



ANNUAL REPORT

1 JULY 2020 TO 30 JUNE 2021

BIG BROTHERS BIG SISTERS OF HAWKE'S BAY



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CHAIR'S REPORT

Jane Dunkerley
Big Brothers Big Sisters of Hawke's Bay
Board Chair

It is my privilege as newly appointed Board Chair, to present my 2021 Chair Report. I have served on the Board for five years and I am committed to ensuring that we meet our mission to make a positive difference in the lives of young people through strong and enduring, professionally supported, mentoring relationships. We work at the very heart of change, to embrace positive futures, to overcome challenges and to ensure we continue to help tamariki to succeed in life the very best they can with the guiding hand of a mentor.

I would like to take this opportunity to thank the contribution and support of my fellow Board members, our volunteer Mentors for their valuable time and commitment and our Contractors, Kath Boyd, Bonnie Llewellyn, Patricia Small and Heidi Beck. Heidi joined the team in March, as Mentor Coordinator. Sincere thanks for their hard work and dedication in providing and delivering such a valuable mentoring programme. Their range of skills and knowledge ensures the robust understanding of solid matches and the variety of successful outings and events. I also thank them for their enthusiastic and engaged manner in delivering the programme to such a high level.

As we celebrate 15 years of providing this programme, we are also experiencing considerable growth year on year as our profile increases around the wider Hawke's Bay region. So much of what Big Brothers Big Sisters of Hawke's Bay is able to achieve is due to the incredible generosity of our supporters, sponsors and funders who have partnered with us. We thank them for their continued support. We are currently seeking sponsorship from the business community to invest in our Match Sponsorship Programme.

It has been a very positive and sound year with a record number of mentor-mentee matches. As in any organisation, there are struggles with this rate of growth and reliance totally on funding and we are constantly seeking avenues of support.

Today, more than ever, we need to give our young people direction and guide them on a positive pathway and give them the tools to have the self-belief to succeed and be proud of their achievements.

Heartful thanks to Sergeant Carl Southwick for his many years of dedication as past Chair and Board of Trustee roles during his tenure. Carl stepped down at the end of 2020. He remains very supportive and is only a phone call away. We welcomed Detective Andrew Boyd to the Board of Trustees in February 2021. Unfortunately, we received Lyn Gage's resignation in June. Lyn also played an integral role as Secretary for a number of years, Lyn has taken a National level position with the Board of Hearing New Zealand and we wish her all the best for her future in this role.

In conclusion, I would like to thank all who have contributed to the ongoing success of Big Brothers Big Sisters of Hawke's Bay and support of the programme in our community. It is great to enjoy the successes and endorse its true values.

2021 Board Members

Alasdair MacLeod, Ben Gilmour, John McDowell, Andrew Boyd, Louise Winhall, Jane Dunkerley and Jason Wawatai

SPONSOR FEEDBACK

"The programme really resonated with us because we have always valued the importance of mentorship, be it personal or professional and the financial commitment is really small compared to the tangible outcome for the child.

I would encourage anybody in the community to become a sponsor or become a mentor, it's fundamentally about kindness and giving in a really tangible way."

Julie Gillies
ABC Software
BBBS Match Sponsor





MANAGER'S REPORT

Kath Boyd
Big Brothers Big Sisters of Hawke's Bay
Programme Manager

I write my first report as Programme Manager having taken over the reins from Patricia Small in January 2021. Patricia has done a phenomenal job and worked tirelessly in the relaunch of BBBS over the last three years. She would say she couldn't have done it without the team, and yes this is true - it is however having a strong leader at the helm that has steered us to the success we celebrate today. I am honoured to step into her shoes.

We have been truly fortunate that our service to the community has been able to continue throughout the intervention of Covid Alert Levels across the country and mentors were able to continue to have regular contact with their mentees. Whilst it has been business as usual from a mentoring perspective always at the back of our minds is the financial sustainability of the programme, especially in light of funding application income reducing due to economic uncertainty and many more charities applying for funds.

Bonnie diligently applies for funding from community grant organisations and this year we are grateful to have received substantial grants from The Lottery Grants Board and The Lion Foundation. These funds, along with grants received from other trusts, donors and local supporters have been instrumental in helping us expand our service and grow our team. (Refer page 8-9 for acknowledgements.) We welcomed Mentor Coordinator, Heidi Beck, in April 2021.

Big Brothers Big Sisters could not exist without our volunteer Mentors. Our Mentors go above and beyond each week. Our mentor coordinators support Matches with supervision each month and I know it is a highlight when we hear heart-warming feedback given by mentors about their mentees and their accomplishments, along with endearing words and gratitude from parents and mentees in return. Matches are a two way street and provide benefits such as connecting with someone, maybe from a different background, that they might not otherwise have connected with, it's a great opportunity for Mentor and Mentee to see life through a different lens.

In 2021 Patricia launched *Sponsor a Match*, she has knocked on more doors and made more phone calls than I can count, asking local businesses for support. And the results have been fantastic. *Sponsor a Match* is more than a conventional sponsorship it's an opportunity to ignite youth potential, help foster a safe community and long term a motivated local workforce. What is fascinating to note is Match Sponsors aren't asking 'what's in it for me', they are freely giving their support to make a difference for Hawke's Bay youth, they are proving to be truly philanthropic souls. We are appreciative of the considerable uptake from our community thus far and look forward to even more.

Our Mentor Coordinator's play a vital role in the organisation and to continue matching young people with a big brother or big sister we need to seek additional funding in order to add another to our team. A Mentor Coordinator is responsible for managing our Matches. This includes contact with all three parties, (mentee, mentor and parent / guardian) monthly to ensure: the Match is safe and the programme is meeting everyone's needs. In addition they field questions and provide support in curly situations, foster the growth of the match by providing feedback and feed-forward, and celebrate match wins. A Mentor Coordinator also recruits, screens and trains new volunteer mentors, as well as processing Mentee applications and completing their interviews. They organise our mentor supervision sessions, incoming mentor training sessions, and our fun group outings – always a highlight!

This year has seen us create and strengthen local partnerships with Police, Fire and Emergency, NZ Defence Force, Napier and Hastings Councils, schools, social agencies and health organisations. These relationships are important both regionally and for the development of our young people. We have a fantastic group of committed service providers working together in Hawke's Bay, and the future, I'm sure, will continue to see relationships fostered.

I thank Bonnie, Patricia and Heidi for their commitment to Big Brothers Big Sisters. Their passion for our young people and making a difference shines through in their level of engagement with each other, our Mentors and our Matches. Our work is rewarding when we hear and see the stories of joy and success. Again, I most sincerely thank our funders, sponsors, funders, community partners and our Board for their support throughout this past year, you have enabled us to offer a unique service to the young people of Hawke's Bay.

2020/2021 PROGRAMME EVALUATION

We use our Programme Outcome Evaluation (POE) tool annually to evaluate the impact mentoring is having on our young people and how they, their whānau, and mentors rate the experience.

Data from reports completed for 1 July 2020 - 30 June 2021 matches show a continual improvement.



SELF-CONFIDENCE

- 90% of mentors reported an increase in their mentee's self-confidence
- 95% of parents reported an increase in their child's self-confidence

DECISION MAKING ABILITIES

- 98% of mentors reported their mentee's decision making ability has stayed the same or improved
- 87% of parents saw an improvement in their child's decision making, up from 76% on last year

COMPETENCE - CLASSROOM PARTICIPATION

- 82% of parents reported increased classroom participation
- 81% of parents saw improvements in academic performance

CARING

- 82% of parents reported improved family and peer relationships
- 41% of young people said they get along better with family
- 60% of young people said they get less angry

GENERAL

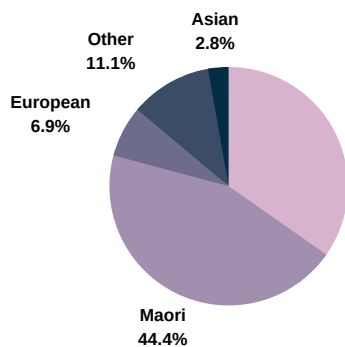
- 100% of parents reported their child benefited from mentoring
- 100% of volunteers recommend the mentoring experience
- 95% of young people say their relationship with their mentor is important to them
- 90% of young people say their mentor has good ideas to help them solve problems

ABILITY TO EXPRESS FEELINGS

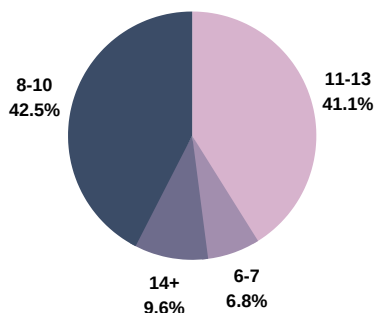
Comparison between 2019 to 2020 years

- 86% of mentors reported an increase in their mentee's ability to express feelings (up from 78%)
- 93% of parents reported an increase in their mentee's ability to express feelings (up from 82%)

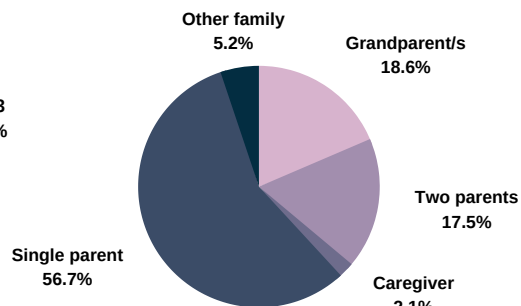
2020/2021 PROGRAMME PERCENTAGES



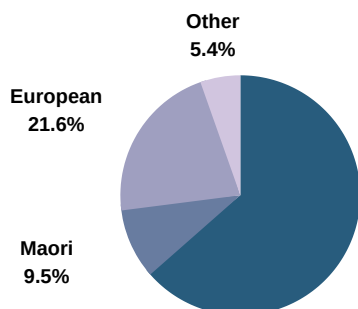
MENTEE ETHNICITY



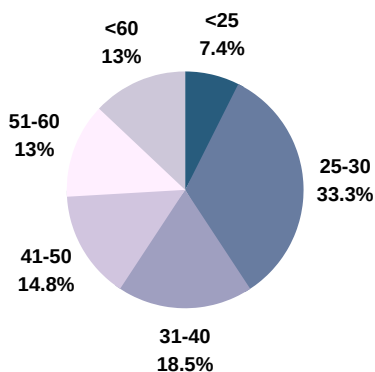
MENTEE AGE (YEARS)



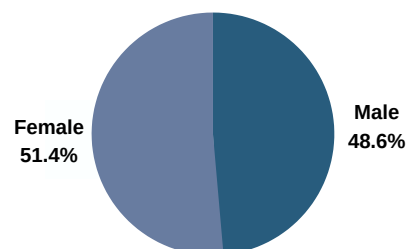
MENTEE LIVING WITH



MENTOR ETHNICITY



MENTOR AGE (YEARS)



MATCH GENDER

2020/2021 HIGHLIGHTS

RANUI FARM PARK GROUP OUTING

Our end of year outing 2020 was held at Ranui Farm Park, the wet and grey weather did not dampen spirits! Mentors and mentees had a blast, many mentees got to explore their adventurous side and challenge themselves to new activities and our mentors loved the opportunity to be 'Big Kids'. Thanks to New World Havelock North, Nourished for Nil and The Strawberry Patch for providing lunches, and to Eastern Energy for petrol vouchers to gift to our mentors.



MENTOR TRAINING AND GROUP SUPERVISION

As our numbers have grown so too have our group supervision sessions. It is always a joy to see mentors sharing their wins and having a forum to discuss any challenges. Supervision gives mentors the opportunity to connect and share their experiences with one another, they help to foster kotahitanga / unity within our organisation, because together we are stronger and our impact is much greater.



SUPERSTRIKE 10 PIN BOWLING GROUP OUTING

100 mentors and mentees came together in fun and friendship for our mid year outing. We couldn't achieve this outstanding outcome for Hawke's Bay youth without our fabulous mentors, sponsors and supporters. We thank each and everyone one of you from the bottom of our hearts.



BOARD MOVEMENTS

We farewelled Lyn Gage who did a stellar job as Secretary. Lyn brought wisdom, kindness and many skills to the team, we thank her for her time and commitment, and writing all our birthday cards! Sergeant Carl Southwick was a founding member of BBBS HB and after a long term stepped down in 2020, we appreciate Carl for remaining on hand if we need him. Detective Andrew Boyd joined the Board in 2021 and continues to strengthen our ties regionally with Police.



KAUPAPA AWARD WINNER

Patricia won the Kaupapa Award at the BBBS 2020 National Hui. "For embodying the BBBS Kaupapa of humility, kindness, compassion and overall service to BBBS mentors and youth."



POLICE PARTNERSHIP

This year we celebrated 25 years partnership with NZ Police and a Letter of Agreement was signed solidifying this relationship. We are extremely grateful to be considered a key part of NZ Police's preventative community engagement strategy.



NATIONAL HUI 2020 and 2021

Our team members were fortunate to attend two National Hui's this past financial year, due to Covid restrictions meaning the 2020 hui was postponed and therefore held in Christchurch in September 2020 and the 2021 Hui held in June in Wellington. Thank you to Taradale RSA, for their kind donation towards conference costs.

It was a phenomenal 3 days of listening, learning and bonding, the result - each of them coming away utterly inspired to apply their learnings to better support our mentors and our tamariki.



MENTOR THANK YOU DINNER

We held our first Mentor Dinner in 2020, this was an opportunity to thank our mentors for the amazing job they do and enabled them to connect with one another in a relaxed setting. Thanks to JARKs Cityside Restaurant & Bar for hosting us and giving a generous deal.

MATCH OUTCOMES

HUGO AND MANNY

Manny (Mentee): "Hugo is fun, kind, thoughtful smart and sporty, he has taught me many things including how to play the drums. He will listen to me when something is bugging me and has good ideas about how to solve a problem. When I am with Hugo I feel safe."

Hugo (Mentor): "Manny now openly starts conversations about feelings and is a lot more curious. Highlights of the match for me are seeing Manny try new hobbies, join a sports team, and grow positive relationships with his school friends. I have learnt the importance of what just spending time, not necessarily doing anything special has on each other's lives. "

Karla (Mum): "Manny is in a much better place physically, emotionally and mentally, he loves his time with Hugo. Their outings are something that he looks forward to and it brings him joy. We are so grateful for everything Hugo has done for Manny and all that he has been to him. He is awesome!"

MATCH SPONSOR



Ashlee and Naomi
- matched 2 years 7 months (June 2021).

Naomi (Mentee): "Having new experiences and someone to do things with at the weekend is what I really like about having a mentor, she has helped my confidence. Ashlee and I have lots of laughs together."

Ashlee (Mentor): "We've been matched for nearly three years now and that time has just flown by! Seeing Naomi enjoy herself, and witnessing her confidence improve have been highlights of the match for me. We have shared lots of fun experiences and laughs together and I am sure there will be more to come! It is very rewarding to make such a difference in Naomi's life."

Stephen (Dad): "Ashlee is one of the key female figures in Naomi's world, and has become a really important younger female role model. She provides Naomi with a fun, positive break from home routines and models behaviour, she's an aspirational model. We are sincerely grateful, Ashlee is doing a really great job as a mentor."

MATCH OUTCOMES

CRAIG AND ADAM

Craig (Mentor): "Over the past 10 months Adam has really come out of his shell, asking questions and sharing stories, wow what an imagination and creative mind he has! He has the quirkiest sense of humour, and what we set out to do on an outing can take a complete left turn sometimes."

I feel the changes, the happiness and cool attitude Adam has been growing and developing. Adam's mum is really supportive, she puts her family's trust in BBBS and myself, this has only helped the relationship and bond Adam and I have."

Jess (Mum): "Craig is Adam's only male role model, he is so proud when he goes out with him. Craig fills a spot Adam doesn't have in his life. I see his confidence growing because Craig is Adam's 'person'."

Adam (Mentee): "Craig is a good person, he tells me I am good at things and because we hang out together I get to learn new things. Having a mentor is fun!"

MATCH SPONSOR



BRENDAN AND TAMATI

Tamati (Mentee): "Brendan is cool and fun, he looks after me when we are out and takes my mind off things. We play tennis and chess together, my goal is to beat Brendan at tennis one day!"

Brendan (Mentor): "When we started our match Tamati was very shy around people and also was very anxious around other kids. Now, he is coming out of his shell and really interacting with others."

Tamati has started playing tennis and it is now a big part of our outings (beating me has become a big goal). He has a great sense of humour and imagination which leads to some very funny conversations. It has been great to see him develop and I look forward to seeing where we go from here."

Te Koha (Nan): "Brendan and Tamati, as the clichè goes " a match made in heaven ". Tamati has found someone to share his passion for Tennis, basketball, chess, abstract conversations and humor. At the end of their outing, its either a handshake, a hand squeeze topped off with a bear hug. "

MATCH SPONSOR



OUR KEY COMMUNITY GRANT FUNDERS



MATCH SPONSOR PARTNERS



SUPPORTERS

Income/Donations/Goods in Kind and Mentor Discount Partners

Gwen Malden Charitable Trust
Electric Turtle Design
Hastings Masonic Trust
Brittin Auto Electrical
Eastern Energy
The Goodtime Pie Co.
Velocity Entertainment

Bayleys Realty
Lick This
Hygge at Clifton Bay
Bay Skate
Napier Aquatics
Par 2 Mini Golf
Napier Prison

National Aquarium
Rush Munro's
The Faraday Centre
Reading Cinema Napier
Blokart Hawke's Bay
Superstrike
Media Mint

On behalf of the team, board, mentors and young people involved in Big Brothers Big Sisters

THANK YOU FOR BELIEVING IN US AND THE MENTORING EFFECT!

ACKNOWLEDGEMENTS

EVERY YEAR SUPPORT CONTINUES TO GROW

This year we are blown away by our supporters, from fun runs to fashion shows, fine dining to brazier building and throw in young children in between, it has been a truly phenomenal year of fundraising. We acknowledge everyone for their support, in many different ways you have helped us grow not only financially but as a team.

FUNDRAISING TASK GROUP

BBBS mentors, mentees, staff, Board members and additional volunteers put in a phenomenal team effort to build lots of braziers for our Brazier Fundraiser. The camaraderie, dedication and willingness of everyone to get stuck in, many taking on tasks they had never done before was fantastic! It was awesome to see our matches alongside one another, learning new skills and working as part of a team to achieve a goal. There was such a great level of energy and commitment from all that came to help us. We thank Hastings Boys High School for generously giving us the use of their workshop. It was most appreciated when the Hawke's Bay Magpies jumped on board to help fundraise by selling the braziers.

TRIPLE PEAKS CHALLENGE

Rhiannon and Oliver took on the Triple Peaks Challenge and raised over \$1,000 for us. They ran a massive 55km trail over Mt Erin, Mt Kahuranaki and Te Mata Peak, thank you both for this unexpected and most appreciated support.

MAHORA SCHOOL SHOP DAY

Mahora School in their annual 'Shop Day' challenge raised over \$2,000 for us. Shop Day is where year six children get into teams and come up with creative ideas for a stall then sell their wares.

FASHION SHOW A GREAT SUCCESS

We are thankful to be supported by a group of philanthropic Havelock North ladies who, in five weeks, pulled together a fabulously successful fashion show raising \$4,000. Thank you to everyone who attended, showed their support, and donated prizes. Malo, Advintage, Suzanne Beaumont, St Andrews Cottages, Andrea's Hair & Beauty Salon, Hartley's, Salsa Fashion Boutique, Diahann Fashion Boutique, Clothesline, Bay Blue, The Works, Fortify.

PEAK TRAIL BLAZERS

We were thrilled to be selected as one of two charities to receive a portion of the funds raised from the Peak Trail Blazer 2020 event, we had several of our matches participate and a fun day was had by all. Thank you to the event organisers.

SUMMER MATCH PHOTO COMPETITION

This summer's match photo competition again highlighted the creativity of our mentees and mentors. Thank you to our competition sponsors - The Art Deco Trust, Crafty's Rods and Guns, Freenergy Solar Solutions.

MATCH SPONSOR EVENT

We hosted our first Match Sponsorship meet and greet event. Although not all mentors and sponsors were able to attend it was a great opportunity for those who could to spend one-on-one time with their mentor and mentee and hear how the match is going. Feedback from sponsors was positive with comments shared such as "we came away feeling very inspired and happy to be involved with Big Brothers Big Sisters." A big thank you to our sponsors, your support really makes a difference and is greatly appreciated.

AN EVENING WITH FLEUR SULLIVAN

The BBBS team is full of gratitude after receiving \$11,000 from the incredibly successful fundraising event "An Evening with Fleur Sullivan" organised by Susie Sturt and Jane Dunkerley, in conjunction with Malo & Head Chef Bert van de Steeg and of course Fleur. Thanks to Malo, Muse Art Gallery, Andrea's Hair & Beauty, Craggy Range Winery, Ruahine Motors Ford, Shoes at Lolita.



2020-2021 FINANCIALS

For the year ended 30 June 2021



Statement of Receipts and Payments

BIG BROTHERS BIG SISTERS OF HAWKES BAY TRUST

For the year ended 30 June 2021

'How was it funded?' and 'What did it cost?'

	NOTES	2021	2020
Operating Receipts			
Donations, fundraising and other similar revenue	1	205,964	126,638
GST		570	-
Total Operating Receipts		206,534	126,638
Operating Payments			
Payments relating to public fundraising	2	11,345	-
Payments relating to providing goods or services	2	27,410	19,016
Volunteer and employee related payments	2	133,297	97,228
Other operating payments	2	480	-
Total Operating Payments		172,533	116,244
Operating Surplus or (Deficit)		34,001	10,394
Capital Payments			
Purchase of resources			
Payment for property, plant and equipment		(778)	(3,572)
Total Purchase of resources		(778)	(3,572)
Total Capital Payments		778	3,572
Increase/(Decrease) in Bank Accounts and Cash		33,223	6,822
Cash Balances			
Cash and cash equivalents at beginning of period		98,713	91,891
Cash and cash equivalents at end of period		131,936	98,713
Net change in cash for period		33,223	6,822

The Performance Report is to be read in conjunction with the Independent Auditor's Report.



2020-2021 FINANCIALS

For the year ended 30 June 2021



Statement of Resources and Commitments

BIG BROTHERS BIG SISTERS OF HAWKES BAY TRUST

For the year ended 30 June 2021

'What the entity owns?' and 'What the entity owes?'

	2021	2020
Bank Accounts and Cash		
Bank and cash/(bank overdraft)	131,936	98,713
Total Bank Accounts and Cash	131,936	98,713
	2021	2020
Money Owed to the Entity		
Debtors and Prepayments		
Accounts Receivable	2,000	-
Accrued Income	-	522
Total Debtors and Prepayments	2,000	522
Total Money Owed to the Entity	2,000	522
	2021	2020
Other Resources		
Non Current		
Property, Plant and Equipment	4,664	6,172
Total Non Current	4,664	6,172
Total Other Resources	4,664	6,172
	2021	2020
Commitments		
Current		
Creditors and Accrued Expenses		
Accrued Expenses	2,064	2,064
GST	570	-
Total Creditors and Accrued Expenses	2,634	2,064
Total Current	2,634	2,064
Total Commitments	2,634	2,064

The Performance Report is to be read in conjunction with the Independent Auditor's Report.



SUPPORT BIG BROTHERS BIG SISTERS

DONATE NOW

The potential of our region is closely aligned to the potential of our youth. When we guide them in the right direction, we all win. With you on our side, we will. Donate via bank deposit on our website: bbbshb.nz

PAYROLL GIVING

The payroll giving scheme lets you make donations directly from your pay. Your employer deducts the money on your behalf and passes it onto BBBS. For every dollar you donate you get 33.33 cents back as a tax credit, this reduces the amount of PAYE you pay and you don't need to do anything at the end of the tax year as you've already received the tax credits.

BECOME A MATCH SPONSOR

By partnering with Big Brothers Big Sisters of Hawke's Bay, you benefit our community's most important asset; Our children, Our future. Follow the journey of your match, starting with a match profile, meet and greet, and half yearly updates on how the match is progressing. Sponsorship contributes towards:

- Recruiting, screening and training new volunteer mentors
- Ongoing training and development for mentors
- Supervision for mentors, children, parent/caregiver
- Accountability and support for mentors
- Resources for Matches
- Mentor and mentee community outings
- Smooth and sustainable management of the programme

CONTACT

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Programme Manager

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www.bbbshb.nz

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[Facebook.com/BigBrothersBigSistersHawkesBay](https://www.facebook.com/BigBrothersBigSistersHawkesBay)

[Instagram.com/bbbshawkesbay](https://www.instagram.com/bbbshawkesbay)

[LinkedIn.com/company/big-brothers-big-sisters-hawkes-bay](https://www.linkedin.com/company/big-brothers-big-sisters-hawkes-bay)

BECOME A VOLUNTEER WORKPLACE

Workplace volunteering is an effective method for fostering a positive team environment, and business social responsibility is a valuable way for companies to demonstrate their support for society.

Having your employees involved with the BBBS mentoring programme can increase levels of pride, engagement and satisfaction in a team. It creates high levels of commitment and employees can feel more connected when they are personally involved in giving their time to make a difference.

OTHER OPPORTUNITIES

- Run a fundraising appeal, golf tournament, charity auction, gala dinner
- Sponsor a match event
- Donate via givealittle



Big Brothers Big Sisters
of Hawke's Bay

Tuakana Teina

Registered Charity number: CC36034

Incorporated Society number: 1818548

The mentoring concept is as elementary as putting a friend in a young person's life, and as essential as putting hope into their future.

