



ADVENTURE
SPECIALTIES TRUST

EST. 1984

Annual Review

— 2 0 1 6 —

A year of opportunity

2016 was another exceptional year of growth and opportunities. We delivered more programmes and worked with more people than we ever have in the history of Adventure Specialties Trust. This growth was a result of our organisation having a strong staffing structure, good operating procedures, a supportive governance board and of course programming that is highly received and sort after from our client groups.

With this growth we however had significant growing pains and for much of 2016 we were short staffed which stretched and challenged our team! Nevertheless, all went beyond expectations to ensure that our “growing pains” had no effect to our clients and our performance. It was however, with great relief that by October our staffing issues had been resolved as we were able to employ another 2 quality instructors.

Our staffing shortages did highlight that we needed to find a good way of securing and future proofing our work force. So, it was with good news that in 2016 we put the wheels into action and partnered up with PRAXIS in developing an Internship Programme. Traditionally we have struggled finding Instructors that are skilled in delivering outdoor pursuits, have good youth work skills and fit within our special character, so partnering with PRAXIS (who train youth workers) was a great match. By the end of 2016 the Internship Programme was set to be piloted in 2017, potential interns interviewed and we all had a sense of excitement that the Intern Programme may significantly help with our future staffing needs.

Further evidence of positive developments was that late in October we employed a National Funding Administrator. Libbee Dove came on board in the role to manage and apply for funding from many sources, in particular, philanthropic organisations. By the end of the year we saw some really positive funding improvements and look forward to continued increases now that we have one person dedicated to this role.

Even though the year was full of challenges we continued to fulfil our “vision of using outdoor adventure to grow great communities”. The following extracts are from 2 different organisations that we partnered with in 2016 that speak of the difference Adventure Specialties Trust has made to their people and community.

“They (Adventure Specialties Staff) are skilled at drawing the best out of our often-challenging students, and helping them to achieve things they didn't think they could achieve. They also frame the learning experiences in such a way that the young people can relate the learning themes to their own lives, meaning the learning can be transferred beyond the immediate context and can become a catalyst for personal growth”. (Care and Protection client).

“The outdoor adventure programmes they provide do not only benefit the individuals that attend, but the wider community and their whanau as well. These young people carry what they have learned and the positive experience they had, with them into other aspects of their lives and that can lead to a changed perspective that society has of disabled youth and what they are capable of”. (Recreate NZ).



Finances

In order to align our accounting reports with how the rest of Adventure Specialties Trust operates we changed our financial year to a calendar year. This meant that 2015/16 accounts finished up on the 31st March and then a short new financial year finishing on the 31st December. 2017 accounts will however reflect the full 2017 calendar year. We were also required (as all Charities were) by Internal Affairs to report to new standards. This reporting included a lot of new information and narrative for our audited Performance Reports. This has resulted in a report that not only reflects our financial accounts but also reflects how effective we have been in fulfilling our mission.

The overall picture continues to show that finances are tight with very little wriggle room. We however continue to be able to pay our bills and staff, and of course deliver rewarding programmes to our client groups.

2016 financial (March 31st) year saw our income across Auckland and Christchurch increase by nearly 30% but on the flip side our expenses also increased by 31%. This resulted in a -\$1342.70 deficit for the year (which includes depreciation).

Year Ended 31st March 2016

TOTAL INCOME
\$1,342,309

TOTAL EXPENDITURE
\$1,343,651

DEFICIT
\$1,342

Programmes

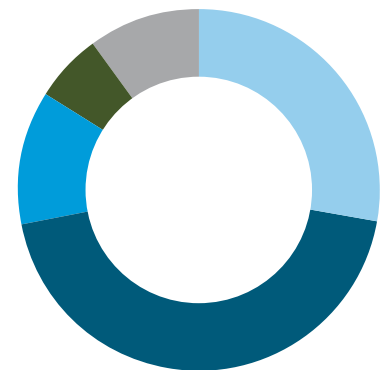
"As a social worker I rely on a network of professional relationships able to work with vulnerable children. I can highly recommend that staff and programmes at Adventure Specialties Trust, and I look forward to future relationships and programmes in the coming months and years."

Growth in the number of people we worked with remains reasonably consistent with the previous year however, the length and volume of programming has increased. An example of this is that we assisted a school in running 7 programmes which were each a month long. This was new work for us but had little effect on the participation volumes as the group sizes were small. This type of growth, of course, puts strain on our staff and resources but did allow us to have a longer impact on the people that we worked with.

This year we ran a number of successful expedition type programmes including 3 contracts with Project K and 3 Journey Programmes. We also delivered 8 strengthening family programmes, free holiday programmes for over 80 lucky youth, and a number of programmes with Youth Justice and MSD Care and Protection Units. We also ran numerous other adventurous programmes with a number of schools and community groups.

Some of the groups we partnered with are as follows: Massey Community Trust, Dayspring Counselling Centre, 24/7 Youth Workers, Graeme Dingle Foundation, The Living and Learning Centre, Vision West, Salvation Army, Te Puna Wai o Tuhinpo, Kia Marama, Social Workers in Schools, Methodist Mission, South West Baptist, STOP, Scripture Union, Cashmere High School, Middleton Grange, Burnside High School, Hillmorton College, Papanui Youth Facility, Youth Alive Trust, Aidenfield School, Rolleston Christian School, Weedons School, Ohoka School, Pegasus Bay School, West Melton Primary School, St Martins Cubs, AJ Trust, Helen Anderson Trust, Rowley Primary School, Kelston Girls High School, Green Bay College, Tangaroa High School, Kaipara College, Kings College, Recreate NZ, Parnell Senior College, Avondale College, Southern Cross Campus, Alfriston College, Auckland University of Technology and Waitakere College, to name a few.

Programmes delivered by type in 2016



Outdoor Education	28%
Social Development	44%
Adventure Therapy	12%
Commercial	6%
Other	10%

We have had overwhelming positive feedback from our clients throughout 2016. This again reflects Adventure Specialties Trust's ability to partner up with other community groups to deliver programmes that are highly valued.

"We are immensely grateful to Adventure Specialties for putting this amazing opportunity together for our students. Adventure Specialties is a professional, well planned, highly trained and responsive company. We are always impressed with the organisation and attention to safety and detail."

"I strongly believe that the programme achieved its aim to be a "catalyst" for positive changes in the participant's lifestyle. This was evident from the increased mental and physical endurance, increased confidence, increased leadership skills and the strengthening of the bond between the students."

"Through the programme, our students have learned the importance of having a positive attitude in tough situations, rather than just giving up. They have learned the importance of encouraging others and working as a team. It is an experience which, for many, is life-changing."

Compliance

In 2016 we had our Approval Review with the Ministry of Social Development which allows us to provide Family Support, Youth Programmes and Holiday Programmes with government funding. We also had a surveillance check from Outdoors Mark as a way of ensuring we are still compliant with the NZ Adventure Regulations. On top of all this we continue to comply with Maritime NZ for our rafting activities and we were also successful in getting White Water Tubing added to our activity scope with Worksafe NZ. 2016 also saw us complying to new reporting standards as set out by internal affairs.

Resources

We continue to be well resourced even with the increase in programming we had over 2016. However, with our equipment demands it is important that we keep making purchases to replace our worn out equipment and to add to our resources to keep up with these demands. Some of the bigger items purchased with the help of donations and grants were a replacement fleet of Mountain Bikes for Auckland and a new fleet of Sit On Top Kayaks for the Christchurch Branch.

Some of our vehicles are due for replacement and 2016 saw some significant costs laid out to keep them compliant. This will be a challenge for 2017 as we will need to find a way to replace some of our older vehicles.





Staff of 2016

We started the year with a couple of new staff placed in key positions. One was Jeff Lappin, our new Auckland Operations Manager, who replaced long term employee Erin Chapman. The other was James McMillian who took on a new role of Senior Instructor. They both went through a very steep learning curve as they were required to hit the ground running to manage our operations. Special thanks needs to go to Jared Partridge who, with his extensive operational skills, was able to mentor and induct Jeff and James into their new roles.

By September our staffing shortages were no longer as we employed a married couple Jock and Gwyneth Barr. They added to the other excellent staff that are committed and dedicated to the Vision of Adventure Specialties Trust. Staffing highlights for 2016 saw the engagement of David Moss, one of our long-term employees, and staff gaining numerous instructional awards as well as staff doing an excellent job in delivering our programmes!

The key staff of 2016 were:

Glenda Simpkin	Tim Wills	Mark Johnston	Jared Partridge
Jeff Lappin	James McMillian	Jock Barr	Gwyneth Barr
Davis Moss	Anna Squires	Hanna McLeay	Denise Talamahina
Rani Harris	Amy Horn	Andy Balcar	Helen King
Ben Pearson	Libbee Dove	Hugh McLaren	

We also used numerous contractors to help us with delivering our programmes.

Trustees

Adventure Specialties Trust has an excellent Board of Trustees who all have different skills and areas of expertise. 2016 saw a strategic push to expand this expertise as we sought to increase the number of Board Members with complementary skills. This quest will go on into 2017 as we are not yet at full capacity.

The Trustees for 2016 were:

Brian Knolles (Chair)	Glenda Simpkin	Ken Stevenson
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Additional support was given from David Moorman and Steven Perich.

Professional Development

Ongoing internal and external training is important to the Trust and each staff member has a professional development pathway designed for them.

2016 saw the refining of the employees Professional Development Packages giving each staff member a clearer picture of how they can use their professional development allowances. This year we saw a number of staff taking advantage of this as they sat numerous assessments and training activities. On top of this we pulled all staff together for a retreat with the purpose of refocusing on the Vision of the Trust, enhancing staff relationships and some further specific staff training. This year's retreat was hosted by the South Island Branch and included a few days rafting a section of the Clarence River.

We also sent representatives to a number of national conferences including the New Zealand Outdoor Instructors Association Symposium, the Christian Outdoor Leaders Conference, Wilderness Therapy Symposium and an Australian Bush Adventure Therapy Conference.

Not only did we undertake training but staff were also involved in delivering training and assessments for NZOIA, Skills Active NZ, and for the NZ Adventure Therapy community.

Grants

We are grateful for grants and contracted services from the following organisations:

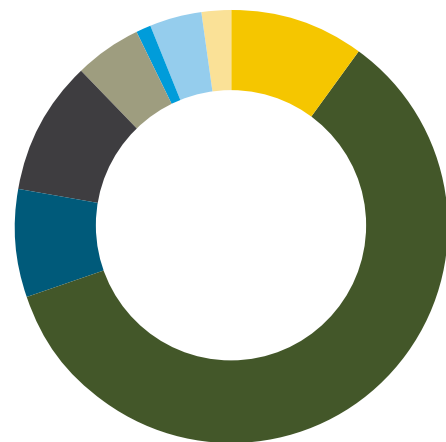
- * Foundation North
- * Community Organisation Grant Scheme
- * Lottery Grants Board
- * The SkyCity Auckland Community Trust
- * The Trust's Community Foundation
- * Rata Foundation
- * Farina Thompson Charitable Trust
- * Southern Trust
- * John Ilott
- * Wilberforce 21 Trust
- * Keith Hay Trust
- * Christchurch Earthquake Appeal Trust
- * Pub Charity Ltd
- * Western Districts
- * Community Foundation
- * Ministry of Social Development

We were also supported by a number of individuals whose financial contributions continued to help us serve our communities.

Statistics

During the year our Auckland Branch worked with 3,000 people in 153 programmes and our Christchurch Branch worked with 2,257 people in 115 programmes.

The total breakdown of ethnic association is:



Maori	10%
Pakeha	60%
Pacific Island	8%
Asian	10%
Indian	5%
African	1%
Other	4%
Unknown	2%

Emerging Needs

With the increased demand for our services, staffing and resources are always in the forefront of need. We have put some good measures in place to help address this with the employment of a National Funding Administrator, and the development of an Internship Programme.

We look forward to 2017 when we will hopefully feel the positive effect of these measures. However, we still have the challenge of balancing our tight finances and the need to purchase some big ticket items such as new vehicles and to ensure our staff are well looked after. It has also been identified that we should have a financial buffer or reserves to keep us viable and this is one area that we will continually work on, and is a significant challenge.

Overall, however the significant need comes from our communities who value our programmes and see what a positive impact they can have. The challenge is to find a way that we can increase our programming especially with our Adventure Therapy and our Developmental Programmes. To do this we need further significant funding so that we can be even more effective in reaching the most vulnerable in our communities.



Conclusion

2016 was our 32nd year of operation. It has been very heartening to see all the good work we have carried out and we are extremely grateful to everyone, both individual and philanthropic trusts, who have supported our work. Although, it was a stressful year staffing wise it was also a rewarding year. We were able to work hard to resolve our staffing shortage which means we are fully staffed for 2017 and now have an Intern Programme. I am also incredibly grateful for our staff who went beyond what was expected to deliver outstanding programmes even when they were stretched and I am proud to be leading a team of such committed and hardworking adventurous people.

As our Mission Statement says, (we are) “To respond to the needs of our community by providing outdoor adventure programmes that facilitate the holistic development of individuals, families and communities”. We look forward to 2017 where we can again outwork our Mission and impact lives in a positive way. There will be challenges ahead but with excellent staff from Instructors to Board Members, and with support from individuals and the community we will see Adventure Specialties Trust continue to make a significant impact in people’s lives for another 32 years!

Tim Wills
Chief Executive Officer

Creating Everyday Heroes



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