



**Big Brothers Big Sisters**  
of Nelson–Tasman

*Tuakana Teina*



# ANNUAL REPORT 2018

Big Brothers Big Sisters

**20**  
**YEARS**

in Nelson-Tasman

1998-2018



Big Brothers Big Sisters

20  
YEARS

in Nelson-Tasman



*This report is written for presentation to the 21st  
Annual Meeting of Big Brothers Big Sisters of  
Nelson-Tasman (BBBSNT), December 2018.*





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**OUR VISION** – Every child who  
needs a mentor, has a mentor.

# CHAIR'S REPORT



This report is written for presentation to the 21st Annual Meeting of Big Brothers Big Sisters of Nelson-Tasman (BBBSNT). Again, it is my privilege to chair the board of an organisation which, through the efforts of its board members, staff, volunteer mentors and supporters, contributes so positively to the lives of many young people in the Nelson Tasman community.

The philosophic base for BBBSNT continues to be provided by its affiliation to Big Brothers Big Sisters International (BBBSI) through Big Brothers Big Sisters New Zealand (BBBSNZ). BBBSNT continues to take the initiative to plan for the future within the national guidelines by reviewing and revising our Strategic Plan. The Programme Director and staff have formulated an annual Operational Plan linked to the Strategic Plan against which the performance of BBBSNT is measured. These plans continue to provide clarity and direction for the board and staff.

The year covered by this report has been another positive one. BBBSNT continues to build a strong financial base with reserves sufficient to cover one year of operation of the programme at its current level now secured. In addition financial resources have enabled programme development and geographic expansion to take place in this year with further developments planned in the coming year.

Chelsea Routhan continues to demonstrate outstanding leadership in her role as BBBSNT Programme Director and maintains an excellent working relationship with the board and very positive interaction with all other stakeholders. We are privileged to have her as part of BBBSNT. The staff team has seen some changes in the last year. We have lost the services of an experienced and capable team member Jacquie. Amy, Maree, Cathy and Georgie have been joined by new team member Saskia Walsh bringing new enthusiasm and experience to complement the team. BBBSNT is extremely fortunate to have a dedicated, professional and capable staff who work hard to support the mentors and young people who mentors share their time with.

Our working relationship with the Nelson Police continues to be a significant contributor to the success of our programme. The board wishes to thank the Police for the continued funding of the Programme Director's position, the provision of office space, support services and the close liaison and support provided. In particular, the board wishes to acknowledge the outstanding support provided by Scott Richardson and his team and the close working relationship they have maintained with BBBSNT.

During the year we have farewelled two of our board members. Martin Byrne contributed significantly to the board, particularly in his efforts to develop sources of income through the annual Dinner Auction and encouraging new Cornerstone Sponsors to support BBBSNT. Ross Stevenson contributed his accounting expertise as board Treasurer and guided the board through significant changes required by new accounting and audit requirements. The board misses their pragmatic and business-like approach to governance and thanks them for their contributions to BBBSNT.

We have been fortunate to gain the services of Melissa Munro as Treasurer. Melissa brings an accountancy background and an extensive network of community contacts and enthusiasm for the development of BBBSNT.

The board has recognised the need for a young person's perspective on the board. It has established a Youth Representative position where a young person from the Nelson Tasman community is selected each year to serve a one year term on the Board. We have been fortunate to have Alex Hunter join us in this capacity. Alex is one of BBBSNT's School Based Teen mentors and brings experience gained through her involvement in both the Nelson City and Tasman District Youth Councils. The board will work with Alex to help her grow her governance knowledge and skills which will enable her to contribute to other organisations on completion of her time on the BBBSNT board.



My thanks to all of the current board members for their enthusiasm for BBBSNT and for their commitment to the governance of the organisation:

<b>Gaile Noonan</b>	<i>(Deputy Chair)</i>	<b>Rachel Saunders</b>	
<b>Melissa Munro</b>	<i>(Treasurer)</i>	<b>Ian Langridge</b>	
<b>Sue Gibbons</b>	<i>(Minute Secretary)</i>	<b>Sue Herd</b>	
<b>Scott Richardson</b>	<i>(Police Representative)</i>	<b>Stephen Broad-Paul</b>	
<b>Lani Evans</b>	<i>(Motueka Representative)</i>	<b>Alex Hunter</b>	<i>(Youth Representative)</i>

## FINANCES 2017-18 FINANCIAL YEAR

BBBSNT has once again achieved outstanding financial results in the year to 31 June 2018. The target of having operational finance for one year in reserve has been maintained, as has a sound operating profit, ensuring that development work planned has been undertaken. This included the funding of a successful campaign to recruit male mentors, funding of a support pack for mentors, establishing a fund to help mentees gain specific life skills to enhance their ability to achieve their goals, covering the costs of BBBSNT 20th Birthday celebrations and expanding our geographic coverage to include Tapawera.

## FINANCES 2018-19 FINANCIAL YEAR

The 2018/19 financial year from July to the end of October has shown a further positive result with a sound operating profit being achieved. The level of income once again reflects the work that has been done to generate commercial sponsorship, making successful applications to new sources of grant funding, and effective local fundraising and donor support.

While this position continues to be sound, it's important to recognise that seeking the resources to ensure a continued high standard of support for growth of matches and financial viability of the programme, is an ongoing challenge. The achievement of 200 active matches is a significant milestone and there is no evidence that demand for the service BBBSNT provides will diminish.

Fundraising got another major boost with the 2018 edition of the dinner and auction, again organised by Sue Herd, Rachel and Martin, and the quiz and auction arranged by Sue and Chelsea and her team to support development of the Motueka programme. Great events and generous audiences representing a range of businesses and organisations again resulted in just over \$48,000.00 being raised by the Nelson event, with Motueka raising over \$3,500.00 to boost resources supporting the programme there.

Chelsea and her team have continued to be very successful submitting funding applications to organisations which have supported us in the past and to new organisations which have supported us for the first time. The success they have achieved is the result of well researched, professional applications and excellent communication with key people in those organisations. We wish to acknowledge the significant support from the Rata Foundation, Lotteries Grants Board, Nelson City Council and Pub Charity along with the contributions made by a number of smaller organisations.

The board has recently taken the decision to recognise all our major sponsors as Nelson Tasman sponsors rather than separately as Nelson or Tasman area sponsors. At the same time a decision was taken to extend the number of Cornerstone Sponsors to ten to help generate the additional financial resources require to sustain programme growth. During the year covered by this report BBBSNT has continued to receive multi-year \$5000.00 per annum Cornerstone Sponsorships from the following businesses;

<b>Port Nelson</b>	<b>Pic's Peanut Butter</b>	<b>Intepeople</b>	<b>Fico Finance</b>
<b>Fulton Hogan</b>	<b>Heartland Group</b>	<b>Bowater Hyundai</b>	

We thank them for their continued support of BBBSNT. We have also had the privilege of welcoming our new Cornerstone sponsors;

<b>BNZ Top of the South</b>	<b>Richmond Mall</b>	<b>New Zealand King Salmon</b>
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Thank you for joining the BBBSNT team. We must again acknowledge the other sponsors, commercial, organisational and personal who continue to contribute financially, or in kind, in support of BBBSNT. Their continued support and

enthusiasm for the work BBBSNT does is vital in enabling our board, staff and mentors to continue to maintain the standards and get the results we have achieved to date. While there are too many to mention all of them in this report we wish to thank particularly Blueberry IT, Edgewood Charitable Trust, Finest Kind, RWCA, Stevens Orchard, TTK, Nelson Heat Pumps, Hello World Richmond, The Bakery @ Wakefield, Nelson Dental Centre, TNL International, Smart Array, Nelson Pine Industries, Summit Motueka, I Lewis, J Van Der Veldt, Alex Rutherford, Euan McIntosh, MediaWorks Foundation and Forsyth Barr for their support during the reporting period. All our supporters are valued by BBBSNT and each is important to us.

## THE BBBSNT PROGRAMME

The growth in numbers of matches reinforces the need for careful planning and resource management. There is still a need to remain focussed on match support, and to ensure training and matching processes, reporting, and record keeping relating to those matches is effective and efficient. The obligation we have to make the BBBSNT environment as safe as we can for staff, mentors and young people in the programme is ongoing and requires us to ensure we are committed to excellence in match support and management.

There are still a number of boys and girls waiting to be matched with a suitable mentor. While this is concerning it reflects the constant demand for the services provided by BBBSNT and the reputation BBBSNT and its staff have built.

Current costings indicate it continues to require \$1200.00 to cover the direct cost of each mentor/young person match for a year. The overheads required to administer the programme are additional to this taking the total to approximately \$1600.00 per match.

## EXTERNAL EVALUATION OF THE BBBSNT PROGRAMME

Following on from the external evaluations of the BBBSNT programme undertaken last year, BBBSNT entered the 2018 Nelson Tasman Chamber of Commerce Business Awards in two categories. This has required a further examination of our governance and management practices and assembly of a comprehensive set of documentation and video as part of that entry. We are very proud to report that BBBSNT was the winner of the 2018 Chamber of Commerce Small Business Award.

## REVIEWING OUR FUTURE FOCUS

In February 2019 the BBBSNT board and staff will work together to review the Strategic Plan to ensure it remains relevant and focussed while providing the challenges required for constant improvement and development of the programme.

## THANKS TO SPECIAL PEOPLE

Again we must acknowledge the contributions made by our auditor Graeme Scarlett and our honorary solicitor Brian Nelson. Without these contributions BBBSNT could not achieve the results outlined in this report.

## THE NEXT YEAR FOR BBBSNT

In the 2018/2019 year we will continue working to achieve:

- Continuity of funding, working with the commercial sector and other sponsors to maintain existing relationships and to develop new ones.
- Recruitment, training and matching of additional enthusiastic mentors.
- Development of the BBBS programme and its support structures which will enable more young people and their mentors to be supported.

To do this we must focus on stability and quality to support growth of BBBS in the Nelson/Tasman area and support for the programme in our communities.

In conclusion, I would like to thank all who have contributed to the ongoing success of BBBSNT. I look forward to working with you in 2019.



**Ross Newman**

Chair, Big Brothers Big Sisters of Nelson-Tasman

1 December 2018





# DIRECTOR'S REPORT



**It is my pleasure to report to you as Programme Director for Big Brothers Big Sisters of Nelson-Tasman (BBBS NT).**

2018 has been a significant year for the BBBSNT family. In November, we won the 'Small Business of the Year' award at the Nelson-Tasman Chamber of Commerce Business Awards.

Whilst we are a charity, we believe the focus areas for a profitable business are also important ingredients for our organisation, to maximise impact and ensure that we can provide the best possible service to our local community. This award is for our community - to everyone who has ever donated, sponsored, mentored, been a board member or a staff member, you are invaluable.

We were thrilled to celebrate our 20th Anniversary in July, and acknowledge every person and organisation that has participated in our programme since its inception. Since the first match in 1998, we have been lucky enough to have 990 mentors make a difference in the life of a child. This year we hit 200 active matches for the first time in our history. Over the last financial year, we have served 280 matches, and our volunteers have donated 18,600 hours of their time, what an incredible contribution.

Early in 2018, the board adopted a business case to invest in mentor recruitment, and we launched a '20Men' campaign for our 20th Anniversary. We are pleased that we have exceeded our goal and matched 30 boys with mentors, and have 13 men ready to be trained or matched.

We also initiated a life skills fund this year. The goal is that the funds provided towards gaining life skills for our mentees will lead to further education, employment or apprenticeships, assisting our young people to reach their full potential.

As part of our 20th Anniversary, BBBSNT launched 'mentor welcome packs' for all new and existing mentors. This was an opportunity for us to provide more support to our mentors, who give freely of their time week after week, and also to include items to keep our tamariki and mentors safe.

This year we began a 'Cops in Schools' mentoring programme, where a select number of Police Officers spend work time for one hour, one-on-one with a child at a local school for at least one year. Thank you to the Nelson Bays Police for their ongoing partnership with our programme.

We continued to embed our programme in the Tasman region by commencing the School Based Teen Mentoring

in Tapawera. We will continue to be open to geographical expansion, including investigating growth into Golden Bay and Marlborough.

2018 has also seen the introduction of the Little Big Award. This is based on the Circle of Courage. The four directions portray universal human needs and are the foundations for resilience and positive youth development. We encourage Bigs and Littles to choose two goals from each of the headings of Belonging, Independence and Generosity to complete throughout the year, and one goal to Master by the end of the year.

This year we farewelled Jacquie as she moved into a role at Barnados, and hired Saskia, a new part-time mentoring co-ordinator in April, to assist with our increased workload. She has been a wonderful addition to the enthusiastic and talented team of Maree, Cathy, Amy, and Georgie.

Big Brothers Big Sisters remains hugely grateful to our fantastic family of sponsors, donors and funders. Their investment in our organisation is crucial, enabling us to match more children with volunteer mentors. Special mention to our partners, the Nelson Bays Police, and to our Cornerstone Sponsors - Port Nelson, Pils Peanut Butter, Fico Finance, Intepeople, Fulton Hogan, Heartland Group and Bowater Hyundai. We are pleased to welcome new Cornerstone Sponsors - BNZ Top of the South, Richmond Mall and New Zealand King Salmon, and new Match Sponsors - Nelson Dental Centre, The Bakery @ Wakefield, TNL International, Smart Array Ltd and Nelson Pine Industries Ltd. Also a huge thank you to our loyal regular donors and match sponsors - Edgewood Charitable Trust, Hello World Richmond, Finest Kind, Blueberry IT, TTK, Nelson Heatpumps, RWCA, Stevens Orchard Lawyers, Konica Minolta, Summit Motueka, Euan McIntosh, Forsyth Barr, I Lewis, the Van Der Veldts, Alex Rutherford. And our funders - Rata Foundation, Lotteries Foundation, Pub Charity, Nelson City Council, Tasman District Council, COGS, NZCT, Lion Foundation, Mediaworks Foundation Mainland Foundation, Tindall Foundation, Network Tasman Trust and the Motueka Community Board.

I would like to thank the BBBS Board for their service throughout 2018. They are a great team to work alongside, with fantastic skills, knowledge and experience. Their support, along with our amazing staff, has been invaluable.

**Chelsea Routhan**

Programme Director

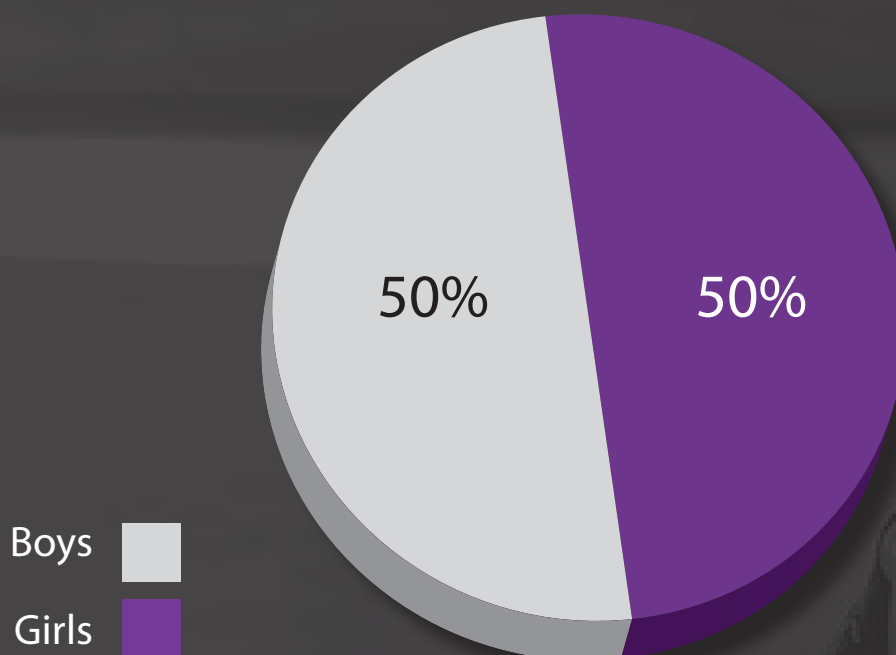
Big Brothers Big Sisters of Nelson-Tasman

1 December 2018

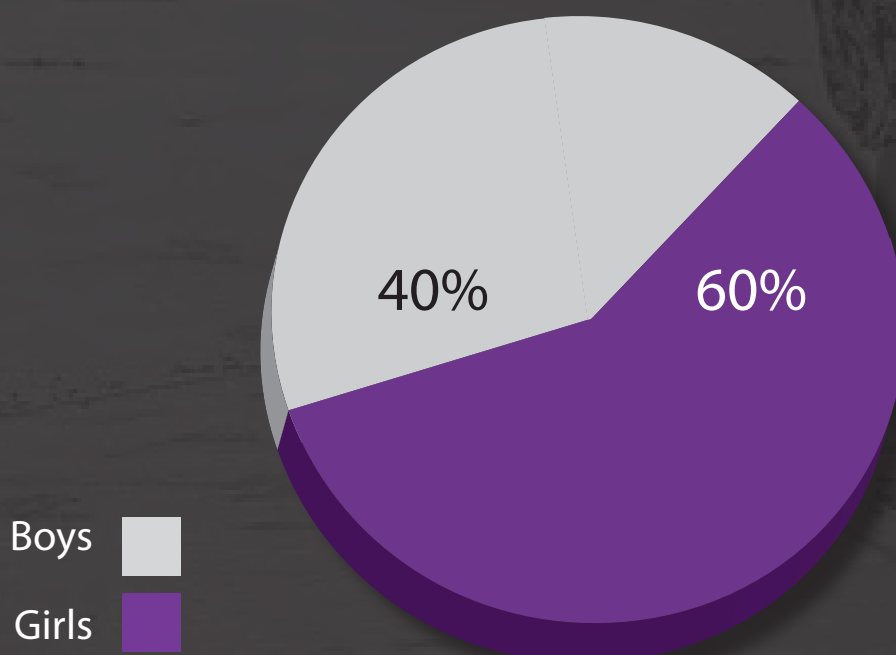


# STATISTICS 2017/18

## RATIO OF COMMUNITY BASED MALE & FEMALE MATCHES

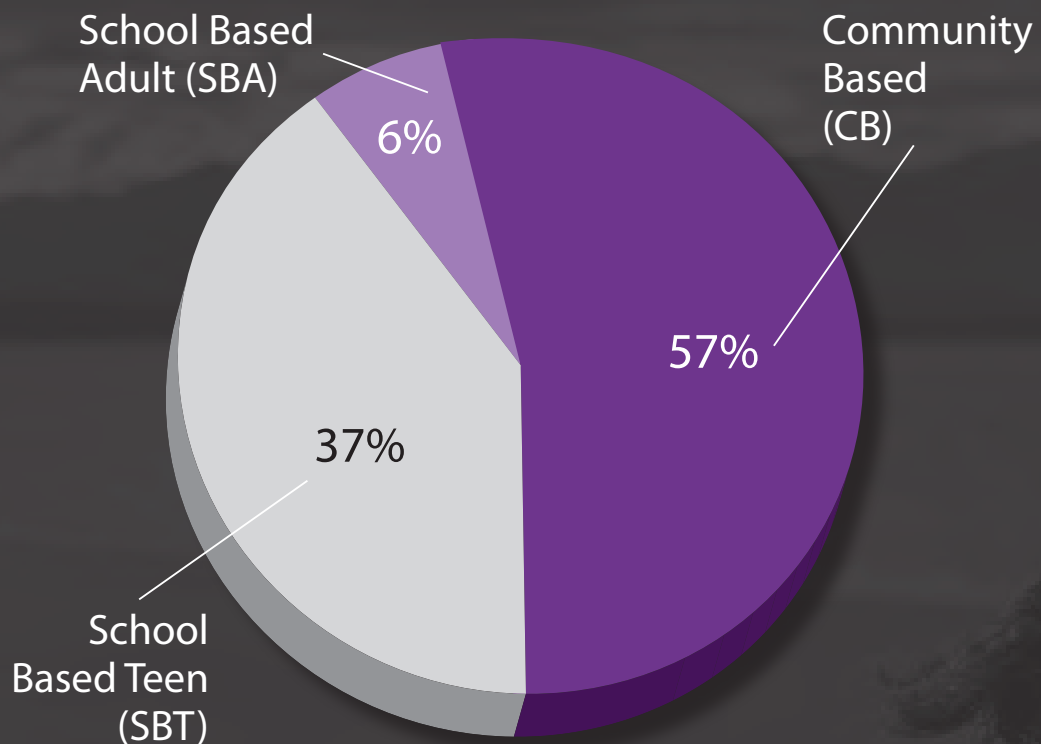


## OVERALL RATIO OF MALE & FEMALE MATCHES

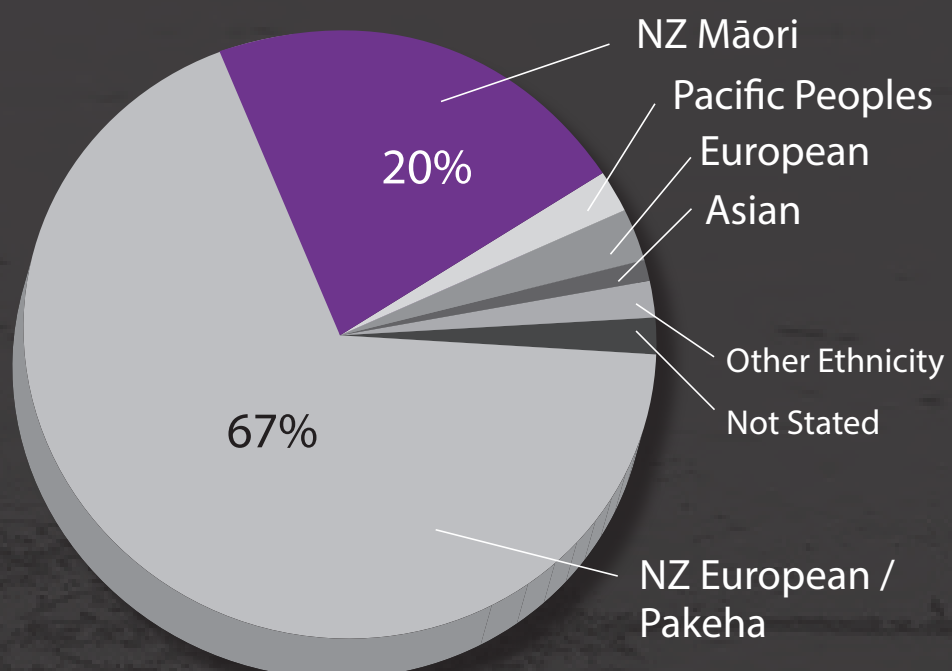




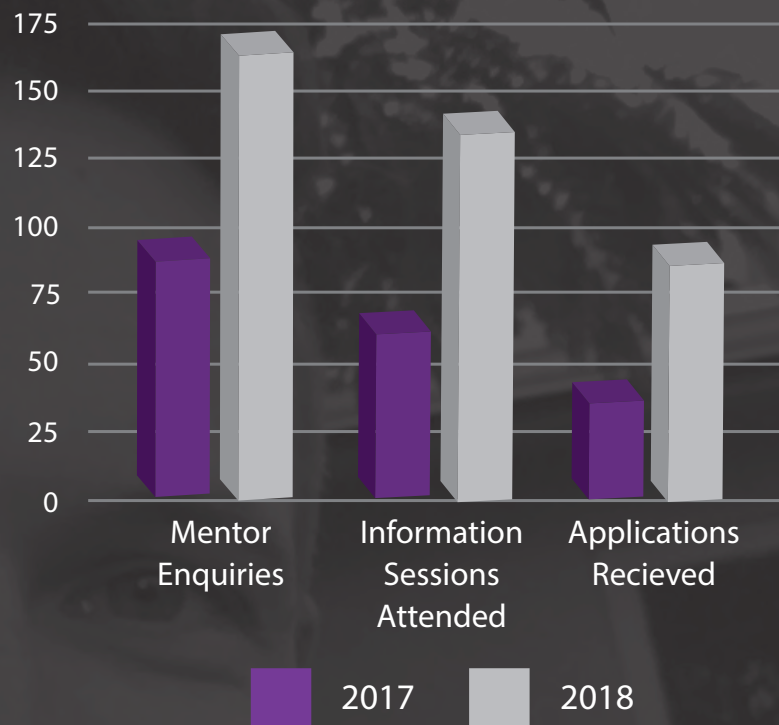
## RATIO OF PROGRAMME TYPE



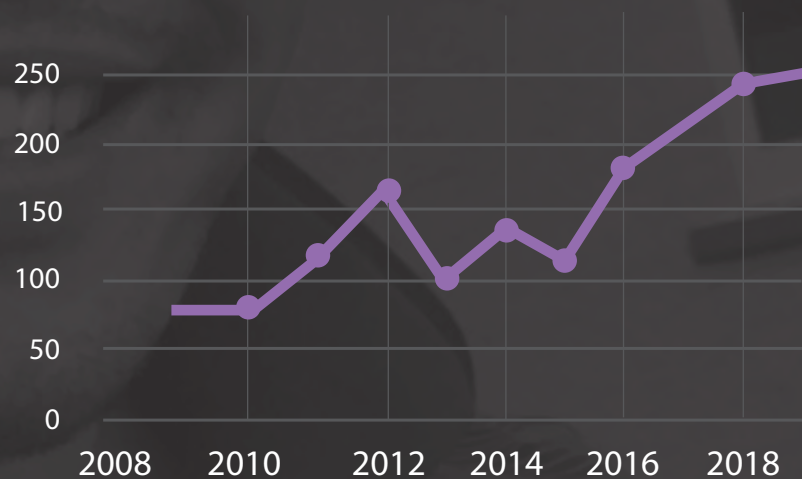
## ETHNICITY OF YOUNG PEOPLE IN CURRENT MATCHES



## COMMUNITY BASED MENTORS 1ST JAN TO 31ST OCTOBER



## MATCHES SERVED OVER LAST DECADE





# MENTOR SURVEY

Below is a summary of the key findings from our 66 responses from Nelson-Tasman. Of the 66 respondents, we had approximately 20% from each category of length of match, from less than 6 months through to 5+ years.

## Key Findings:

**100% were enjoying the experience of being a 'Big'**



- 99% would recommend mentoring to a friend

- 98% felt they were provided with adequate training

- 94% feel their match is beneficial to their 'Little'

In response to the question,

## HOW DO YOU FEEL ABOUT YOUR EXPERIENCE OF BEING A MENTOR?

"I really enjoy the experience and get a lot of pleasure and satisfaction from the time spent with my little brother."

"It's great, a very rewarding experience"

"I feel great that I have been able to help my wee girl become more confident... it's a privilege to mentor someone else's child"

"It is great, I love being a mentor. Getting to give my little some cool experiences she wouldn't otherwise get is really rewarding"

"I really enjoy it. I get as much out of it as my mentee. It teaches patience, consistency, understanding, and listening... and makes you think about what you are saying as it might come up weeks later when you didn't even think the mentee was listening! It also gets you to get creative with activities and makes you try new things."

"Great that I can be an ear, and fantastic that I get to share experiences with my little that she likes too"

# RECENT FEEDBACK

## **LITTLES:**

*"Having a Big Sister is the best thing in the universe!  
And... unicorns"*

*"Seeing you is the highlight of my week"*

*"I have a real friend who will listen to me"*

*"She is the one that I can get all my emotional things  
out with and I don't feel lonely"*

*"My mentor is cool, funny, nice and perfect for me"*

*"He teaches me not to be mean to my foster Mum"*

*"I have an awesome time with my mentor. I love it"*

*"I value our friendship".*

## **BIGS:**

*"Fishing is so much more fun with an incredulous  
boy who has never had a fish on his rod before"*

*"Life is at its most purposeful when we help"*

*"As much as you put in, you get back and much more"*

*"It's the excitement of being young again"*

*"If you give unconditionally it is returned 10 fold".*



Big Brothers Big Sisters

**20**  
**YEARS**

in Nelson-Tasman



***OUR MISSION*** – To build, strengthen and promote positive relationships between children, youth, adults and families by facilitating positive & rewarding mentoring relationships within our community.

## 1ST MATCH

MADE ON 28TH

JULY

1998



# 20 years

in partnership  
with Police

MORE THAN  
**950**  
matches  
served

## 18:1

Boston Consulting Group found that every \$1 invested in Big Brothers Big Sisters mentoring, generates \$18 in social return on investment.



MORE THAN  
**150,000**  
VOLUNTEER HOURS!



generously  
SUPPORTED BY

**7 LOCAL  
CORNERSTONE  
SPONSORS**

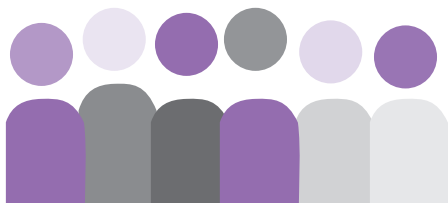


AVERAGE MATCH LENGTH

**= 827 days**  
(2 years, 4 months)



OUR STAFF HAS GROWN  
**FROM 1 TO 6**



## CELEBRATING

Big Brothers Big Sisters

# 20 YEARS

in Nelson-Tasman

## LITTLE STATS...

**91%** have improved  
self confidence

**78%** are more able to  
express their feelings

**76%** are more  
confident in being  
able to make a good  
decision

**70%** have developed  
a hobby or interest

# TIMELINE

## Our Story So Far...

Big Brothers Big Sisters of Nelson Trust  
became legally incorporated

Pilot Programme with Police followed  
with 15 young people

**1997**

Became a Charitable Trust

**2005**

Expansion to  
Motueka

**2013**

1st Board Youth Representative  
Life Skills Fund launched

On track for over  
200 active matches

**2018**

Public meeting called to look at  
solutions for disaffected youth  
in the Nelson region by the  
Rotary Club of Nelson

**1996**

First match made  
on 28th July 1998

**1998**

School Based  
Teen programme  
launched

**2008**

Over 150 active  
matches

**2015**

Name changed to  
**Big Brothers  
Big Sisters of  
Nelson-Tasman**

**2017**



# 2018 NZME SMALL BUSINESS AWARD

30<sup>TH</sup>  
ANNIVERSARY

**NelsonPine**  
Laminated Veneer Lumber *LVL*

NELSON TASMAN  
**CHAMBER OF  
COMMERCE**

**BUSINESS  
AWARDS**

# WINNER 2018



# 2018 PROGRAMME OUTCOME EVALUATIONS

The Programme Outcome Evaluation (POE) tool is used to annually evaluate the impact that mentoring is having on our young people. This is measured across 21 areas in confidence, competence and caring – 3 of Lerner's 5 C's for Positive Youth Development.

## Summary statistics for October 2018

Programme outcome evaluations are conducted every year with the volunteer, parent and teacher of the young person.

Parents and teachers report that young people on our programme have greatly improved outcomes in the following areas:



### CONFIDENCE

- 91% have improved self-confidence
- 79% are more able to express their feelings
- 76% are more confident in being able to make a good decision
- 70% have developed a hobby or interest



### COMPETENCE

- 71% have improved their academic performance at school
- 73% improvement in attitude towards school and learning
- 73% are positively participating more actively in classes
- 69% have much improved behaviour in class and at school



### CARING

- 88% are more trusting of adults (parent, mentor and teachers)
- 65% have an improved positive relationship with family members
- 77% are able to relate better towards their peers, including positive communication skills, caring behaviour towards others
- 80% have developed better positive relationships with other adults



**"(BBBS) has been a great thing** for me to be involved with and I would recommend it to anyone... **it takes a village** to raise kids and I think mentoring is an **essential tool in raising good adults"**

**"I really enjoy** the experience and get a lot of pleasure and satisfaction from the **time spent with my little brother"**



## THANK YOU TO OUR CORNERSTONE SPONSORS...



**INTEPEOPLE**  
HUMAN RESOURCE CONSULTANTS



**Fast. Easy. Banker Free.**



## THANK YOU TO OUR FUNDERS...

- NZ Police • Rata Foundation • Lottery Grants Board
- Pub Charity • Nelson City Council • Tasman District Council
- The Lion Foundation • Mainland Foundation • NZCT
- The Tindall Foundation

## THANK YOU TO OUR MATCH SPONSORS...

- Stevens Orchard Lawyers • Finest Kind • Blueberry IT
- The Bakery @ Wakefield • RWCA • Nelson Pine Industries Ltd
- Nelson Heat Pumps • Hello World • TTK • Nelson Dental Centre
- Smart Array Ltd • TNL International