not survey children.

The adult participants included above were 77% female and 23 % male, a level similar to that of recent years.

As a small organisation, operating nationwide, we find it useful and mutually beneficial - not to mention fun – to collaborate with a large number of groups, organisations, companies and government bodies throughout New Zealand. These groups include early childhood centres, schools, alternative education programmes, after school, holiday and youth programmes, staff workshops and organisations supporting people with disabilities or affected by domestic violence. We are honoured to be working with these groups, helping to

groups to achieve their own goals.

We continue to adapt the Kidpower curriculum for a wide range of people with special needs, which we define very broadly to include people with developmental and physical disabilities; survivors of assault, child abuse, and domestic violence; and those who are struggling with personal issues such as poverty.

## Auckland

Our Auckland office was established in the previous year, and has shown very strong growth. This is led by our Auckland Area Manager and Programme Coordinator, Lisa Piper. To date, programmes have operated mainly in South Auckland schools. Auckland Administrator Frith Daniels will now promote these on the North Shore as well.

extend our reach and enabling these. Unfortunately, since the end of the financial year, Lisa has resigned due to health issues. This is a major setback to our Auckland programmes, and to the organisation nationwide, and is likely to lead to some downsizing in the 2015/16 year.

## Our Finances

Growth does not automatically mean viability. Often those most in need of our training are least able to pay. Compared to the previous year, we had lower income from Courses and Contracts, but higher income from Grants and Donations. Expenses overall were similar. The net result was a deficit of \$8,458 compared with \$17,017 in the previous year. Again, this deficit is largely due to rapid growth, particularly in Auckland, requiring substantial investment in the

growth phase, but expected to provide major benefits over time. A break-even result, at least, will be required in 2015/16.

## Re-organisation

We implemented some significant changes in early 2015, aimed at reducing costs and improving clarity of roles and responsibilities. A key part of this was the appointment of Fiona Bryan, who has been with us for 5 years now, to a new position of National Executive Director. I want to record the Board's appreciation of the positive approach by all staff to this, and their strong support for the changes made.

## Recognition

We continue to receive positive messages about our programmes from a wide range of sources. This year our

Healthy Relationships Programme was awarded the ACE Aotearoa Annual Award, Programme of the Year, Tangata Tiriti. And Summer Blackwell was judged 'Educator of the Year' under the same Award scheme, for her delivery of this Programme. These programme accolades are primarily due to the creativity and knowledge of our founder, Cornelia Baumgartner.

## Challenges for 2015/16

We have some significant challenges for the coming year. The recent and unexpected departure of our Manager and Instructor in Auckland is a major setback, and is likely to lead to scaling back of our programmes there and a loss of income for the future. While we have been aware of the need for additional highly trained instructors for some time, such training is time-

consuming and costly, and we will not be able to fill this void at this time. Accordingly, our operations are likely to be at a considerably reduced level in 2015/16. (Despite this, our involvement in Auckland is considered to have been hugely beneficial in terms of the numbers and diverse groups we have worked with there.) Again, a key challenge will be to ensure that sufficient funds are available to enable us to deliver programmes in a sustainable manner, to ensure that the organisation remains viable, and to rebuild a buffer to help us through any financial difficulties in the future.

### Our People

Again, a very big thank you to our staff and to our amazing supporters (listed on pages 38-40) who make it all possible, and to every one of our participants – you are the reason we do what we do.

A teacher told us recently:

*'Providing our young people with skills to keep themselves safe is of absolute importance, and Kidpower did this effectively, respectfully and professionally'.*

We feel privileged to do this work, and will always strive to do it better.



Bruce Gilkison, Chairperson



kidpower  
teenpower  
fullpower<sup>TRUST NZ</sup>

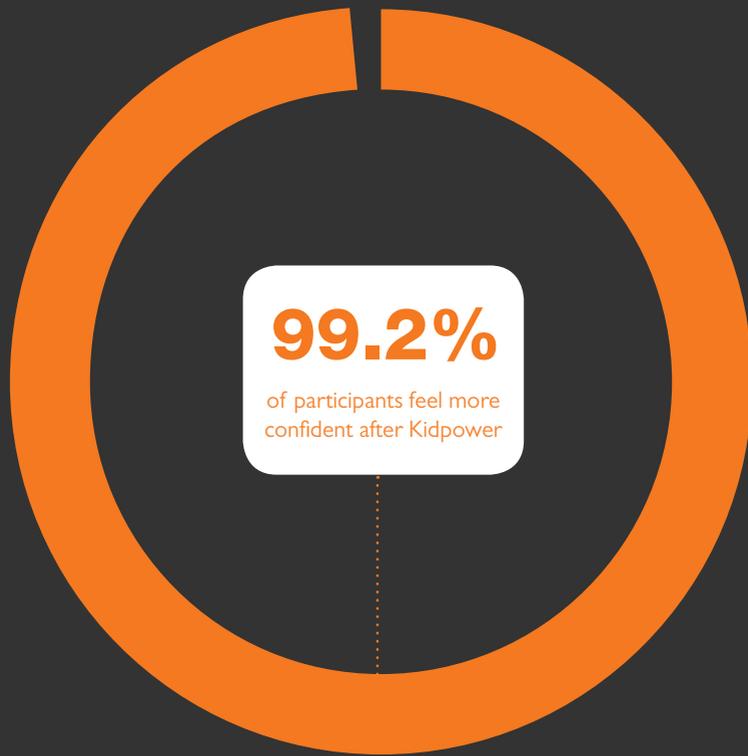
adults

children

teens

people with  
special needs

parents, caregivers  
and educators



**1**  
academic paper  
(see pg 10)

**continuously:**  
reviewed ✓ developed ✓

**Showed improved:**

- stranger safety
- boundary-setting
- help-seeking
- confidence
- calmness

for at least

**3**  
months



## KIDPOWER WORKS!

What proof is there that Kidpower actually works?

Kidpower programmes and curriculum have been developed and are continuously reviewed to ensure that we provide consistent evidence based and effective personal safety training and curriculum.

Additionally, the spontaneous feedback and formal evaluations from workshop participants – be they parents and kids, educators, law enforcement, mental health, or child development professionals – has been overwhelmingly positive since our establishment. Almost everyone who has had direct experience with our services giving Kidpower a very

high rating for relevance, effectiveness, and competence. i.e. 99.2% of the learners participating said that they feel more confident after the training!

In addition to regular participant evaluations, Kidpower programmes have undergone multiple formal research studies and evaluations by independent evaluation professionals in the US, Canada, and New Zealand.

Most recently, an independent study<sup>1</sup> has been presented at the Society for Research in Child Development's Biennial Meeting, which shows that Kidpower's Every Day Skills Programme "significantly increases children's safety skills knowledge" and that 31% of

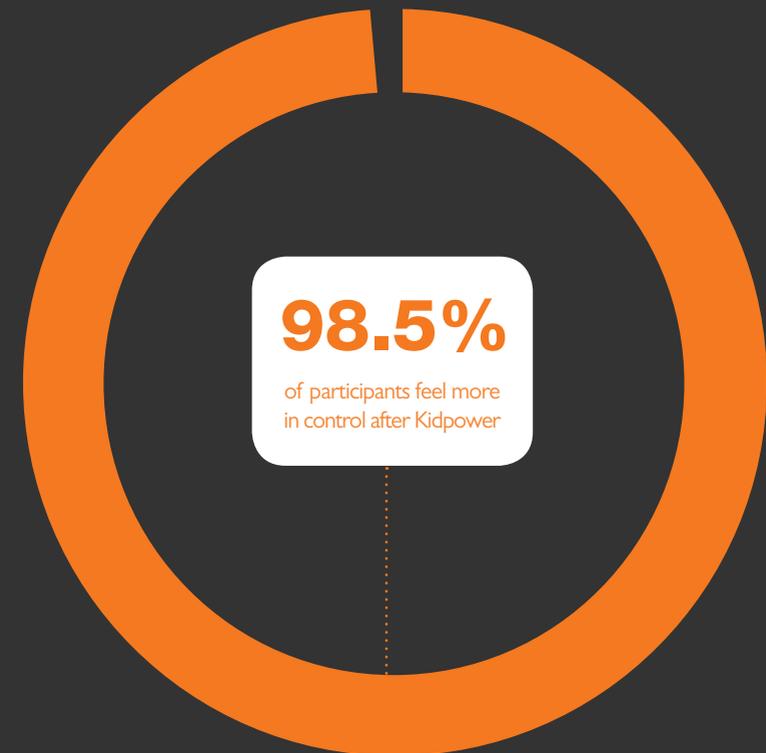
Kidpower students showed improved safety skills and knowledge compared with a comparison group (until after the study, since we couldn't bear to have them miss out on the training)!

Kidpower has a well-documented paper that has been published in the academic journal *Children and Youth Services Review*<sup>2</sup>. The research documents the scope of the issues and how Kidpower follows best practices in child protection.

In 2013, thanks to funding from the Ministry of Justice, an independent study<sup>3</sup> to evaluate the Healthy Relationships programme was conducted in New Zealand. The programme was found to have had a positive impact on students and teachers observed behaviour change in most of their students. The programme was high quality, easy to follow and enjoyable for students, particularly because of its interactive nature.

For further information on the research studies completed or for copies of the full reports, please contact us

- 1: Brenick, A., Shattuck, J., Donlan, A., Duh, S., & Zurbriggen, E. (2013) *Promoting Safety Skills in Children; A Quasi-experimental Evaluation of the kidpower Everyday Safety Skills Programme*
- 2: Brenick, A., Shattuck, J., Donlan, A., Duh, S., & Zurbriggen, E. (2014). *Empowering children with safety-skills: An evaluation of the Kidpower Everyday Safety-Skills Program. Children and Youth Services Review, Volume 44, 152-162*
- 3: Wilson, C. PhD (2013), *Report on the Healthy Relationships Programme for people with Intellectual Disabilities*



## WHO WE SERVE

Here are some of the ways we help everyone take charge of their personal safety:

### Children

Kids face challenging situations every day at home, at school, online, and in their communities. Sometimes adults are aware of these issues. Often they are not. Kidpower teaches children positive, practical, and effective ways to think, move, and speak to stay safe in personal safety situations.

### Teens

The teenage years bring new challenges for young people. This is the time when young people are forming a sense of their own sexuality, so they may need to

address issues that range from setting boundaries with romantic partners to confronting anti-gay harassment. And because of their increasing independence, teens and pre-teens face an especially high risk of violence and assault. Teenpower focuses on providing upbeat and practical guidance to deal with situations in a way that makes sense to teens.

### People with special needs

Children, teens, or adults with disabilities or other special needs are much more likely to face bullying, abuse, or assault than their peers without disabilities. We have successfully taught self-protection skills to thousands of people with such difficult life challenges as developmental

delays; loss of vision, hearing, or mobility; prejudice based on race, religion, economic status, sexual orientation, or other factors; or personal struggles with domestic violence, homelessness, substance abuse, or childhood sexual abuse.

### Adults from the general public

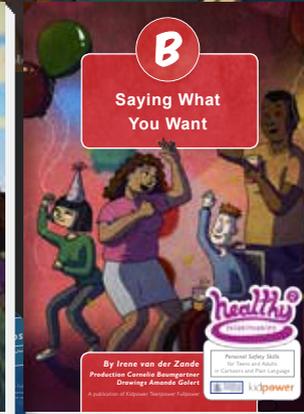
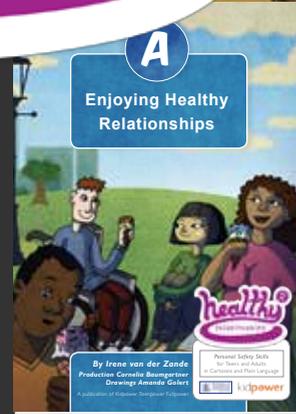
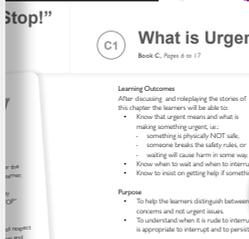
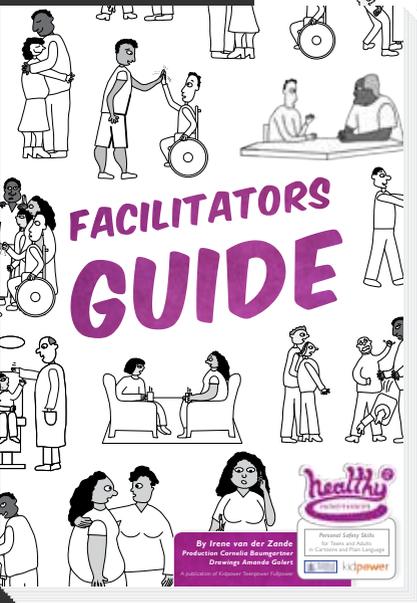
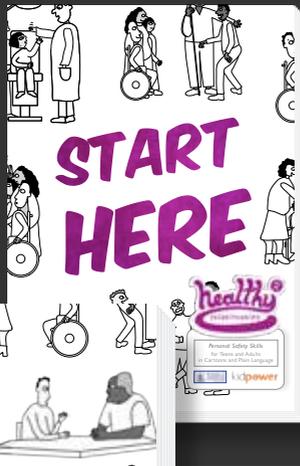
We face a higher risk of dealing with a violent assault than of being in a serious car accident. The good news is that learning to protect ourselves is much less complicated than learning to drive a car. Women and men in our Fullpower workshops learn skills to deal with common safety situations in a straightforward, practical way. Despite the seriousness of the issues addressed,

our upbeat approach empowers students and can be fun as well.

### Parents, Caregivers and Educators

All gain skills to build consistent, common language and common strategies to conflict resolution and boundary setting for the children in their care.

Participants in our Non Violent Crisis Intervention workshops learn skills that emphasise early intervention and non-physical methods for preventing or managing disruptive behaviour.



and send the video home to parents

24 B2, B3: Listening When Other People Say "Stop!" • Being a Caring Person  
25 C1: What is Urgent?  
23 B1: Speaking Up

22 A3: Making and Keeping Friends

23 B1: Speaking Up

**2014**

Tangata Tiriti programme of the year



**ace**  
aotearoa

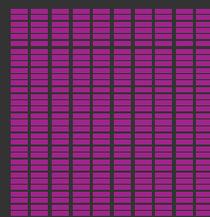
available now

**6**  
years

development

trials

**332 pages**



**60 stories**



**95**

dollars buys

**4**

posters

**5**

books

**3**

cds

## HIGHLIGHTS

We are proud of how the impact of our services continues to grow.

We directly worked with 681 participants through our Parent Child and Early Childcare workshops, 2872 children through Kidpower workshops, 119 teens through Teenpower and the Violence Prevention Toolkit, 534 adults participated in Fullpower, Non Violent Crisis Intervention and Kidpower for Educators of Young Children trainings. We also educated more than 402 people through our Healthy Relationships resources for young people with intellectual disabilities.

A total of 210 courses were conducted, training 4608 people of all ages and all walks of life. We reached 13% more people nationwide than the previous year – the largest growth being with the Kidpower programmes.

Of our adult participants; 28% were NZ European, 25% were of Maori ethnicity, 28% Pasifika and 19% Asian or other ethnic groups. Of these adults, 77% were female and 23% male. 99.2% of the learners participating on our programmes indicated that the programme had made them feel more confident and able to speak up and take charge; 98.5% reported feeling more in control and 98.1% reported having increased ability to communicate, to learn, to take charge and to achieve.

ACE Aotearoa provided us with Professional Development funding with the aim of engaging Pasifika families and to build safety skills based on their own cultural values and the human rights. This programme enabled us to more than double the the number of Pasifika people taught over the past year.

Our Healthy Relationships Programme was awarded the ACE Aotearoa Annual Award, Programme of the Year, Tangata Tiriti! Furthermore, Summer Blackwell, a young Wellington woman with learning disabilities, who co-facilitated the Healthy Relationships Facilitator Trainings for TOAH-NNEST in Auckland and Christchurch, won the ACE Aotearoa Annual Award for Educator of the Year, Tangata Tiriti. These awards are an acknowledgement of commitment to transforming communities and whānau through Adult and Community Education.

In addition, the first ever International Child Protection Month was held in September – this was led by Kidpower International and we are hoping to see increased participation by communities

and groups over future years.

### Workshops

In addition to serving individuals and families through our public workshops, Kidpower Teenpower Fullpower worked with over 60 different groups to offer personal safety workshops in both the North and South Island. Those groups included early childhood centres, individual schools, alternative education programmes, after school, holiday and youth programmes, staff workshops and organisations supporting people with disabilities and those affected by domestic violence.

We continue to adapt the Kidpower curriculum for a wide range of people with special needs, which we define very broadly to include people with developmental and physical disabilities;

survivors of assault, child abuse, and domestic violence; and those who are struggling with personal issues such as poverty.

### Development of Educational Resources

KKidpower also creates materials that benefit thousands of people beyond those who attend our workshops. We thank the International organisation as their support makes these projects possible through permission to adapt the curriculum and through ongoing consultation.

Accomplishments include collaborative creation of

- Kidpower for Schools and Early Childcare Educators programme focusing on Sexual Violence prevention,

- Healthy Relationships, including more stories and pictures in response to requests from user groups and
- Faamalosi Aiga, a Pasifika safety programme with whole-community engagement, bi-lingual fun activities, songs, role-plays, visuals and other resources.

### Collaborations and Partnerships

We continue to promote our expertise in Primary Prevention of Violence in a variety of national and international networks, i.e.

We are active members of DCAV (Disability Coalition Against Violence), Jigsaw (a national network of 44 organisations working to stop child abuse), TOAH NNEST (Te Ohaakii a Hine – National Network for Ending

Sexual Violence Together) and part of the Accident Compensation Corporation advisory group for a new sexual violence prevention programme.

We maintain regular contacts with the Police Youth Education Services, Adult Community Education network, Mangere East Family Service Centre, People First, IDEA Services, Family Planning and Nelson Tasman Pasifika Community Trust.

Healthy Relationships training continues to be co-led by disabled and Dr. Christine Wilson from SAMS (Standards and Monitoring Services).

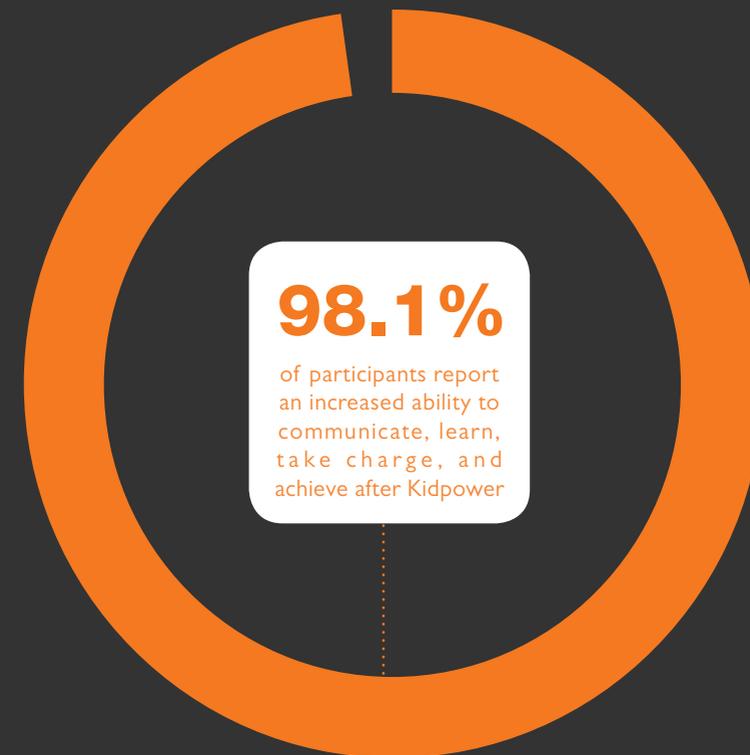
Cornelia holds advisory roles in the Kidpower International Senior Programme Leader advisory group, the national TOAH NNEST network,

and ACC 's sexual violence primary prevention education project.

The Kidpower Rainbow Connection saw Sutton Park school's participating classes spend a day at Rainbow's End Amusement Park in South Auckland. This incentive programme encourages all children who have taken part in Kidpower workshops to strive for progress and improvement in their knowledge of safety and communication skills.

### Safety

The Trust places strong emphasis on safety and support of staff and trainees. Kidpower has risk management systems in place and we continue to maintain our high safety record. There were three minor reported incidents during 2013/14.



**210 Courses**

**4,608**  
people trained

**13% Growth!**

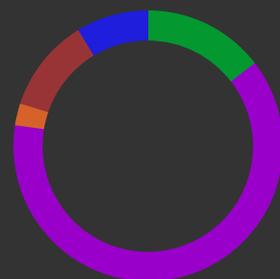
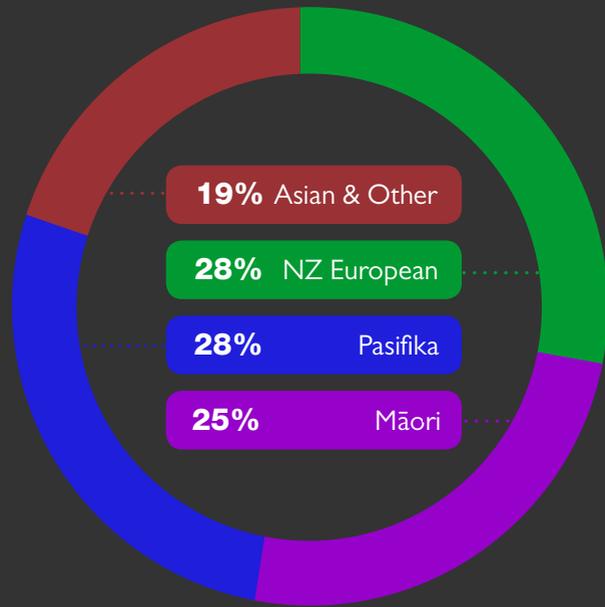
**3**

resources developed

Kidpower for Schools and Early Childcare Educators programme

Healthy Relationships

Faamalosi Aiga



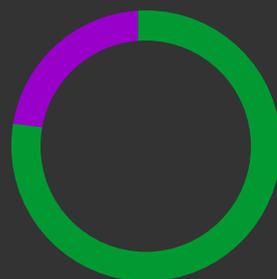
**2,872** Children

**681** Parent & Child

**534** Adults

**402** Disabled

**119** Teenagers



**77%** Female

**23%** Male

## TRIPLE BOTTOM LINE REPORT

The Trust believes that an organisation such as ours is accountable to the community in a number of different ways.

Triple Bottom Line reporting on an organisation's social, economic and environmental contributions and impacts is one way of demonstrating the effects of its operations, positive and negative, and being accountable to the community for these. A brief summary of results under these headings appears below.

### Social

The social benefits and impacts of the Trust's operations are by far the most important. For this reason, these are featured throughout the report, and particularly on pages 18 to 20.

### Economic

A summary of our audited accounts is shown on page 26-27, and the complete audited accounts are available from the Trust upon request. This year we recorded a Net Deficit of \$8,458, largely a result of investment in our Auckland programs. We consider that our overall financial position is sound.

A summary of donations and income received from grants and contracts appears on page 38. The Trust is a charitable organisation and pays no income tax.

Investment policies:

Any surpluses are retained to ensure liquidity and for future use consistent with the Trust's charitable purposes. Such funds are used to repay any debt, and applied to low risk investments.

## Environmental

The Trust takes its environmental impacts seriously. Key items are:

Total distance travelled by air in 2014-15 was 70,159 km.

Motor vehicle travel: 4360 km (estimated). All travel is kept to a minimum, but is considered necessary in order to provide courses throughout NZ, and to ensure the highest possible quality of tuition.

Emissions from travel this year have been calculated at 16.8 tonnes carbon dioxide equivalent (calculated from carbonZero online Travel & Tourism Calculator). Up from 10.2 tonnes for the year previous. This is due to three staff attending training in the US.

Electricity is included in our head office rental and is not metered separately. No electric heating or air conditioning is used; the office is heated by log fire in winter. Power for the various course venues is likewise not paid separately. Emissions from these sources have not been calculated.

All waste is sorted into compostable, paper, aluminium, glass and other, and are composted on site or recycled as appropriate. Kidpower reuses paper where possible. Furniture and fittings are largely pre-loved, reused items.

Sound environmental practices are demonstrated and encouraged in the various courses run.



paper

aluminium

glass

compostable

furniture

fittings

**70,159 km**

air travel

**4,360 km**

motor vehicle travel

**16.8**  
tonnes of  
carbon dioxide

**3 staff travelled to the US**

**6.6 tonnes up from 2013/14**

## FINANCIAL STATEMENT

### Income & Expenditure Statement 1 April 2014 to 31 March 2015

INCOME		EXPENDITURE	
Course Fees	\$ 25,347	Course Costs	\$ 26,858
Grants Allocated	\$ 126,122	Programme Development	\$ 53,299
Donations Allocated	\$ 3,791	Staff Costs	\$ 97,523
Donations Received	\$ 24,504	Office Running Costs	\$ 44,332
Contracts Allocated	\$ 37,933	Other Support Costs	\$ 10,292
Book Sales	\$ 953	Depreciation	\$ 800
Interest Received	\$ 2,463		
Sundry Income	\$ 3,534		
<b>TOTAL INCOME</b>	<b>\$ 224,646</b>	<b>TOTAL EXPENDITURE</b>	<b>\$ 233,104</b>
		Net Income (deficit)	\$ (8,458)

### Statement of Assets, Liabilities and Equity As at 31 March 2015

ASSETS		FUNDS AVAILABLE	
Fixed Assets	\$ 796	Opening Balance	\$ 10,178
Current Assets	\$ 46,177	Net Income (deficit)	\$ (8,458)
		<b>FUNDS AVAILABLE</b>	<b>\$ 1,720</b>
		LIABILITIES	
		Current Liabilities	\$ 5,909
		Monies Received in Advance	\$ 39,344
		<b>TOTAL LIABILITIES</b>	<b>\$ 45,254</b>
<b>TOTAL ASSETS</b>	<b>\$ 46,973</b>	<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>\$ 46,973</b>

**kidpower**

*"If You Want to Move Away"*

If you want to move away,  
move away

If you want to move away,  
move away

If you do not know a person  
and you really feel uncertain

Then you really should quickly move  
away

**kidpower**

*Kidpower Young Children Programme & Resource Kit*

*Songs*

- 1 • Move Away
- 2 • Kidpower Touch
- 3 • Kidpower Train
- 4 • Happy Day
- 5 • Check First
- 6 • Move Away Yeeha Song
- 7 • I like being me
- 8 • The Kidpower song
- 9 • Yeeha Yeeha Go
- 10 • Happy Day
- 11 • I like being me
- 12 • Check First
- 13 • Kidpower Train
- 14 • Kidpower Song (Full)

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www.kidpower.org / www.kidpower.org.nz / 0800 KIDPOWER (NZ)

**kidpower**

*Kidpower Young Children Programme & Resource Kit*

Teaching 0-7 year olds 'People Safety' skills

*"The earliest teachable moment is the best teachable moment"*

Helen van der Zande  
Lisa Piper and Corinne Baumgartner  
Project Leadership and Adaptation

Amanda Gilbert  
Illustrator  
Lisa Piper  
Photographer

Kidpower International Founder  
Project Leadership and Adaptation

Simon Hartman  
Design  
Wilson Tavakoli  
Composer and Vocalist

**kidpower**

*Kidpower Young Children Programme & Resource Kit*

Teaching 0-7 year olds 'People Safety' skills

**Templates & Song Sheets**

*"The earliest teachable moment is the best teachable moment"*

Helen van der Zande  
Lisa Piper and Corinne Baumgartner  
Project Leadership and Adaptation

Amanda Gilbert  
Illustrator  
Lisa Piper  
Photographer

Kidpower International Founder  
Project Leadership and Adaptation

Simon Hartman  
Design  
Wilson Tavakoli  
Composer and Vocalist



**September**

**First**

International Child Protection Month!

## INTERNATIONAL ACKNOWLEDGEMENT

### A Note from Irene van der Zande Executive Director and Founder of Kidpower Teenpower Fullpower International

*Congratulations to our Kidpower NZ Trust for another successful year in bringing greater safety and confidence to many thousands of people of all ages, abilities, and walks of life!*

*These successes are thanks to the talent, integrity, and commitment of your remarkable team of teaching, program, and management staff and to the dedication and generosity of your board members, funders, service partners, and volunteers.*

*Think of the impact you have on the lives of every person who has been served by your Trust! Together, we have made a lasting difference to:*

- *each little boy who protects himself from mean words and stays in charge of his body and words instead of fighting;*
- *each school student who is an upstander instead of a bystander by speaking up about putdowns and prejudice;*
- *each child who knows how to recognize and stop unsafe touch and how to get help;*
- *each teen girl who recognizes what relationship violence looks like and is able to leave and get to safety;*
- *each young person who de-escalates an assault even when someone is being unfair and disrespectful;*
- *each person with disabilities who feels empowered instead of helpless;*
- *each helping professional who knows how to recognize and set boundaries on unsafe behavior;*
- *each caring adult who feels better prepared to protect and promote the safety of young people.*

*I feel honoured to be joining hands with each of you from across the world to further our vision of creating cultures of caring, respect, and safety for everyone, everywhere!*

*With heartfelt appreciation for your commitment to safety and empowerment,*



Irene

6

dollars

**The Gift of Safety**

**for 1 Student**

15

dollars

**Kidpower  
Comic Book**

**for 1 Household**

560

dollars

**Kidpower,  
Professional  
Development,  
and Parent/  
Whanau Education**

**for 1  
Childcare Center**

## HOW YOU CAN HELP

Kidpower achieved significant progress in 2014/15, and we're excited about our plans for 2015 onwards.

If you would like to support Kidpower financially, here are some examples of what your donation can do:

\$6 covers the cost of one student in a classroom Kidpower session.

\$15 covers the cost of a Kidpower Comic Book, used by parents and caregivers to teach our skills in the home.

\$560 covers the cost of Professional Development, Kidpower and Parent/Whānau Education for an entire early childcare centre.

We invite you to visit our website, [www.kidpower.org.nz](http://www.kidpower.org.nz) to find out more about Kidpower, learn where you can take a class, and download free resources about personal safety that you can share with your family, friends, students, and clients.

## LOOKING FORWARD

In the year to 31 March 2016 we aim to:

Directly teach at least 2,000 children, teens, and adults, through our 'People Safety' workshops.

With ongoing collaboration extend our whānau programmes and to reach more parents, families and whānau of young children (ages 3-7) with education around "People Safety", raising their literacy, and providing ideas and tools to empower them as individuals.

With ongoing collaboration extend our Pasifika programmes and to reach more parents, families and whānau of young children (ages 3-7) with education

around "People Safety", raising their literacy, and providing ideas and tools to empower them as individuals.

Continue to develop and implement programmes to integrate Kidpower skills and practices into agencies and schools to help them address bullying, child abuse, domestic and relationship violence, and other violence.

directly teach at least

**Two-  
Thousand  
people**

Extend our Programmes & tools for

Pasifika

Schools

Whanau

Agencies

**to pass**

**on to**

**Every-**

**One.**

# THANK YOU

## \$10,000 and above

- Tertiary Education Commission
- Lottery Community - National
- Ministry of Justice
- ACE Aotearoa

## \$5,000 - \$9,999

- Canterbury Community Trust
- Auckland City Council
- Community Organisation Grants – Papakura
- Auckland Communities Foundation

## \$1,000 - \$4,999

- Community Organisations Grants - Nelson
- Community Organisation Grants - Auckland
- Community Organisation Grants - Waitakere

- Community Organisation Grants - Otago
- Community Organisation Grants - Manukau
- John Ilott Charitable Trust
- Sir John Logan Campbell Residuary Estate
- Mainland Foundation
- Tasman District Council
- RG & EF MacDonald Trust

## \$0 - \$999

- Network Tasman Trust
- Motueka Community Board
- Nelson City Council - Community Assistance
- Lion Foundation
- Pub Charity

## Workshop space for public classes:

- Aikido Nelson
- Accident Compensation Community Rooms Nelson
- Motueka Pipe Band Rooms

Rainbow's End, for the partnership incentive programme.

The many individual donors that wish to remain anonymous.

## Special Thanks

To our 2014/15 Board of Trustees; Bruce Gillkison, Annie Simmons, Simon Jones, Christine Piper, Josef Hodel, Marion Satherley and Anne Michelle Mattsen. Background information on our trustees can be found on our website.

To our wonderful team of instructors who make it possible for us to offer our programmes nationally: Rona Sedman, Kate Canton, Jack Wyllie, Lisa Piper and Frith Daniels.

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Executive Director

Cornelia Baumgartner – National Programme Director

Lisa Piper - Auckland Area Manager and Programme Coordinator

Christine Piper - Finances

Karen Borlase - Fundraising

Administrator

Frith Daniels – Auckland Administrator

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Our vision is to work together to create cultures of caring, respect, and safety for everyone, everywhere. Our sincere thanks to those supporters who help us achieve this.



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