



**ADVENTURE
SPECIALTIES TRUST**

EST. 1984

Annual Review

— 2018 —

Using outdoor adventure to grow great communities

www.adventurespecialties.co.nz

Our Vision

Using Outdoor Adventure to Grow Great Communities

Our Mission

To respond to the needs in our community by providing outdoor adventure programmes that facilitate the holistic development of individuals, families and communities.

Our Values

FAITH – We are guided and motivated by our Christian faith which shapes how we work alongside people.

HOPE – We believe that there is hope for all people and that positive life choices can bring about change.

COMMUNITY – We collaborate with community partners to enhance their good work and to achieve shared outcomes.

EXCELLENCE – We strive to deliver high quality, exciting and safe programmes.

ADVENTURE – We believe healthy and positive learning can come out of well facilitated adventurous activities.



Word from the CEO

Adventure Specialties Trust has at times been called the best kept secret, so it was a humbling experience that in 2018 we were nationally recognised by receiving the Mountain Safety Council Organisational Excellence Award.

This award, amongst other attributes, esteemed us for being, as the name says, “excellent” in providing our services to our communities. This was a great encouragement especially as 2018 threw us some challenges that required careful management and out of the box thinking.

One of these challenges came with the closure of significant forested areas around Auckland due to Kauri Dieback. While we wholeheartedly support the Auckland Council’s efforts in saving one of Aotearoa’s treasures, it has limited our adventure-based day programmes around Auckland. Abseiling, coasteering, canyoning and tramping activities were suddenly off the cards and we needed to find new locations or new activities. As a result, we explored alternatives and being a nimble and flexible organisation, we were able to quickly adapt. 2018 saw the introduction of snorkelling and surfing as new Adventure Specialties activities. Both of these activities were well received by staff and are gaining momentum with our clients as worthwhile alternative activities. As we still have the ongoing challenge of being unable to offer tramping programmes (within Auckland), it is good to celebrate that these closures haven’t stopped us from positively benefiting our Auckland communities.

A further challenge was that even with good budgeting and planning, we found that at the beginning of the year we were suddenly in a position of having considerably less programming than expected. This put us under a lot of pressure and we worked hard to meet budget. We were able to significantly increase our programming into our Adventure Therapy arena and develop new programming for some existing clients. As a result, we surprisingly exceeded our initial expectations and had a significant increase to the number of people that we were able to serve throughout 2018. This is a real testament to the team who strived and went the extra mile to make this happen.

Continuing with the Adventure Therapy theme and in light of our growing Adventure Therapy offering, we were privileged to have Dr Mike Gass spend some time with us. Mike is a world leading Adventure Therapy researcher and practitioner. We not only had him deliver some training to our staff but were able to have him present to a number of Youth Justice managers and decision makers in Wellington. As a result the word is certainly getting out there in government circles as to how effective Adventure Therapy programmes can be. We also sent 10 team members to the International Adventure Therapy Conference in Sydney. The week-long event provided valuable insights into what others are doing in the Adventure Therapy world. It was encouraging to see that we already use and apply many of the tools and strategies discussed, but also encouraging that staff were eager to learn and to apply new learning to their programme delivery.

Finally, apart from working with a great team and being privileged to work for an organisation that brings about positive change to many lives, an important highlight of the year was passing our three-yearly safety audit.

This was a massive project and involved a significant revision of our safety system, policies and procedures. Unlike most other outdoor education providers, who are centre-based, we are able to deliver a wide variety of adventure activities anywhere in New Zealand. This makes our organisation rather complex, and the auditor noted that we cover more locations and deliver more adventure-regulated activities than any other provider in the country.

A job well done and one of utmost importance which makes “using outdoor adventure to grow great communities” a reality. 2018 was a good year!



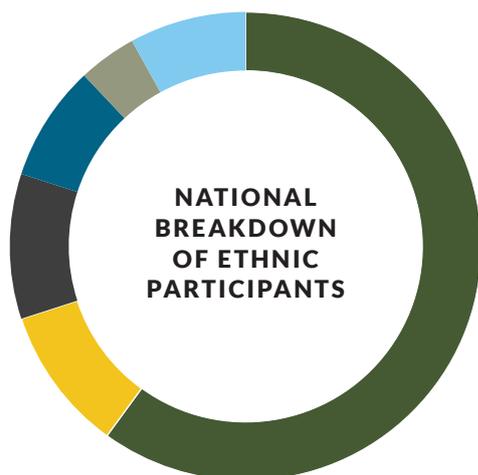
The year in numbers

6,699
participants

26
Full-time staff
members

63
New
programmes

329
Programmes
delivered

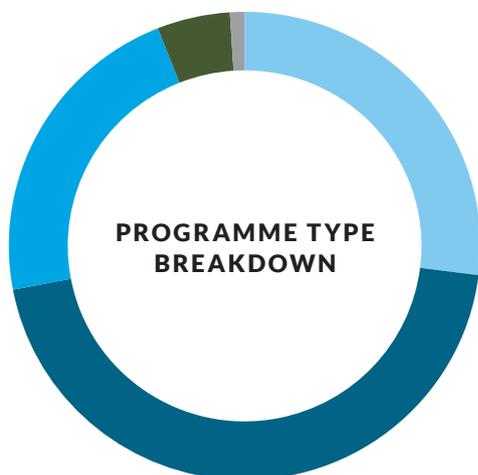


Auckland 3,945

- 50% Kiwi/European
- 10% Asian
- 15% Maori
- 14% Pacific Island
- 4% Indian
- 7% Others

Christchurch 2,754

- 68% Kiwi/European
- 12% Maori
- 9% Asian
- 5% Pacific Island
- 3% Other European
- 3% Others



- **18% Outdoor Education:** outcome is to further the participants knowledge in a specific skill or where academic achievement is the key focus.
- **59% Social Development:** outcome is holistic development of the participants
- **20% Adventure Therapy:** clearly defined individual needs and desired outcomes identified.
- **2% Commercial:** a service provided in order to return significant profit.
- **1% Other**

Auckland:
Total programmes delivered 205

- Outdoor Education 16%
- Social Development 57%
- Adventure Therapy 24%
- Commercial 2%
- Other 1%

Christchurch:
Total programmes delivered 124

- Outdoor Education 21%
- Social Development 60%
- Adventure Therapy 14%
- Commercial 3%
- Other 2%

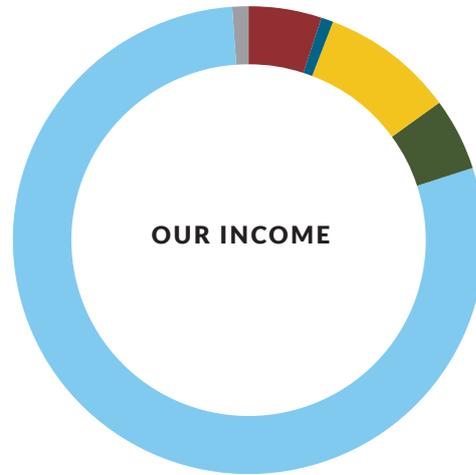
Finances

Operating as a not-for-profit is a continual challenge and requires exceptional management of our finances.

It is great to see that although the start of 2018 was very challenging with an unexpected decrease in revenue we were still able to make a small surplus. This is positive news as 2017 saw us in deficit and we did not want this to be a continuing trend. Although Auckland's revenue was down from 2017 it is extremely encouraging to see that Christchurch had a significant increase of about 25%.

This was mostly due to a number of new contracts delivering Adventure Therapy work to various Christchurch social service agencies and increases through donations and Philanthropic organisations. It should also be noted that Auckland was down on previous years for funding and this is reflective of how challenging it is to secure long-term funding as opposed to year in and out security.

"One student was able to address her addiction to substance use and has been able to become several weeks clean. The student's addictive behaviour was directly challenged by attending the 10-day Journey Programme and had to make some hard decisions regarding her addictive behaviour upon completing the Journey Programme." —Counsellor

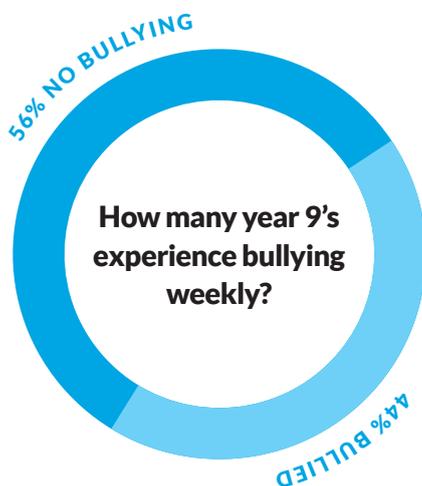


Donations	\$89,864	5%
Capital Grants	\$20,680	1%
Revenue Grants	\$231,598	13%
Govt contracts	\$75,043	4%
Revenue from Service	\$1,413,908	76%
Other	\$10,029	1%

	2018	2017
Total income	\$1,831,093	\$1,708,577
Total expenditure	\$1,829,883	\$1,729,984
Total profit/deficit	\$1,210	(\$-21,407)

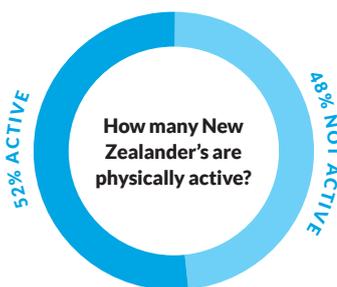


National Statistics We Are Addressing



Decreasing bullying behaviour

Our programmes foster developing understanding others through working together.



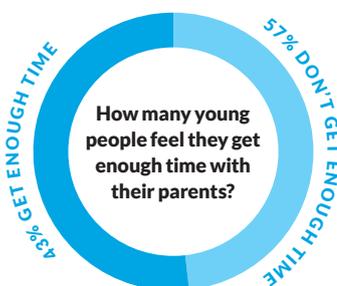
Improving Physical Health

Our programmes get people outside, active, eating healthy food and enjoying activities.



Improving wellbeing and hope for the future

Our programmes assist with improving participants sense of wellbeing and hope for the future.



Increasing family connections

Our family programmes specifically focus on assisting families to have quality time together and build strong relationships.



Increasing engagement with Education

Our programmes reach young people who are disengaged with education.

Our Outcomes

WE BUILD ON *strengths*

Mastery; confidence; self-belief; self-awareness; recognition of talents and gifts; resilience.

WE FORM QUALITY *connections*

Belonging; team work; whanaungatanga; quality relationships; communication skills; conflict resolution skills; social skills.

WE FOSTER *empowerment*

Independence; skills; knowledge; risk awareness; personal responsibility; rangatiratanga.

WE MAKE A *difference*

Generosity; empathy; manaakitanga; appreciation of others; willingness to help others; respect for diversity; leadership skills.

WE IMPROVE *wellbeing*

Enjoyment; hauora; hopes and dreams for the future; physically healthier; a spiritual connection / concept of wairua tapu / God; feeling positive; connection with nature.



Programmes



Over the last year we have continued to offer our life changing adventure programmes that are using outdoor adventure to grow great communities.

These programmes utilise outdoor adventures, challenges, teamwork, facilitated discussion and reflection to develop positive characteristics and skills for our participants. We receive overwhelmingly positive feedback for the programmes we deliver, and the outcomes that they achieve. Our outcomes fall into five broad categories which are; building on strengths, forming quality connections, fostering empowerment, making a difference and improving wellbeing.

Adventure Therapy

Our Adventure Therapy programmes are creating positive outcomes for some of our most high needs groups in the community including youth offenders, alternative education providers and recovering addicts. These therapeutic programmes are tailor designed in collaboration with the primary service provider and aim to increase the engagement of these participants with their services. These programmes are run for 1 day per week over a term and include an adventurous activity, and a theme that forms the basis for a psycho-social education topic that is then discussed and incorporated into the day's activities. Examples of our clients included Wā Ora School, Korowai Manaaki, Zen Detox, Department of Corrections and SAFE.

Youth Development

Our youth development programmes aim to be a catalyst for positive change in participants lifestyles. In 2018 we ran expedition programmes for high school participants that ran from 10 – 21 days in length and included participants using kayaking, tramping and biking to navigate over large distances. These programmes utilise a skills based approach. They were intensive programmes that achieved outcomes including growth in resilience, confidence, teamwork, conflict resolution, leadership skills, Hauora, and hope for the future. Examples of our clients included Southern Cross Campus and Kaipara College.

“Project K has helped me learn more about myself and what I'm physically capable of. I have also learnt to be a leader and gained confidence in myself, letting me be able to help others and stand up when the group needs a leader.” – Student

Family Programmes

In 2018 we offered Adventure therapy programmes for struggling families including week long family camps, Mums On The Move with young mums and weekend adventures for carers and young people in foster placements. We collaborated with community agencies to identify families that are struggling and utilised our skills to develop the strengths and positive characteristics that each family has. Our programmes included a combination of fun, challenging activities and group discussions. Outcomes included strengthened family connections and relationships; developing communication and problem solving skills; shared experiences and positive memories that enhance the family bond; identifying strengths and values as a family and improving respect and trust in each other. Examples of our clients are The Living and Learning Centre, Key Assets and Methodist Mission.

School Programmes

We ran technical tuition, Duke of Edinburgh leadership development and adventure experiences for secondary schools outdoor education programmes. These programmes included skills based development where clients gained mastery of a technical outdoor skill (rock climbing or kayaking); leadership development, where the programmes activities and discussions enhanced leadership skills, and general outdoor education. We were also pleased that we were able to assist schools in offering outdoor experiences when they do not have the necessary skills, knowledge, equipment and accreditation to run them. Some of our school clients included Kings College, St Dominics College, Ladbrooks School and Hillmorton College.



Staff

We are proud to have a great team delivering our programmes to a high standard as well as an awesome support team that works behind the scenes.

We believe it's important to give our staff opportunities to upskill so that clients can get the most from our programmes. To do this each staff member has an extensive professional development package that cater to their individual needs. In 2018 we had a number of staff gain NZOIA awards, refresh 1st aid certificates, attend technical skill training, facilitation training and youth work workshops to name a few.

With the complexities and size of the Auckland operation it had been obvious for a while that the Auckland Operations needed further support. So, it was rewarding that by the end of 2018 we were able to employ an Auckland Operations Assistant.

With the size of our staff pool it is inevitable that staff move on. This year we said goodbye throughout the

year to Helen Taylor, Hanna McLeay, Hugh McLaren, Rani Harris and Ben Pearson. We also welcomed Katie Gray, Joel Buckley, Josh Geddes and Tom Batts. We also had significant help from Erin Chapman (a past long term staff member) who filled in a few holes as well as a number of other contractors.

It was great to see Katie Gray graduate from our PRAXIS Internship programme to take on full employment with us. This programme continues to successfully run and we also offered Anna Cunningham the 2018 Intern employment in 2019.

2018 also saw David Moss a long-time employee and Adventure Therapy Facilitator take some extended time off to travel the world. Thankfully he came back as his depth of experience, wisdom and skills were well missed.

Staff of 2018

- Anna Squires
- Mark Johnston
- Stephen Miller
- Andy Balcar
- Dale Shore
- Josh Geddes
- Jared Partridge
- Glenda Simpkin
- Denise Talamahina
- Libbee Dove
- Tim Wills
- Jeff Lappin
- Anita Sword
- David Moss
- Helen Taylor
- Hanna McLeay
- Hugh McLaren
- Erin Chapman
- Ben Persen
- Jock Barr
- Tom Batts
- Joel Buckley
- Rani Harris
- Amy Horn
- James McMillan
- Katie Gray
- Gwyn Barr

"We are extremely happy with this trip as [our son] has learned so much from this camp; from basic outdoor survival skills, self betterment via self challenge/ discovery and team spirit, to leadership... this kind of experience is something he can never learn from the classroom or from us."

"The quality of the instructors was outstanding - they sounded like they really talked and connected with [our son] and knew how to both have fun and guide the boys.... Their leadership was impressive and he felt safe at all times."

— Parent



Trustees

Adventure Specialties Trust has had the privilege of Ken Stevenson QSM serving as a Trustee since the Trust began.

After 34 years of service, 2018 saw Ken step down. His wisdom, guidance, faith, huge heart and vast connections has been invaluable and profound in shaping Adventure Specialties to where we are today. Furthermore, Ken is a real influencer and over this time as Trustee he has shared the vision to many, creating invaluable long-term friends and supporters of the Trust. We wish Ken all the best in his retirement and we take gratitude that although Ken is no longer a Trustee he is still our greatest fan! Thank you Ken.

With the remaining Trustees being from all different regions of NZ we were able to meet 4 times, of which one meeting was held in Christchurch. Additionally, to these meetings there were numerous other forms of communication and projects going on behind the scenes. A major Trustee project for 2018 was the revision of our Trust Deed, which needed modernising to better reflect who we are. This was a time consuming and carefully thought through project and you can see our revised Deed on the Charities Commission web site.

Trustees of 2018

- Brian Knolles (Chair)
- Tanya Laybourn
- Bruce Conway
- Andrea Fox
- Jennine Thompson



Compliance

Compliance is ongoing and dynamic. We are continually reviewing our practices and policies so that we remain compliant with the Ministry of Social Development, Maritime New Zealand and WorkSafe NZ.

2018 saw another round of our three-yearly safety audit with Outdoors Mark and it is encouraging to know we are working well with our complexity. Technical expert reports indicated that we are a highly competent organisation with well skilled and trained staff. We have 10 activities that fall under Work Safe legislation which are: Sea Kayaking, White Water Kayaking, Caving, Rock Climbing, Abseiling, Canyoning, Coasteering, High Ropes, White Water Tubing and Mountaineering as well as numerous non-regulated activities. We are able to deliver these activities in multiple locations in NZ which enhances our service for our client groups. We also introduced surfing and snorkelling as new activities which required a substantial amount of compliance-related work, including writing procedures, updating handbooks, and training staff.

We also had our Ministry of Social Development audit in 2018 and we continue to be a level 3 Social Sector provider which allows us to continue with our Oranga Tamariki contacts.

Grants

Grants and donations from a number of generous organisations have greatly supported us in serving our communities.

There are also numerous, individuals who have contributed and we whole heartedly thank them for their generosity. As we are grateful to individual supporters we want to recognise the following organisations for their contributions to our work:

- **Keith Hay Trust** – For new vehicles
- **The Southern Trust and the Trust Community Foundation** – Replacing our Christchurch and Auckland mountain bike fleet respectively
- **Longview Trust** – Helping us get our staff to the International Adventure Therapy conference
- **Foundation North** – Operational assistance
- **Sargood Bequest** – Equipment purchases
- **United Way** – Operational assistance
- **The Southern Trust** – Equipment purchases
- **NZRA Targeted Outdoor Activity Fund** – Programme funding
- **Lottery Community Grants Scheme** – Operational assistance
- **Christchurch City Council Strengthening Communities Fund** – Operational assistance
- **NZCT** – Equipment purchase
- **Henderson/Massey Local Board** – Equipment purchase
- **Four Winds Foundation** – Equipment purchase
- **ANZ Staff Foundation** – Programme funding
- **Christchurch Airport Community Fund** – Equipment purchase
- **Mainland Foundation** – Equipment purchase
- **Henderson/Massey Local Board Quick Response** – Equipment purchase
- **John Ilott Charitable Foundation** – Equipment purchase
- **The Lion Foundation** – Equipment purchase
- **Wilberforce21** – Operational assistance
- **COGS Rodney/North Shore** – Programme funding
- **COGS Manukau** – Programme funding
- **COGS Waitakere** – Operational assistance
- **Canterbury Youth Services** – Operational assistance
- **Rata Foundation** – Operational assistance
- **The Trust Community Foundation** – Equipment purchase
- **Pub Charity LTD** – Equipment purchase
- **Farina Thompson Charitable Trust** – Programme funding
- **Windsor Trust** – Operational assistance

“One thing I learnt and will take away from this is that most of the obstacles we face in life are obstacles created by our own thoughts. Comfort is the enemy of progress and I am happy to say that I’ve been progressing. Camp, overall was challenging. The weather wasn’t always on our side, along with our legs and motivation. But through everything I found a friend in my peers, the outdoors and in myself.”

– Journey student



Emerging Needs

Throughout 2018 we have found ourselves bursting at the seams with programme delivery, resources and staffing capacity.

We struggled with our warehouse spaces in both Christchurch and Auckland and have trouble keeping up with the demand for our services. With our growth and with being a National organisation we have complexities and challenges that need addressing. This includes ensuring that our safety systems are continually modernised, staff are well trained, and our administration systems are well maintained. 2019 will see us addressing these needs and working toward finding solutions. We will be looking at premises options, dedicating a management position fully to safety and training, updating and improving our administrations systems using technology and of course continually resourcing ourselves to better serve our communities.

Final Words

As I look back over recent years I am truly encouraged to see how far we have developed as an organisation and the influence we have had on our client's lives.

I look forward to 2019 where we can again reach out to our communities with facilitated adventure activities and make a difference. We live in a world that has many issues and I am proud to be part of an organisation that is an agent for change in many people's lives. I no longer want Adventure Specialties Trust to be the "best kept secret" and I will wave our flag high, just read some of the client's feedback and you know we are making a difference. So, bring on 2019 where we will continue to be excellent and where we will speak with a much louder voice. Next year is our 36th year in operation and I am looking forward to welcoming new staff, working on some long-term sustainable projects and of course using our unique skills to positively impact our communities. We are no longer a secret!

Tim Wills
Chief Executive Officer

"Something that I have learnt is that wherever life takes you, you should always keep trying. No matter what."

– PK Student

"Adventure Specialties staff are competent and professional in their approach to the activities, and in their relating to the client group. They work at the pace of the group, and provide a balance within sessions of task and processing. We see young men experiencing a variety of emotions within the adventure activities setting, and this range is dealt with by the staff in professional and appropriate ways. Our clients develop an on-going relationship with Adventure Specialties staff as we are together a number of times each year."

– STOP Social Worker





Creating Everyday Heroes

"We have seen the students stay longer at school than we may have otherwise thought and noticed that they are prepared to keep persevering. The experience of the Journey has been a mechanism we have noticed that they draw on, especially if they have faced tough times afterwards. "

– Kaipara Journey letter of support



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