



ANNUAL REPORT 2023

Empowerment Trust

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OUR PURPOSE

We continue to provide primary prevention work across New Zealand that is trauma-informed, culturally aware and evidence based.

The Kidpower approach increases protective factors and reduces risk factors for potential victims and perpetrators of all types of violence (including sexual violence) by providing strategies, awareness and skills to prevent potentially violent situations from escalating and getting out of control, build healthy relationships and navigate conflict without aggression. Even though the issues we deal with are serious, the Kidpower approach is empowering, dynamic and fun.

We create safe learning experiences for adults and young people to take positive effective action to avoid or stop bullying, abuse and violence. Skill building, hands-on, positive practices act as a catalyst for change.

CODE OF CONDUCT

Principles & Purpose

This code aims to:

- provide guidance on the behaviour expected of all people when participating in Empowerment Trust activities

- support an inclusive environment where all people are treated with dignity, respect and courtesy

The Code brings together all our policy principles and provides a working guide for all workers to 'do the right thing' when making decisions in our daily activities.

Everyone is expected to:

- act in good faith towards Empowerment Trust
- show commitment to Empowerment Trust
- respect the rights, dignity and value of others
- be considerate and treat everyone fairly and equally
- be a positive role model
- communicate with others in a way that is honest and considerate
- be committed to providing a quality service and environment
- behave professionally, responsibly and ethically, at all times
- not behave in a way that is discriminatory, bullying, harassing, racist, sexist, violent, abusive or otherwise inappropriate behaviours towards others, in person or online
- remain free of the influence of drugs and alcohol while involved in Empowerment Trust workshops/meetings
- ensure safe and healthy practices at all times
- report breaches of this code

Behavioural Aspirations

Healthy Relationships

- We strive to empower our teams and partners to foster and model healthy relationships, honest communication and empathy.

Inclusion

- We welcome people of any age, culture, religion, race, gender, political belief, sexual orientation, relationship status, ability, or income who share our vision, mission and values. We are an inclusive team and recognise Māori as tangata whenua of Aotearoa.
- We will value partnerships and achieving cross-cultural understanding while working and learning together in an environment where everyone feels respected and valued.
- We recognise and celebrate the importance of diversity in our workplace.
- We will not tolerate any form of discrimination and we respect individuals and their human rights.
- We should all challenge discriminatory behaviour when we see it.
- We want everyone to feel empowered to raise any concerns.

Safeguarding Culture

- We strive to be courageous, honest and proactive to ensure the safety of others, whilst protecting the confidentiality of our clients.
- We hold a privileged position of power and trust in relation to our partners and the communities that we come from and serve and we understand that it is important not to abuse our own position in any way.
- We ensure that our relationships and behaviour are not exploitive, abusive or corrupt in any way and will not engage in any form of sexual abuse or exploitation of any persons of any age.

Evolving

- We strive to continually engage in reflective practice to be responsive to the needs of our communities, whilst celebrating each step of the journey.

Te Tiriti O Waitangi

Empowerment Trust acknowledges the fundamental importance of Te Tiriti o Waitangi to our work in New Zealand Aotearoa and we seek to understand, respect and be informed by the principles of Te Tiriti o Waitangi in all aspects of our work.

LETTER FROM BOARD CHAIR

This year has been a challenging year for Empowerment Trust as the impact of Mates and Dates finishing has come to fruition. Despite the reduction in our reach due to this, we have continued to work collaboratively with schools and community organisations to deliver valuable violence prevention training. Our team have remained committed to our mahi as we continue to explore opportunities to deliver on our mission of “Empowering communities to foster healthy relationships through skills-based learning”.

The Trust sadly said farewell to Fiona Bryan from the Executive Director role this year, marking the end of over a decade of dedicated service. We are delighted that she has joined us as a Trustee and we’ve transitioned to a new leadership structure with Kathy Garrett at the helm.

This year was a significant milestone for Empowerment Trust as we celebrated our 30th Anniversary – a remarkable achievement which demonstrates the strong programmes and the dedication our people have to supporting safe communities for all. Thank you to Cornelia Baumgartner for your vision and passion in bringing the Trust to life. As always thank you to the Trustees for their time and dedication to the Trust.



We hope to continue to support New Zealand communities for many years to come.

PROGRAMME DELIVERY

Kidpower

A range of programmes provide simple, effective tools to learn, develop and practise important social-emotional skills.



The programmes help teachers, parents and other caring adults respond to inappropriate behaviour, create a safe environment and build tamariki's trust that their adults care and will help if something is unsafe. They ensure everyone is on the same page, learning the same skills and developing the same safety strategies.

Our Kidpower for Young Children programme (KP4YC) can be offered to children as young as three. In 2023, we had a particular focus on meeting the needs of young tamariki through the funding of NBS Bank in the Nelson/Tasman area. With their generous funding, we were able to offer our KP4YC programme to 12 centres in the region.

We provided our Confident Kids Programme for eight to twelve year olds to 17 schools in Auckland, Nelson and rural locations like Coromandel and Hokitika. This programme uses five skill sets and 25 activities to make it easy to build essential safety skills, a common language and a respectful culture with peers and other people. The programme is suitable for families, groups and schools.



Building Blocks

In 2023, we offered this Healthy Relationship programme to three schools in Auckland and partnered with Tau Toko Mai In Tauranga and West REAP in Hokitika. The programme was written by Empowerment Trust in response to the demand for a programme for teens after Mates & Dates delivery was discontinued by ACC (Accident Compensation Corporation).



Our focus going forward will be on offering PD to schools and agencies so that delivery can happen across Aotearoa.

"I thought that the programme was very good, content, delivery and interaction all very positive. I think the group found it a very positive initiative."

"Well organised/planned out. Great facilitators that 'connect' with the students. Great management of class during open discussion. Kia pai to mahi koutou katoa."

"You guys are awesome and it's a super valuable programme."

Staff at Kings College

Fullpower Healthy Relationships

We worked collaboratively with teens and adults with disabilities, their schools, agencies and caregivers.



Special Abilities – Auckland

From February on, this group of young people worked with our facilitators (with input from families) to gain practical support and skills as issues arise in their personal relationships at work as well as in friendships or dating situations. Families requested that we support these young people in an ongoing way.

We used funding from ACC and Public Trust NZ and families contributed some of their own money/funding to support ongoing learning.

Community Partnerships

We collaborated with a wide range of agencies like Spectrum Care, EGL and Hohepa, Project Reach and People First to build skills for both their staff and young people that need to practice setting boundaries, getting help and basic consent messaging.

Ambassadors

Our Ambassadors with disabilities are working alongside our facilitators, delivering the Fullpower Healthy Relationships programme to peers and their supporters.

“XXXXX has travelled from Tauranga to attend the course and has loved the experience.....This has provided a great opportunity to learn about relationships and connections and extend his social circle.”

Parent of Special Abilities group

Fullpower De-Escalation

In 2023, we offered over 22 workshops to community groups, businesses and teams across New Zealand. Some types of businesses included support agencies, both private and public business – we even supported staff at a Pub! Agencies or businesses that are interested, can request a workshop with optional skills related to [Self Defense using a Padded Instructor](#).

This three-hour, tailored workshop (in-person or on-line) helps build relationships for staff and includes topics like awareness, setting boundaries, dealing with verbal threats, responding to and de-escalating a threat and getting help. We also offer an option to include emergency self-defence skills as a last resort. Here are some comments from attendees:

“Fabulous workshop and presenter, loved your manner/way of presenting. Keeping it real and not overcomplicating things. Thank you 😊”

“Engaging and knowledgeable trainer. Drew people out as there was a whole lot of experience in the room.”

Staff at Victim Support

“Really incredible & related to the work we do. A lot of understanding & references & made me rethink a lot including emails / phone.”

“Really great workshop, great tools and excellent roleplays. Thank you.”

Staff at Barnardos

Personal Safety & Self Defence



Our Personal Safety & Self Defence workshops are tailored to any age group and ability. This in-person experience is trauma informed and specifically designed to meet the needs of the participants. They are unique because participants work with our padded instructor to practice skills learned throughout the workshop.

“Excellent & clear teaching methods. Very clear instructors. Teaching was at a good pace. Certainly, learnt new skills & something I will be able to utilise if the occasion arose.”

Adult participants at Big Brothers Big Sisters

PLD for Teachers/Instructional Aides

A range of programmes are available for Teachers, Kaiako and Instructional Aides. All of this can be tailored to meet the needs of your staff. Topics can include:

- Trauma Informed for Educators
- De-Escalation Workshops
- Building Blocks - Healthy Relationship Programme.

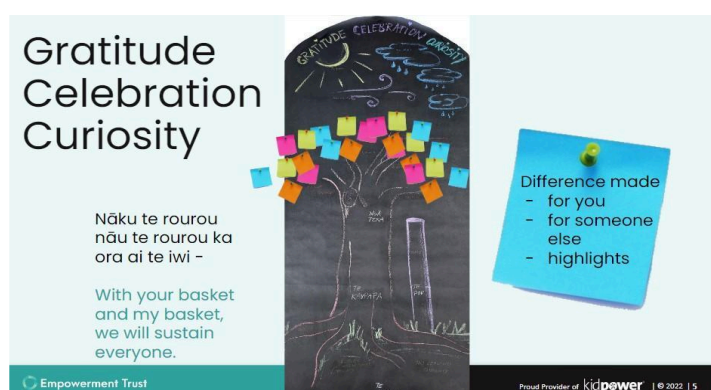
Safeguarding Officers – FIFA

In April and July, we were able to support this exciting event held across New Zealand and Australia. Empowerment Trust provided 5 Safeguarding Officers to support in Dunedin, Christchurch, Auckland, Wellington and Hamilton. Our participation in this tournament highlights the skills and depth of knowledge our facilitators have after working for years in trauma informed spaces, offering support and being able to take disclosures and provide safety messaging to people in all spaces.



30th Year Anniversary

Demonstrating the History and Strength of Empowerment Trust, we were lucky enough to celebrate with both new and old members of our organisation. On October 16, 2023 we were able to bring together both previous and current - board members, staff, ambassadors, volunteers and young people as well to help us celebrate this milestone!



Delivery Statistics

We delivered to a total of 6,463 people.

	Children	Teens	Adults
Kidpower/KP4YC	3,475		276
Teenpower		451	28
Fullpower Healthy Relationships (FPHR)		293	222
Fullpower De-Escalation		54	269
Building Blocks		1,190	27
Professional Development			43
Webinars			92
Total	3,475	2,031	865

FINANCIAL SUMMARY

Statement of Financial Performance - For the year ended 31 March 2023

	NOTES	2023	2022
Revenue			
Donations, fundraising and other similar revenue	1	195,054	129,237
Revenue from providing goods or services	1	833,033	761,561
Interest, dividends and other investment revenue	1	10,659	3,001
Other revenue	1	-	7,014
Total Revenue		1,038,747	900,812
Expenses			
Volunteer and employee related costs	2	840,030	753,603
Costs related to providing goods or service	2	124,055	101,820
Grants and donations made		146	-
Other expenses	2	9,865	11,921

Total Expenses	974,096	867,344
Surplus/(Deficit) for the Year	64,651	33,468

Movement in Equity

	2023	2022
Equity		
Opening Balance	284,288	250,820
Increases		
Surplus for the Period	64,651	33,468
Total Increases	64,651	33,468
Total Equity	348,939	284,288

Grants Received

Funder	2023	2022
ACC Regional Fund - Connect & Protect	\$5,000	\$0
Auckland City Council	\$0	\$1,000
COGS Auckland	\$0	\$2,000
Cognition Education Trust	\$0	\$13,290
COGS Auckland	\$3,000	\$0
COGS Manukau	\$6,900	\$3,000
COGS Nelson	\$4,000	\$5,700
COGS Rodney/North Shore	\$1,150	\$3,000
COGS Waitakere	\$2,000	\$2,000
COGS Westcoast	\$4,796	\$0
Foundation North	\$21,739	\$0
John Illott	\$0	\$1,920
Lion Foundation	\$5,400	\$0
Nelson City Council	\$0	\$3,000
Network Tasman Trust	\$0	\$1,000
New Zealand Lottery Grants Board	\$25,000	\$25,000
Pub Charity	\$15,600	\$6,262
Public Trust - NZCGT	\$0	\$5,200
Rata Foundation	\$0	\$20,000
Saura Trust	\$1,308	\$608
Tasman District Council	\$1,000	\$0
The Launch Foundation	\$0	\$34,000

Youthtown	\$0	\$15,375
Total Grants Received	\$96,893	\$142,355

Financially, 2023 was a tough year for the Empowerment Trust. However, we were able to rely on our reserves to continue the work we do in community spaces across New Zealand. We have managed to keep a team of 15 Facilitators, 4 part time staff members and several volunteers (across Nelson, Christchurch and Auckland) supporting the work of our organization. The board and team are focussing on sustainable ways to continue the work we do in 2024 and beyond.

LOOKING FORWARD TO 2024


Empowerment Trust has some exciting activities for 2024 ready to go.

- Due to generous \$10,000 contributions from  we will continue to deliver in the Nelson/Tasman region to support our KP4YC delivery.
- An ACC funded partnership with Northable Whangarei to support our delivery of FPHR to their families, staff and clients.
- A funded partnership through ACE Aotearoa, Grandparents Raising Grandchildren and Empowerment Trust to help with ongoing PLD and webinars.
- A funded Partnership with RATA in Christchurch will allow delivery of our Building Blocks Healthy Relationship Programme in 5 schools.
- Our partnership with [Kidpower International](#) will continue to grow as we celebrate their 35th anniversary in California.



Like many organisations, ET has had a year of ups and downs - full of change! It has been a year of learning and growing for myself personally and professionally. As we head into 2024 with a plan in place, I am hopeful that the history of ET and the work that we are doing will motivate us all to continue to deliver our safety workshops throughout New Zealand.

Kathy Garrett - General Manager


 A handwritten signature in purple ink that reads 'Kathy Garrett'. The signature is written in a cursive, flowing style.