



Big Brothers Big Sisters
of Nelson-Tasman

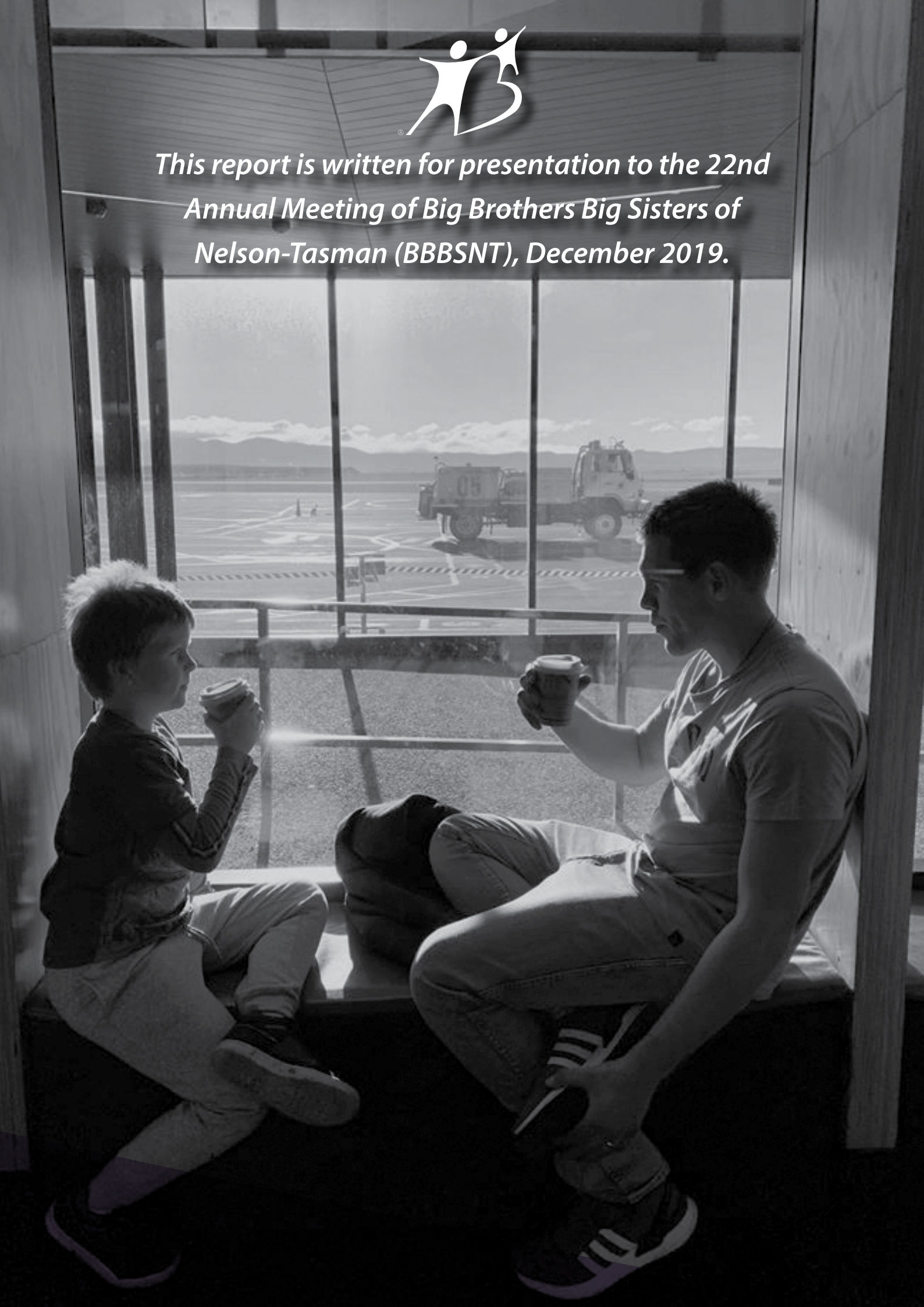
Tuakana Teina



ANNUAL REPORT 2019



*This report is written for presentation to the 22nd
Annual Meeting of Big Brothers Big Sisters of
Nelson-Tasman (BBBSNT), December 2019.*





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

CHAIR'S REPORT



for the board and staff.

This report is written for presentation to the 22nd Annual Meeting of Big Brothers Big Sisters Nelson Tasman (BBBSNT). It is again my privilege to chair the board of an organisation which, through the efforts of its board members, staff and 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 again 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

The year covered by this report has been another positive one. BBBSNT continues to build a strong financial base. A base line of reserves sufficient to cover one year of operation of the programme at its current level is now secured and regular tracking of financial performance has enabled new initiatives to be taken while preserving that reserve.

Chelsea Routhan has again demonstrated outstanding leadership in her role as BBBSNT Programme Director. She has maintained and further developed her working relationship with the board and her interaction with all other BBBSNT stakeholders has enhanced our standing with those stakeholders and the support we receive from them. We are privileged to have Chelsea as part of BBBSNT.

The staff team has seen some significant changes in the last year. We have lost the services of experienced and capable team members Amy and Georgie. Both have moved on to new challenges and we wish them well. We have added three new team members. Bonita Savage joined us early in the year bringing wide experience in the social services sector. Her expertise has been a valuable addition to our capability. Sharyn Croft joined us recently and has added further experience, expertise and enthusiasm to the team. With a Mentor Co-ordinator team of five we are now able to address a significant waiting list of young people seeking a mentor, share workloads more equitably, and consider further geographical expansion of the programme in 2020. Cushla Vass joined the team bringing a range of experience and knowledge to the Communications and Team Support role. We are fortunate to have a staff team which works extremely well together and shares a common commitment to high professional standards and to providing the best possible support for our young people and their mentors.

Our working relationship with the Nelson Police continues to be a significant contributor to the success of our programme. Again the board wishes to thank the Police for the continued funding of the Programme Director's position, the provision of office space and support services and the close liaison and support. In particular the Board wishes to acknowledge the outstanding support provided by Scott Richardson and his team and close working relationship they have maintained with BBBSNT. The assistance with upgrading of office furniture and equipment has enabled us to create a much more efficient and pleasant work environment and accommodate an extra staff member comfortably.

The board has been fortunate to have retained all members through this year. We have benefited greatly from the involvement of Alex Hunter as the Young Persons Representative on the board. Her perspective has brought a new dimension to discussions and decision making. We wish Alex well as she concludes her time with us in December and heads off to university in 2020.

The positive nature of her contribution is reflected in the board's wish to have another young person join the board for a year in 2020 to further the board's appreciation of a young person's perspective and to provide that young person with an opportunity to add governance and related knowledge and skills to their C.V.

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



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

FINANCES 2018-19 FINANCIAL YEAR

BBBSNT has achieved financial results reflective of our investment in programme delivery in the year to 31 June 2019, with a modest deficit. The target of having operational finance for one year in reserve has been maintained. This financial year saw expenditure on major projects such as the 20th Anniversary, creating a Life Skills Fund, and a targeted campaign for more mentors. Also, maintaining over 200 operational matches saw continuing demand on staff and other resources and the finance required to support those matches.

FINANCES 2019-20 FINANCIAL YEAR

The 2019/20 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 additional commercial sponsorship, making successful applications to new sources of grant funding and to effective local fundraising and donor support.

Fundraising got another major boost with the 2019 edition of the dinner and auction, again organised by Sue Herd, Rachel Saunders and Chelsea, and the quiz and auction arranged specifically 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 particular thanks to the Event Sponsor Nelson Airport and the generous support from Port Nelson. The Motueka event raised over \$2,750.00 to boost resources supporting the programme there.

Chelsea and her team have again been 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, George Brown Trust, Pub Charity and Nelson City Council, along with the contributions made by a number of smaller organisations.

A major commitment to create an additional Mentor Co-ordinator's position was made by the board as part of this year's budgeting. This has required board commitment to finding the additional funding required. The board has consulted current Cornerstone Sponsors and with their agreement has undertaken to increase the number of Cornerstone Sponsors to help cover that additional commitment.

During the year covered by this report BBBSNT has continued to receive multi-year \$5000.00 per annum Cornerstone Sponsorships from the following businesses:

Pic's Peanut Butter Fico Finance Fulton Hogan Heartland Group Bowater Hyundai

BNZ Top of the South Richmond Mall New Zealand King Salmon

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

Blueberry IT Asphalt and Construction Crombie Lockwood

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 New World Nelson City, Craigs Investment Partners, Thwaites Diesel, Stevens Orchard, TTK, Nelson Heat Pumps, Hello World Richmond, The Wakefield Bakery, Nelson Dental Centre, Finest Kind, TNL International, RWCA, Smart Array Ltd, Nelson Pine Industries Ltd and Summit Motueka for their support during the reporting period. All our supporters are valued by BBBSNT and each is important to us.

THE BBBSNT PROGRAMME

Our last board report in November identified that there were 200 active matches. Again this shows an increase from the same time the previous year when 164 were active. This continued growth 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 process, 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.

REVIEWING OUR FUTURE FOCUS

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

A NEW DEVELOPMENT

Following the successful involvement of a young person on the BBBSNT board, BBBSNT submitted an application for funding from Nelson City Council to establish a Youth Into Governance Project. The project obtained support from ten community organisations whose boards agreed to host a young person on their board for a year to duplicate the benefits experienced by BBBSNT and their young person representative over the past 12 months. To date a lot of work has gone into the planning and development of the project and an application has been made for continued funding to implement the programme in 2020. BBBSNT wishes to acknowledge the support of Volunteer Nelson and the representatives of the ten participating boards in getting this project underway.

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:

- Preparation of a 5 year projection showing where growth is planned and what resources will be required to achieve that growth. These projections will provide the basis for determining Strategic and Operational for BBBSNT focus through to 2024.
- 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 2020.



Ross Newman

Chair, Big Brothers Big Sisters of Nelson-Tasman

1 December 2019



DIRECTOR'S REPORT



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

After a very busy and successful 2018, the board and staff decided we would make 2019 a year of focus on consolidation and quality. However our waiting list continued to grow

and we now have a waiting list of 50 young people.

In July, we committed to employing an additional Mentoring Co-ordinator to meet the need and reduce the waiting list, whilst still ensuring quality programme delivery. This comes with significant cost, so a major focus has been on raising funds to ensure ongoing financial sustainability. We have had some wonderful local organisations join our family of sponsors, mentioned below.

We have also partnered with local services to continue to offer valuable life skills to our young people. Through incredible support from Richmond Aquatic Centre, Pics Peanut Butter, Raeward Fresh and NBS, 80 tamariki have received two terms of swimming lessons. We have had young people get drivers licences, participate in sports, and have new experiences.

We have reached 205 active matches, and the number of tamariki identifying as Maori is continuing to grow, it is now 21%.

We welcomed Nelson Airport as new naming rights sponsors for our annual Charity Dinner and Auction, and we were thrilled to raise \$48,000. It was a fantastic night with over 200 guests in attendance.

We are working with Big Brothers Big Sisters of New Zealand to roll out a new database to increase our efficiency, accountability and transparency. For the first time in 20 years of operation, this will give us a platform for our staff to work smarter with flexibility, using the latest technology, and this would not be possible without the support from the Rata Foundation.

We have continued to embed our programme in the Tasman region by starting Big Brothers Big Sisters of Nelson-Tasman in Golden Bay. This will commence with a School-Based teen partnership with Golden Bay High

School, but we will also start some community based matches in 2020.

We farewelled Amy as she moved to Australia, and Georgie as she started as Co-ordinator of the Nelson Women's Centre. We welcomed Bonita Savage, Cushla Vass and Sharyn Croft, who have been wonderful additions to the enthusiastic and talented team of Maree, Cathy and Saskia.

Big Brothers Big Sisters remains hugely grateful to our fantastic family of sponsors, donors and funders. Their investment in our organisation is invaluable in allowing us to match more children with volunteer mentors. Special mention to our partners, the Nelson Bays Police, and to our Cornerstone Sponsors - Pics Peanut Butter, Fico Finance, Fulton Hogan, Heartland Group, Bowater Hyundai, BNZ Top of the South, Richmond Mall and New Zealand King Salmon. We are pleased to welcome new Cornerstone Sponsors – Crombie Lockwood, Blueberry IT, Asphalt and Construction, and new Match Sponsors – Thwaites Diesel, New World Nelson City, and Craigs Investment Partners. Also a huge thank you to our loyal regular donors and match sponsors – Edgewood Charitable Trust (who have just reached \$35,000 of support over 6 years), Hello World Richmond, Finest Kind, TTK, Nelson Heatpumps, RWCA, Stevens Orchard Lawyers, Nelson Dental Centre, The Bakery @ Wakefield, TNL International, Smart Array Ltd, Nelson Pine Industries Ltd, CSG, Summit Motueka, Euan McIntosh, Forsyth Barr, I Lewis, Jos and Jean Van Der Veldt, Alex Rutherford. And our funders – Rata Foundation, Lotteries Foundation, Pub Charity, George Brown Trust, Nelson City Council, Tasman District Council, COGS, NZCT, Lion 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 2019. They are a great team to work with, with fantastic skills, knowledge and experience. Their support, along with our amazing staff, has been invaluable.

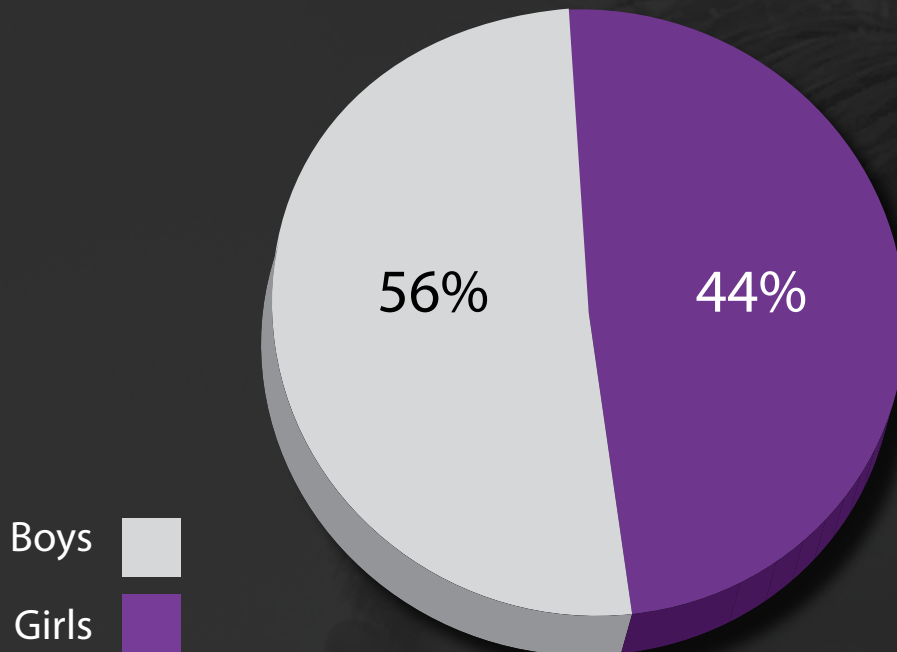
Chelsea Routhan

Programme Director
Big Brothers Big Sisters of Nelson-Tasman
1 December 2019

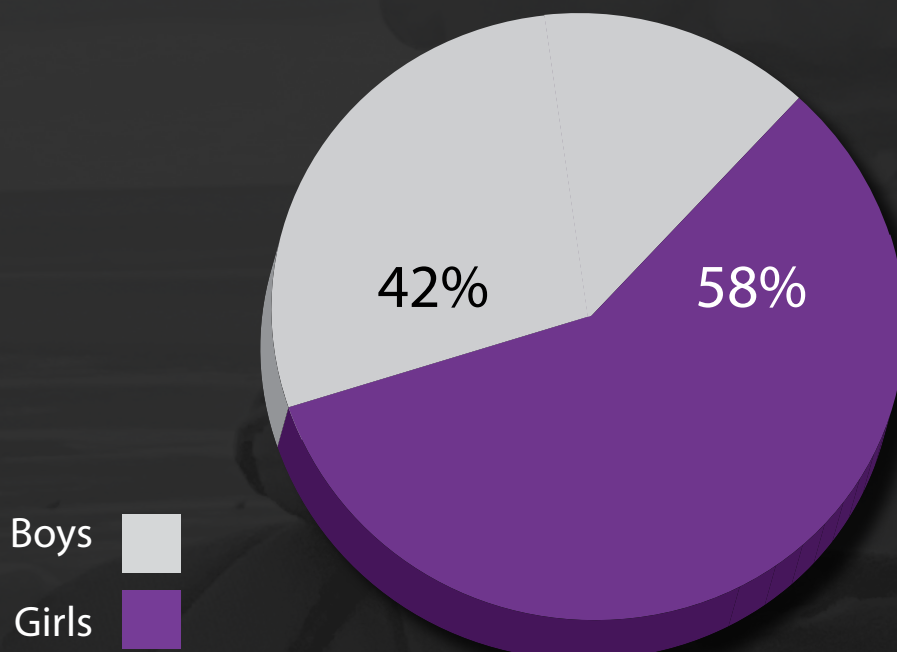


STATISTICS 2019

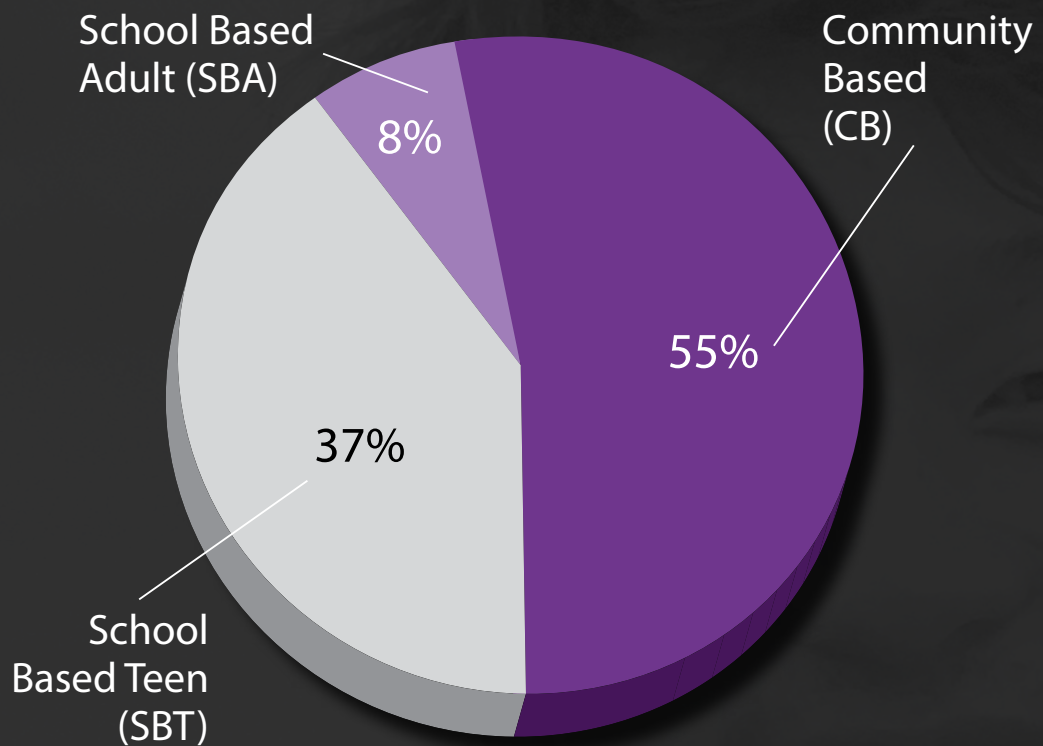
RATIO OF COMMUNITY BASED MALE & FEMALE MATCHES



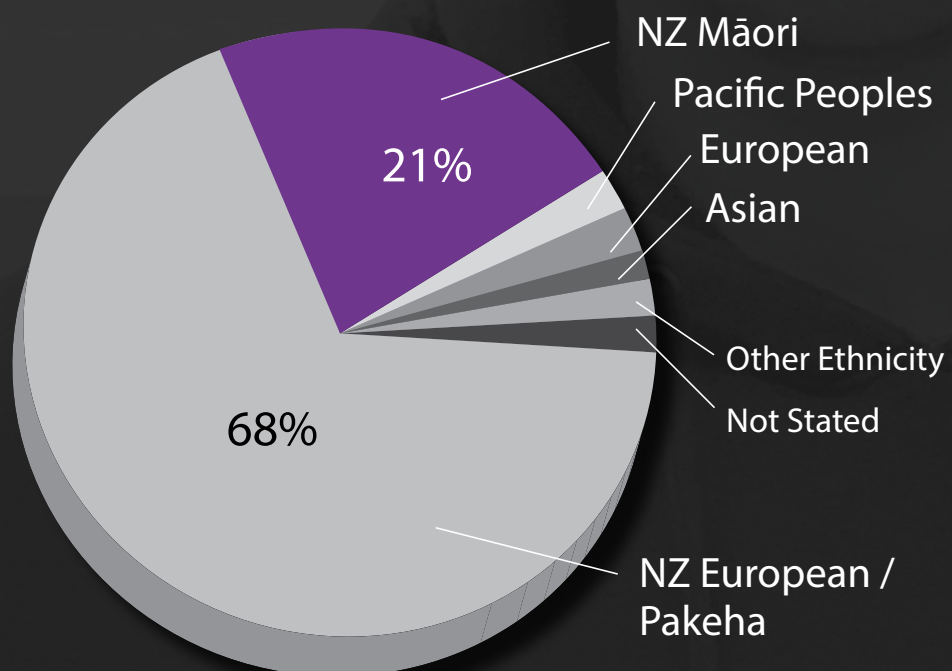
OVERALL RATIO OF MALE & FEMALE MATCHES



RATIO OF PROGRAMME TYPE



ETHNICITY OF YOUNG PEOPLE IN CURRENT MATCHES



MENTOR SURVEY

Below is a summary of the key findings from our 50 responses from Nelson-Tasman. Of the 50 respondents, we had approximately 20% from each category of length of match, from less than 6 months through to 5+ years.

Key Findings:

98% were enjoying the experience of being a 'Big'

- 96% would recommend mentoring to a friend

- 98% felt they were provided with adequate training

- 96% 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 enjoy my experience with my little and I know I am making a difference doing very simple things together.."

"I feel grateful to have met my mentee - we all have something to learn from each other. And if we go with kindness and assume nothing, then I always feel like the relationship building is genuine and natural. It feels good to give time - without expectations. You can't buy time"

"I told with pride the Nelson Police Commander I had been a mentor for 8 years and that my mentee now wanted to be a Police Officer."

I thought initially I was just the fun Big Sister. But the consistency means she trusts me to listen and not react in anger."

"She gives me the opportunity to try new things with her and I really enjoy every part of it.."

"I love being a mentor. I get more out of the relationship than I ever thought possible."

RECENT FEEDBACK

HAVING A MENTOR MEANS TO ME...

"Having a Big Sis is the best thing that has ever happened to me"

"Swimming is awesome and so is making things"

"Toby is the best person in the world and my mate"

"I Like creating stuff with my Big Sister"

*"Seeing my Big Sister every 2 weeks and doing stuff
and choosing what to do"*

"Spending time with my lifelong friend"

"She is beautiful, she is gorgeous, she is kind!"

HAVING A MENTEE MEANS TO ME...

"It means the world to me. Little things are BIG things"

"Mentoring is reaching new horizons together!"

"Seeing and appreciating the world through a 13 year olds eyes"

"Making egg houses is better with a buddy!!!"

"Enjoying our lifelong journey together"



A huge thank you to everyone who attended, donated or sponsored the recent Big Brothers Big Sisters Charity Dinner and Auction.

You have helped us to work towards matching the 50 children on our waiting list with a positive role model and friend.



2019 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 2019

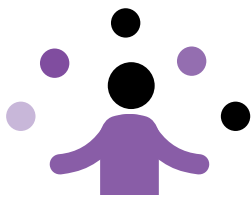
Programme outcome evaluations are conducted every year with the volunteer, parent and teacher of the young person.

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



CONFIDENCE

- 91% have improved self-confidence
- 80% are more able to express their feelings
- 76% are more confident in being able to make a good decision
- 71% have developed a hobby or interest



COMPETENCE

- 71% have improved their academic performance at school
- 72% improvement in attitude towards school and learning
- 74% are positively participating more actively in classes
- 70% have much improved behaviour in class and at school



CARING

- 89% are more trusting of adults (parent, mentor and teachers)
- 67% have an improved positive relationship with family members
- 78% are able to relate better towards their peers, including positive communication skills, caring behaviour towards others
- 81% have developed better positive relationships with other adults

"Whoever provides funding should provide more for **such a brilliant service for my family** and I'd like that blessing to go **to others who need it**"

"You have been the **most consistent male figure** in his life... *he just adores you*"

"I love it when she laughs uncontrollably, it makes my heart soar"





THANK YOU TO OUR CORNERSTONE SPONSORS...



Fast. Easy. Banker Free.



THANK YOU TO OUR FUNDERS...

- NZ Police • Rata Foundation • Lottery Grants Board
- Edgewood Charitable Trust • 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 • The Bakery @ Wakefield
- RWCA • Nelson Pine Industries Ltd • Nelson Heat Pumps
- Hello World • TTK • Nelson Dental Centre
- Smart Array Ltd • TNL International