



ADVENTURE
SPECIALTIES TRUST

EST. 1984

ANNUAL REVIEW

2019



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.

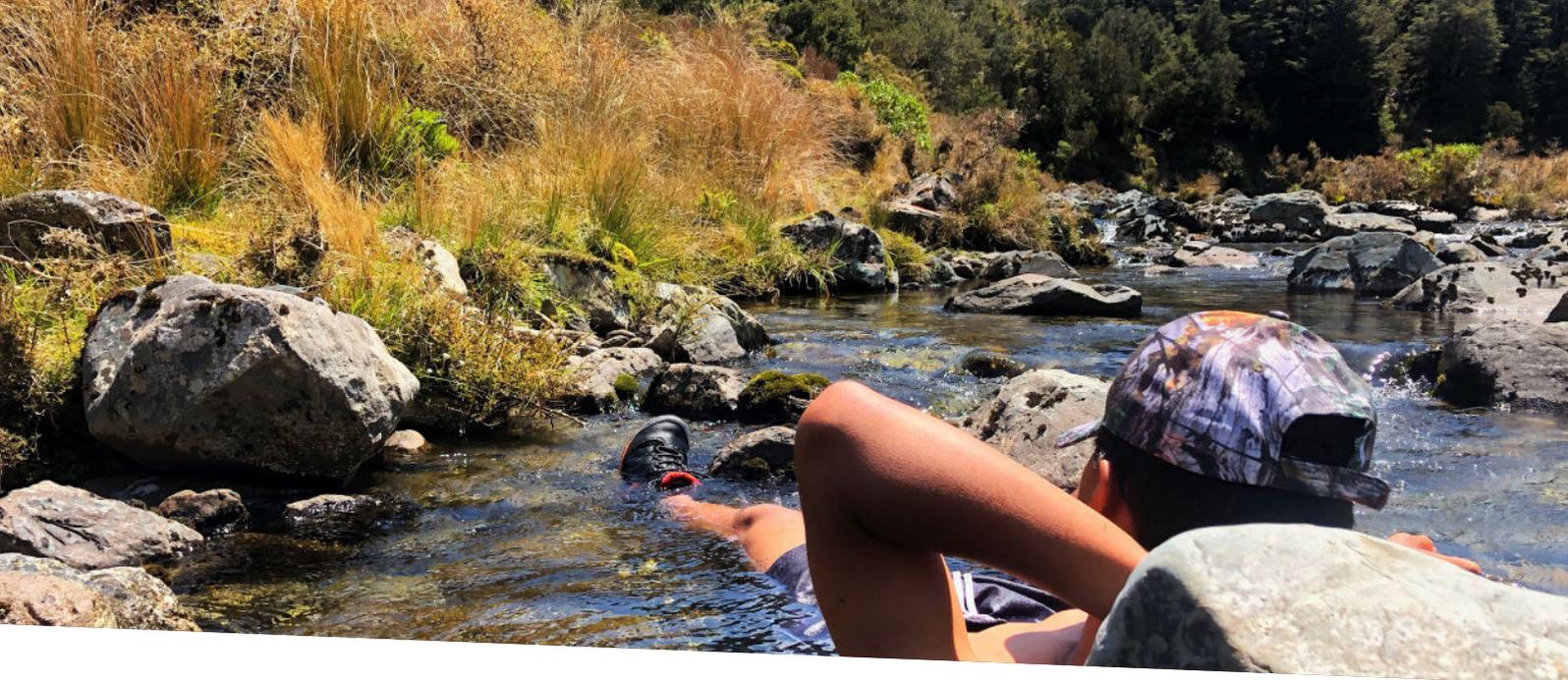
HOPE – We believe that there is hope for all people and that positive life choices can bring about change.

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 was founded on the philosophy that the outdoors offers a unique opportunity for impactful change.

These are the opening words of our inaugural Social Impact Report published in 2019, and I can't help but be immensely proud of an organisation that is striving for excellence and to see real change in people's lives. The report reflects where we are going as an organisation, how our programmes can create change and goes towards how we measure such change. It is a fantastic document and acknowledgement needs to go to the team that researched and worked tirelessly in putting it together. It is available to read on our website and I encourage you to do so.

Not only in 2019 did we publish the Social Impact Report but we also launched our new redesigned website. It looks great and clearly shows the world who we are and what we do. Credit needs to go to Jared Partridge, our Development Manager who spent many hours working on this project getting it to the high standard of which it is; again, another example of our organisation not sitting still and getting our mahi out there.

There were many other achievements in 2019 including impacting over 6,000 lives through what we do, and the ongoing evaluation of how we are meeting our communities' needs. However, to be more effective we realised that there is so much more work we need to do with our cultural understanding and the honouring of Te Tiriti o Waitangi. With this conviction we added bi-culturalism as one of our key Pou in our strategic plan and have started on a journey of discovery. This is a journey for us, as we have so much to learn, but already our practice is starting to change. I am thankful that we have the privilege to be supported and guided on this journey by Andrea Fox, one of our Trustees. Andrea started working for us in the early 1990's and back then, challenged and educated us on tikanga; now her influence is from a governance role as she offers guidance and support as we journey together.

Furthermore, to cap off a great year, we have also had some significant success in achieving our goal of having cash reserves. As you will see later in this annual review, we have had a strong financial year which ultimately allows us more choice in how we serve our communities.

So yes, 2019 was a good year and it's been because of our amazing dedicated staff, supporters and friends that have enabled us to create many opportunities for impactful change. Thank you to all those who have got behind us and helped us make a difference.



Tim Wills
CEO

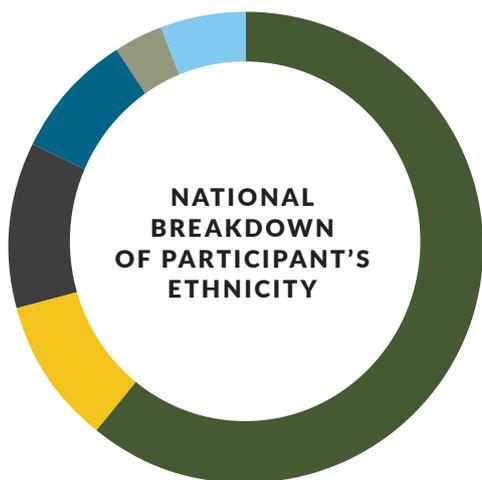
THE YEAR IN NUMBERS

6,209
Participants

25
Paid staff
members

63
New
programmes

391
Programmes
delivered

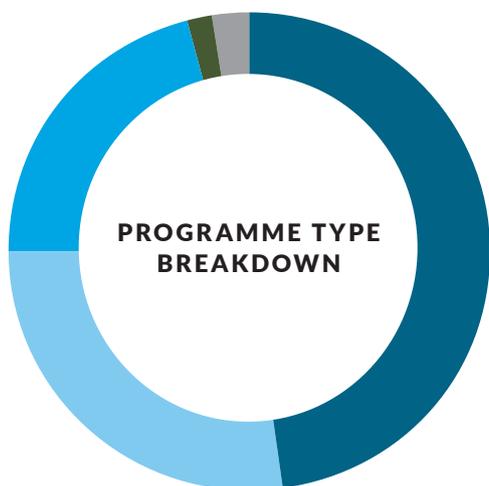


Auckland 3,869

- 52% Kiwi/European
- 13% Asian
- 12% Māori
- 11% Pacific Island
- 5% Indian
- 7% Other

Christchurch 2,340

- 74% Kiwi/European
- 7% Asian
- 10.5% Māori
- 4.5% Pacific Island
- 1% Indian
- 3% Other



- **48% Social Development:** outcome is holistic development of the participants.
- **27% Outdoor Education:** outcome is to further the participant's knowledge in a specific skill or where academic achievement is the key focus.
- **21% Adventure Therapy:** clearly defined individual needs and desired outcomes identified.
- **1.5% Commercial:** a service provided in order to return significant profit.
- **2.5% Other**

Auckland:

Total programmes delivered 221

▶ Social Development	38%
▶ Outdoor Education	32%
▶ Adventure Therapy	27%
▶ Commercial	1%
▶ Other	2%

Christchurch:

Total programmes delivered 170

▶ Social Development	61%
▶ Outdoor Education	21%
▶ Adventure Therapy	13%
▶ Commercial	2%
▶ Other	3%

FINANCES

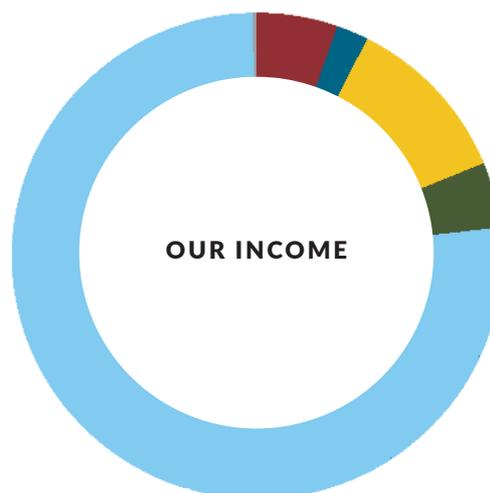
It has been said that Adventure Specialties runs on the smell of an oily rag. This is true as finances have always been tight and constantly juggled.

However, over the recent years we have been working towards having some cash reserves. 2019 was a good year in helping us achieve this goal. Through tight financial management, generous support and an increase in programme delivery we were able to end the year in a very strong position.

Both Christchurch and Auckland centres made a surplus. This was particularly encouraging to see the hard efforts rewarded for the Christchurch team. In 2018 they were in deficit and this year they made a small surplus.

The 2019 surplus put us in a strong position for 2020 and enabled us to have some cash reserves. Our goal is to have at least three months of operational costs in reserve and this goes some way to achieving that.

NB: Figures show actual income received in 2019 and may vary slightly to the audited accounts depending on when grant funds were spent.

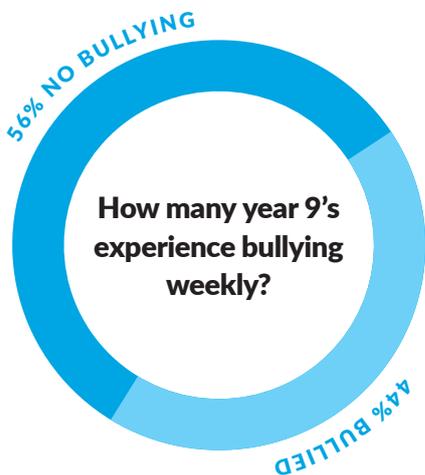


● Donations	\$107,041	5.4%
● Capital Grants	\$41,860	2.1%
● Revenue Grants	\$225,116	11.3%
● Govt contracts	\$86,626	4.4%
● Revenue from Service	\$1,520,914	76.6%
● Other	\$4,087	0.2%

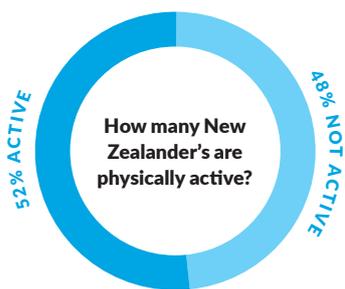
	2019	2018
Total income	\$1,985,644	\$1,831,093
Total expenditure	\$1,891,784	\$1,829,883
Total profit/deficit	\$93,860	\$1,210



NATIONAL STATISTICS WE ARE ADDRESSING



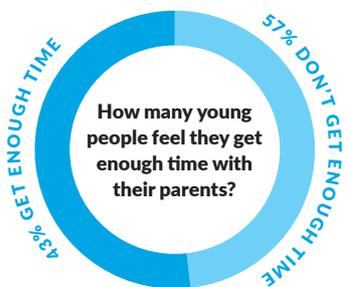
Decreasing bullying behaviour
Our programmes foster developing understanding others through working together.



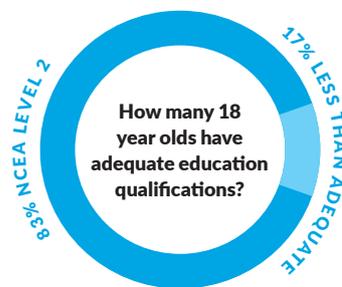
Improving Physical Health
Our programmes get people outside, active, eating healthy food and enjoying activities.



Improving wellbeing and hope for the future
Our programmes assist with improving participant's 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

Wellbeing

As a result of participating in our programmes people have an increased sense of wellbeing. This may have physical, mental, emotional, social or spiritual components.

Social Skills

As a result of participating in our programmes people are able to work better with others. They have increased social skills to develop strong relationships in their every-day lives.

Character

As a result of participating in our programmes people both develop, and have a better sense of, their inbuilt character strengths – the qualities and skills that help them through life.

Ongoing Participation

As a result of being on our programmes people have the motivation and ability to re-create some form of outdoor experience in their own lives, independently of programme support.

Manaakitanga

As a result of participating in our programmes people have more kindness, empathy, respect, generosity and a desire to uplift others.



PROGRAMMES

Our programmes are based around the learning that comes from outdoor adventure, teamwork and healthy amounts of risk in controlled environments.

As well as personal and group responsibility, facilitated discussion, and reflection on all these which helps to promote the development of positive characteristics for our participants. We constantly receive supportive feedback for the programmes we deliver and the outcomes these achieve, with most clients returning again and again for more of the same.

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 one 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 participant's lifestyles. In 2019 we ran expedition programmes for high school participants that ran from 10–21 days in length and included the use of 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, Kaipara College and Project K.

FAMILY PROGRAMMES

In 2019 we offered Adventure Therapy programmes for families and family members desiring to do life differently. This included week-long family camps, facilitated adventure days for young mums learning about life as a new parent, a camp for foster children to connect to their caregivers and an overnight adventure for young men to connect with each other and their support staff as they learn about life as a teen dad. We collaborated with community agencies to identify families that were struggling and utilised our skills

to help them identify and develop the strengths and positive characteristics that they each had; encouraging and enabling them to encourage themselves and give them some tools to build each other up. Our programmes included a combination of fun, challenging activities and facilitated group discussions. The outcomes for our young parent groups included: improved connections with support staff and agency workers; safe spaces to share struggles and concerns as young parents; improved connections with peers at a similar stage in life - widening their social circles to help combat young parent isolation; re-connection to environments and activities they enjoyed pre-parenthood. For our family programmes the outcomes included: shared experiences of fun within a positive atmosphere; strengthened family connections and relationships, developing communication tools and problem-solving skills, positive memories, a desire to do more of the same thing; 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, The Anglican Trust for Women and Children, Otara Health and Dayspring Trust.

SCHOOL PROGRAMMES

During the year we ran a combination of technical skill development school camps and adventure experiences, holiday programmes, group formation, leadership development and Duke of Edinburgh programmes. These programmes included specific skill-based training where participants developed mastery in a technical practice e.g kayaking or alpine skills, the teaching of leadership tools and models to help young people understand their own developing leadership potential and adventurous outdoor experiences that schools don't necessarily have the skills, experience, equipment or accreditation to be able to deliver themselves. Some of our clients included Saint Kentigern College, Burnside High School, Cashmere High School, Papanui High School, Rosmini College and Kings College.



STAFF

Adventure Specialties Trust has always been proud of its staff team and the commitment they show to going beyond what is expected.

They work incredibly hard, not only in what the clients see but also in the background with trip preparation and then again with the clean-up, which at times can be significant. Recognising that the job is tough and at times high pressured, we make time to slow down at the beginning of the year with our annual staff retreat. This allows for some breathing space, specialised training and the induction of new staff. This year's retreat was held in Tāmaki Makaurau and in true Adventure Specialties style a small tent village was set up on some private land in Woodhill. Staff enjoyed each other's company while charging their batteries and setting the scene for the year ahead.

The year was also full of other training and development opportunities as staff sat New

Zealand Outdoor Instructor Association (NZOIA) qualifications, undertook facilitation and ethical practice training as well as various technical training events. All of which kept staff busy in-between delivering programmes.

With the size of our staff pool it is inevitable that staff do come and go, and this year we welcomed Laura Vernon, Anna Cunningham, Kyle Smart and Jaci Skelton on to the staff team as well as John White, Georgia Hollebbon and Lydia Johnson as our Interns. We also said goodbye to Jock and Gwyn Barr who left the country for a rock-climbing adventure, Stephen Miller who went on a kayaking adventure and to Denise Talamahina who had been our administrator for a number of years.

STAFF OF 2019

"I now acknowledge that hanging around with the wrong crowd and making the wrong decisions has led to an unhealthy habit of smoking and I am now going to stop".

— Southern Cross Journey Student

- ▶ 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
- ▶ Jock Barr
- ▶ Gwyn Barr
- ▶ Tom Batts
- ▶ Joel Buckley
- ▶ Amy Horn
- ▶ James McMillian
- ▶ Katie Gray
- ▶ Jaci Skelton
- ▶ Laura Vernon
- ▶ Anna Cunningham
- ▶ Kyle Smart
- ▶ John White (Intern)
- ▶ Georgia Hollebbon (Intern)
- ▶ Lydia Johnson (Intern)



TRUSTEES

There have been no changes to the Trust board which meet four times throughout the year.

Over and above this the Chair meets regularly with the CEO and there were numerous projects going on behind the scenes. As well as governance, one of the more major Board projects was work going toward the purchasing of a property in Christchurch. Christchurch has outgrown its current premises which we lease, and the Board was looking at ways we could purchase instead of re-leasing. This project continues and we may see Christchurch in its own building sometime in 2020. The Board continues to serve the Trust well and the Trust greatly benefits from having a vision focused, dedicated and committed team overseeing the organisation.

TRUSTEES OF 2019

▶ Brian Knolles ▶ Bruce Conway ▶ Tanya Laybourn ▶ Andrea Fox ▶ Jennine Thomson

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.

2019 was a surveillance year for our safety audit with Outdoors Mark. We went through this well which is credited to having high staff engagement in the review process and the keenness from staff to improve our systems. We are a complex organisation with 10 activities that fall under WorkSafe legislation, so good systems and processes are a necessity to keep us safe and to allow us to stay compliant within our legal obligations. We also continue to comply with Maritime NZ for our rafting operations, however in 2020 this will see a change as rafting will no longer be a maritime activity but will fall under WorkSafe's Adventure Activities Regulations, bumping our total activities under Work Safe legislation up to 11. Although we don't know all the details as of yet, we are well placed to meet the new criteria and do not expect any difficulty in passing the new audit. Rafting will then become part of our regular safety audit conducted by Outdoors Mark as opposed to a separate Maritime NZ audit.

Further to these audits we continue to stay compliant with the Ministry of Social Development as a Level 2 Social Sector provider. This allows us to provide service to Oranga Tamariki which helps fund our Journey and Family programmes. All in all, keeping our organisation compliant is extensive and expensive, but a necessity in allowing us to keep doing what we do well..... serving our communities with adventurous programmes!!!

Our registered activities are:

- ▶ Sea Kayaking
- ▶ White Water Kayaking
- ▶ Caving
- ▶ Rock Climbing
- ▶ Abseiling
- ▶ Coasteering
- ▶ High Ropes
- ▶ Tubing
- ▶ Mountaineering
- ▶ Canyoning



GRANTS

We had a massive 21 generous funders who supported our work in 2019.

Through this philanthropic giving we have been able to provide new programmes for Aorere College, Papamoa College and design a pathway programme for young Māori to be run in 2020. We secured support for our operational costs and received funding to update our computers and get on the Cloud. We were supported in keeping our adventure equipment in top notch condition, updating our wetsuits, mountain bikes (and getting a purpose built trailer for them), headtorches, snorkelling gear, as well as getting new surfboards!

We also received amazing giving from trusts and individuals who have supported our work through regular donations and our online appeals. Without this support we would not be able to provide our life changing adventure programmes and invest in young people and families in our communities.

OPERATIONAL ASSISTANCE

- NZ Lottery Grants Board
- COGS Rodney/North Shore
- COGS Manukau
- COGS Waitākere
- Wilberforce21
- Foundation North

PROGRAMME FUNDING

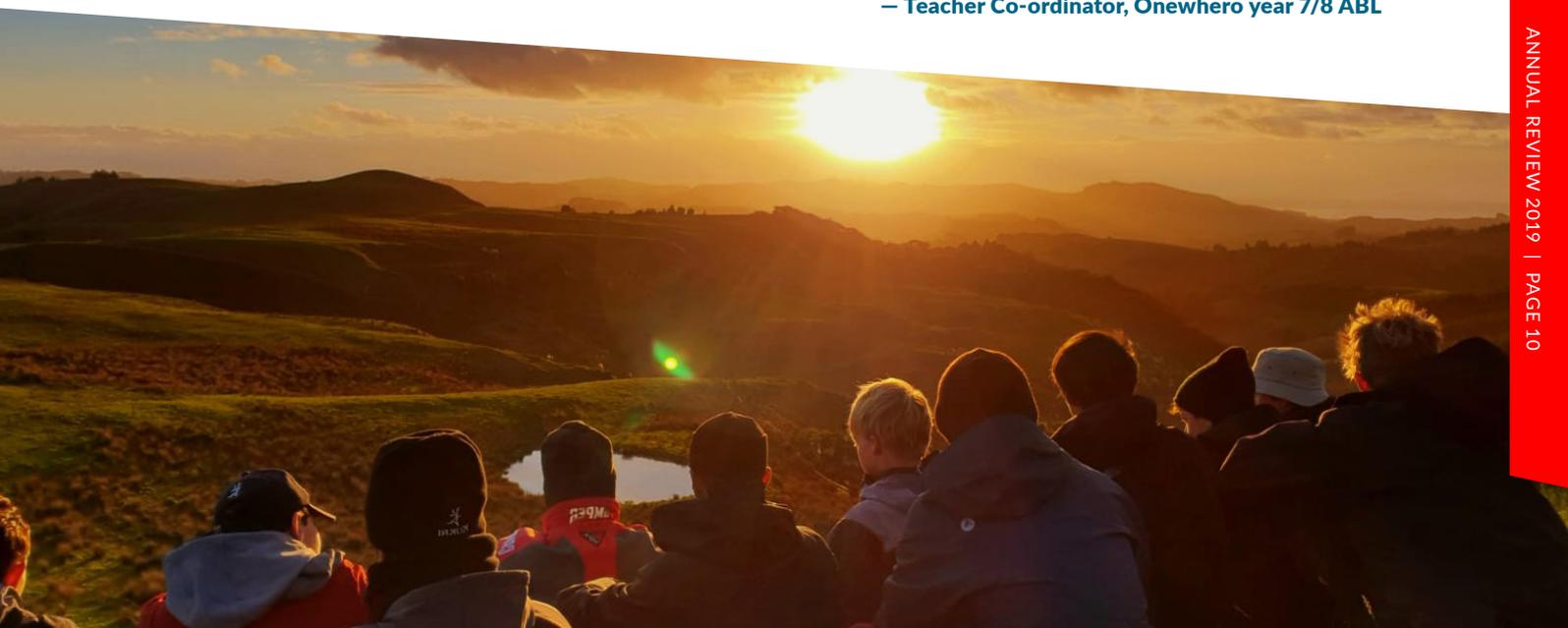
- Acorn Foundation
- NZRA Targeted Outdoor Activity Fund
- Airport Community Trust

EQUIPMENT FUNDING

- Sargood Bequest
- Southern Trust
- Blue Sky Community Trust
- Four Winds Foundation
- Foodstuffs Community Trust
- NZCT
- CERT
- Pub Charity LTD
- Mainland Foundation
- Lion Foundation
- YouthTown
- Sir John Logan Campbell Residuary Estate

"A selective mute Yr 7 boy was in our ABL activities on the second day. His teacher aide was checking up on him and mentioned that she had not seen him smile this much before. He started off less engaged in the spiderweb but as the activity progressed, he became obviously more engaged and was smiling watching both his classmates having fun and himself as he tried to fit through some of the web's shapes. The teacher aide said it was great to see him so comfortable. It also was obvious that the ABL games provided the means for his class mates to support and encourage him where they might not be so easily able to in a class setting".

– Teacher Co-ordinator, Onewhero year 7/8 ABL



EMERGING NEEDS

Both Auckland and Christchurch are starting to burst at the seams with lack of storage and office space.

As we grow it has become obvious that soon we may need to find new homes for our centres. 2020 will see more energy going into finding new homes, and in Auckland we are considering finding a location that can also serve as staff accommodation. This will address some of the issues we face with the high cost of Auckland living and the ability to attract staff to work within the Auckland region.

2019 saw many people wanting our services, particularly our Adventure Therapy programmes. Unfortunately, we were only able to deliver what our funding would allow. We also see that on many of our programmes it would be beneficial to have further support on a

long-term basis for many of the clients we work with. Some organisations we partner with have this, but as an organisation we are looking at ways to address this for those that are not in a wraparound service. The future staffing of Adventure Specialties Trust may include a social worker or therapist to help address this need.

“Given the opportunity {to connect to} each other through challenging situations has brought us closer together.”

— Zen Family Camp

FINAL WORDS

I look forward to 2020 as we have a great staff team, good resources and a very real ability to change peoples' lives through the programmes we deliver.

2019 has not been without its challenges and I do look back with pride as to how we have overcome them. I am especially proud of the team and encouraged that we are doing many things right. Our feedback shows this, and we now have a way of measuring against our outcomes which will lead to further evidence in the future. I am also proud to be part of an organisation that isn't standing still but one that is constantly looking at ways to do things better and differently, with the ultimate objective to see lives positively changed.

Tim Wills
CEO

“Being able to have the one on one conversations with a leader... it allowed me to verbally process everything that was going on at the time. It gave me a clearer idea of next steps to get the most out of E3 and even things to work on at home.”

— E3 Participant



Creating everyday heroes

"The Journey really pushed me to a point where I had to dig deep. I dug deeper than I thought I could and now I know I can do a lot more things".

– Kaipara Journey Student



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