

Annual Report

2021



**Developing rural communities
through quality lifelong education**

Chairs Report	3
Directors Report	6
Hauhake Report	8
About	10
Strategic Goals	11
Our Board	12
REAP by the numbers	
Early Childhood	13
Schools	14
Adult Education	15
Stories of Impact	
Central Plateau REAP	16
Central Otago REAP	17
REAP Wairarapa	18
Tararua REAP	19
Map of REAPs	20
Financial Reports	21



“Whiria te tangata ka puta he oranga. Whiria te matauranga ka puta he kairangi.”

Weaving people promotes wellbeing. Weaving education promotes excellence

He Tirohanga Whakamuri: Looking Back

2021/2022 has been another big year for REAPs and REAP Aotearoa.

Highlights

Governance Strengthening with Te Whare Hukahuka

Te Whare Hukahuka guided us through strengthening our Governance last year. Twelve of 13 REAPs and the REAP Aotearoa Board participated in individual governance assessments and then a series of on-line group sharing and development sessions which were facilitated by Shay Wright of Te Whare Hukahuka.

These were designed to specifically meet our priorities. Participation levels in the sessions were very high with over 40 people from around the REAP rohe at each of the 7 sessions. They involved much sharing of information, shared learning and getting to know each other. A one-off grant from the Lottery Minister's Discretionary Fund made this possible, along with financial input from REAP Aotearoa, individual REAPs and a reduced fee from Te Whare Hukahuka. Building our governance strengths together will continue in 2022/23.

REAP Aotearoa Waiata

Ani Pahuru-Huriwai, the Tumuaki of Tairāwhiti REAP and Hauhake representative on the REAP Aotearoa Board has composed and gifted a waiata for REAP Aotearoa. The waiata speaks of unity and the importance of the collective work of REAPs throughout the country. Thank you Ani.

Decision by REAPs to create a full time National Director role

Te Tumu Herenga Tāngata

After a highly participatory process REAPs decided to create our first full time National Director role - Te Tumu Herenga Tāngata which means 'the leader who binds people together'. I am delighted that Tracey Shepherd stepped into this role on 4 July this year.

My thanks to:

- all REAPs for your thoughtful and active participation in this process
- the Task Group, which I chaired, who assessed priorities for the REAP National Function and recommended the full-time role
- Thank you to Mary Ann Baxter, Chair of Central Otago REAP who for her active contribution to the Task Group
- and to REAP Wairarapa

For the last few years Tracey has split her time between the National Director role and as Education Manager of REAP Wairarapa.

REAP Wairarapa has been very generous in supporting this arrangement in so many different ways.

MSD Quick Wins

In July 2021 REAP Aotearoa secured a new 12-month contract with the Ministry of Social Development as part of their Covid response package. The “Quick Wins” project provided modest funding to the 13 REAPs to provide support services to rural communities affected by Covid19. The services provided were dependent on the issues and solutions identified and developed by each community and included (but were not limited to):

- Gaining appropriate identification to enable services access (birth certificates, Real Me, etc)
- Obtaining drivers licences at all levels for work, life and study
- Registering with service agencies such as Work and Income for support (including housing)
- Learning how to do things online — banking and financial services in particular
- Enrolling in and completing short-course certification for employment (i.e. First Aid, Health and Safety)
- Completing budgeting workshops (foundation level and post-Covid unemployed); and
- Becoming work ready, including having a CV developed through mentoring conversations

I am always impressed at how REAPs are able to quickly identify and respond to the needs of their communities; providing flexible and fit for purpose solutions and responses that meet the very real and immediate needs of those in the community.

An excellent example of this was the support REAPs were able to provide to hundreds of people in their communities who needed to obtain their Vaccination Passport. It became evident very quickly that there were a large number of people who had high anxiety/stress levels about their ability to obtain their passport. A vast majority were in the 65+ age bracket and did not have the appropriate

technology and supporting information to download their passports. In many cases REAPs were the only organisations that were available to support people to obtain their passports.

Refresh of strategic plan

Over the last 6 months we have been refreshing the REAP Aotearoa Strategic Plan. We are pleased to be able to confirm that our four Pou:

Kotahitanga – Unifying the Movement,
Manaakitanga – Support of REAPs,
Whanaungatanga – Educating others about REAPs,
Rangatiratanga – Influence Government Policy;

all remain relevant for the next three years.

We have further clarified the context for each pou:

- **Kotahitanga** - used in the context that everything we do should benefit our taha wairua, taha hinengaro, taha tinana and taha whanau. We acknowledge that sustenance is required for every dimension: wairua, mana ake, mauri, whanaungatanga, tinana, hinengaro, whatumanawa.

- **Manaakitanga** - raising and sustaining the mana of everyone we interact with. This references the fundamental human right of respectfulness.

- **Whanaungatanga** - used in the context of supporting REAPs and sharing collective capabilities to grow relationships in their communities.

- **Rangatiratanga** - used in the context of recognising the mana of local solutions and leaders when influencing at the national level.

The next phase of the refresh is to share this with REAPs to get feedback about how they fit, and what role REAPs might play as part of contributing to an aligned, collective direction.

Drivers Licences – local REAP leadership

Driver licences are key to people having choices and chances in employment, skill development/training or as active participants in their community. A significant number of REAPs are actively participating in Driver Licensing Programmes because rural communities often have the least access to getting licences. Many are also part of the national initiative Driving Change designed to address barriers to obtaining licences.

Recently two REAPs - Tairāwhiti and Far North - have entered into agreements with Waka Kotahi to trial ways of improving access to getting driver licences. In Tairāwhiti, the Waka Kotahi Director Kane Patena noted: "...that Waka Kotahi wants to address access and equity issues ... and... that the trial will go some way to help inform Waka Kotahi of the potential changes we need to make ... as part of a long-term strategy for the driver licence system.'

He Anga Whakamua: Looking Forward

Strengthening communication among the collective of REAPs. Building on the 'telephone tree' contact between the governance members of the REAP Aotearoa Board and REAP Chairs and the shared learning on governance with Te Whare Hukahuka we are planning a series of events to build and strengthen our connections. We will start virtual governance hui every term. In response to a recent survey, REAP board members identified interests and priorities in governance. As a result of this feedback the first session will be on 'What does it mean to be a REAP Board member.'

We will also be embedding the learning from Governance Strengthening with Te Whare Hukahuka through policies, processes and practices.

One example is to confirm the informal Executive – Tira Whakahaere - as a more formal structure within the REAP Aotearoa Board.

Having a **full time Te Tumu Herenga Tāngata/National Director** will enable greater focus on strengthening REAPs internally and in terms of external influence. One example will be seizing the opportunity for growing national – local connections over improving Driver Licensing access.

2022/23 is an important time for succession planning. The Board has been mindful of this for some time and several steps have been taken to build an environment where succession planning is made easier.

The Te Whare Hukahuka training was one step and provided an opportunity for greater engagement by REAP boards with REAP Aotearoa as a whole; the planned sessions each term is another step as is the co-option of Ryan Morrison and the invitation from the Board for the two independent members to stay on the Board for longer.

But over the next 18 months the two independent members will be leaving the Board and a plan is being developed for their replacement along with encouragement and an invitation of greater engagement of REAP governance members to be more involved nationally.

We are very conscious that a collective effort is required for the waka to move towards its destination. This includes the design of the waka, the intended journey (pathway), the people in the waka, and the ability of the kaihautū to navigate the changing conditions on the water.

He Whakamihi: Congratulations

Congratulations to the following REAPs and individuals who have been acknowledged for their hard work over the last year or so:

Southern REAP - 2021 Winner – Driving Change Network - Community Driver Mentor Programme – Drive My Life Programme

Tararua REAP - 2021 Winner – ACE Aotearoa Community based Programme of the Year, Tangata Tiriti – Parent Support Programme

Tararua REAP - 2021 Winner – Gloria Hauiti, ACE Aotearoa Educator of the Year, Tangata Whenua

Tairāwhiti REAP - 2021 Winner – Driving Change Network – Programme of the Year

Eastbay REAP - 2021 Winner – Community, Nor for Profit and Volunteer Excellence – Horizon Energy Group - Business Excellence Award

Far North REAP – 2021 Winner - Allan Duan, ACE Aotearoa Educator of the Year, Tangata Tiriti

REAP Wairarapa - 2022 Winner – Tracey Shepherd, ACE Aotearoa Member of the Year, Tangata Tiriti

As well, Ani Pahuru Huriwai's community – the Matakaoa community – received the 'New Zealander of the Year, Mitre 10 Te Pou Whirinaki: Community of the Year' Award for working together to keep Covid19 out of their community, and most recently the Matariki Community Award. People united in a shared purpose to keep people safe and achieved exemplary vaccination rates.

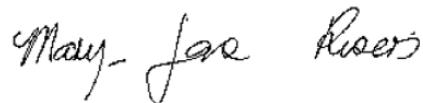
He Poroporoaki, he whakamihi: Farewells and thanks

At the beginning of the year we farewelled Kiri Sloan-Hobson who stepped down as CEO of Far North REAP to pursue new opportunities in her community. We wish Kiri all the best for her next adventure.

In May last year we enjoyed a very engaging National Conference hosted and organised by REAP Wairarapa. The mahi in organising a conference is huge. Thank you REAP Wairarapa for doing this so successfully. I'm very much looking forward to our October 'kanohi ki te kanohi' meeting of Managers and Chairs.

I would like to acknowledge the three Board members who are leaving the REAP Aotearoa Board; Bernie Lepper, Rotohiko Ainsley and Ani Pahuru-Huriwai. Thank you on behalf of the board for your tireless work and valuable contributions over the last few years. Ani stands down in her role as Hauhake representative. A big welcome to Roana Bennett, Tumuaki of Central Plateau REAP as the Hauhake representative on the Board. Roana, we are looking forward to you being part of the national Board team.

Finally, thank you to my colleague Board members who remain on the Board for the next year – Karen Johansen, Ryan Morrison, Glenys Dickson and Claire Chapman who have all contributed so much - and with energy and focus.



Mary-Jane Rivers

Chairperson

Another busy year for the REAP whānau; navigating through the disruption caused by the Covid19 pandemic, a professional development programme for REAP boards, and a review of the way REAP Aotearoa is resourced with an eye on the future. Covid19 saw us move in and out of lockdown for periods during the year; nationwide and in some of our REAP regions. The impact of this resulted in many local initiatives being cancelled, postponed or shifting to a different model.

One thing that didn't change was the support our REAPs gave to their communities.

Support varied from delivering boxes of kai and supplying medical packs to whānau, being the emergency response hub in a community, providing learning resources including IT devices such as laptops and internet connections to enable school students to engage with online learning, and so on.

And despite the ongoing disruption and challenges of Covid19 we continued to meet the needs of our communities; once again well and truly exceeding our Adult and Community Education targets, and engaging with a significant number of students, children, educators and whanau through our early childhood and schools work.

REAPs responded when many of our older community members were challenged when vaccination passes became compulsory.

Hundreds were assisted to get their passes enabling them to continue to actively engage in their communities.

Our partnership with Te Whare Hukahuka saw members of REAP boards engage in a governance professional development programme. The diagnostic phase of the programme provided individual REAP boards with an analysis of their governance practice and processes, identifying areas of strength and areas of challenge.

The 7 online workshops were well attended, and a range of governance topics were covered – strategy development, roles and responsibilities, monitoring and measurement, etc.

All participants reported gaining value and learnings from the programme, with many reporting that they have implemented some of that learning into their board meetings and processes.

In response to increasing demand for support from REAPs, the REAP Aotearoa Board undertook a review of the national function with a view to best meeting the future needs of the REAP movement.

After much consultation with the membership, the board determined that the role of the REAP Aotearoa Director should become a full time role, which would enable REAP Aotearoa to increase its support for the membership, to grow our collective profile and influence, and to expand the areas we work in.

I am privileged to be able to move into a fulltime role with REAP Aotearoa and am excited about the future for the REAP movement.

Tracey Shepherd
Director

Kei roto tātau i te wā o Matariki. He wā ka hoki nga maharatanga ki nga mate huhua o te tau, ā, ka tuku atu ki a Pohutukawa. E tangi ana te ngakau mo rātau mā kua huri tuara mai ki a matau nga waihotanga iho o ratau ma, haere atu ra kotou. Kua ea te wahanga ki a ratau, tihei mauri ora ki a tatau, me kī Mānawatia a Matariki.

Ka nui te mihi ki a kotou katoa e te whanau a Hauhake kei te motu. Ko te tumanako ia kei te piki te ora ki a kotou ahakoa te mate kowhiore e āmio haere ana, ahakoa te karawhiua o Tawhirimatea.

2021 has been another challenging year for everyone with Covid19 and his whanaunga being ever-present in our lives.

For us as Hauhake, this has meant we have had to postpone yet another hui-a-tau, and the distance between us seems even greater, the longer it takes for us to be able to physically meet again.

As this is my last report as Māngai for Hauhake, I want to thank everyone for their patience, tolerance and willingness to keep on keeping on.

I step down from this role knowing that Hauhake is in a good place nationally.

In 2016, Sonny Harrison, Jay Rapupera and myself, following on from our Hui-a-tau at Horouta Marae, Porirua, presented our aspirational model of Treaty Partnership to the Managers and Governance Board.

We stated then it was an aspiration of ours, and while the REAP movement was not quite ready for it then, I believe, whilst as a Nation, we gather together and share our first Matariki, we are ready now.

The Hauhake voice is respected and sought after at the REAP Aotearoa board table and also around the management table.

There is a willingness to do more, and to do better, by our Tiriti partners.

While for some of us this seems like a long time coming, the time has arrived and it is up to us as Hauhake to determine what a Tiriti partnership will look like. What do WE want it to look like?

Of course, had we had our Hui-a-tau in Kawatiri this year, we would have had time to discuss and plan together.

We still hope that this will be the case later in the year, and we can truly put some thought into what we want Hauhake to look like going forward, what we can commit to the Tiriti partnership, and how we will know when we've arrived.

Having been in REAPs now for 8 years I have certainly seen the change at the National REAP Aotearoa Board, and especially at the Management table.

New managers have come in with a fresh set of eyes, new ideas and a lot of goodwill..

We are able to have robust debate about issues and Managers are quick to contact me if they have any questions around tikanga Māori.

Some significant contributions Hauhake has made to the REAP movement in 2021 are:

- the introduction of virtual whakatau around the time of Waitangi, to welcome new members into the Hauhake whānau;
- regular zoom meetings for Hauhake members who are Managers;
- compiled and distributed a Hauhake history powerpoint, distributed to all Managers, which ought to be shared with all new Hauhake members as part of induction;
- the refresh of the REAP Aotearoa logo, honouring the beautiful intent and legacy behind the original logo gifted to REAPANZ by Hauhake;
- the proposed Māori name, Taiako Taiwhenua ki Aotearoa;
- composition of a REAP Aotearoa waiata.

I want to thank and acknowledge the leadership of Mary-Jane Rivers, Chair of REAP Aotearoa who has, and continues to help navigate our collective waka through the tides of change, with grace, honour and aroha.

Also, our Tangata Whenua representative, Karen Johansen, for her wisdom, support and guidance, I am grateful.

To our entire REAP Aotearoa Board, ka nui te mihi ki a kotou. Not forgetting our fabulous, newly appointed full-time Te Tumu Herenga Tāngata, Tracey Shepherd – your dedication to the REAP kaupapa, and to working actively with Hauhake is truly appreciated. Thank you all for your willingness to work together, to have challenging conversations and to move forward together – he waka eke noa.

Finally, I take this opportunity to wish our new Hauhake māngai, Roana Bennett (Tumuaki, Central Plateau) all the best in this space. I look forward to supporting her in her role, and it is our hope that we can soon come and visit our members around the country, sharing the Hauhake history, aspirations and also to identify and build the governance capacity of future Hauhake māngai.

At the beginning of this report, we remembered those who have departed this earthly realm in these past 12 months, and sent those thoughts to the star Pohutukawa.

In closing, I send all of our hopes and aspirations for this new year, to the star, Hiwa-i-te-rangi, that our Tiriti partnership will continue to develop with mutual respect and honour, that the REAP movement continues to thrive, and that the communities we work with every day are lifted out of the darkness that has settled over us these past two years, and come back into Te Ao Marama, the world of light.

Tuia ki runga, tuia ki raro
Unite above, unite below
Tuia ki waho, ki roto e
Unite without, unite within
Whakakotahi (i) ngā rōpū taiako
Unite all of our organisations
Hai āwhina i ngā hāpori e
Supporting our communities
Mai ngā pēpi, ā, pakeke noa
From infants to the elderly
Tēnei mātou
This is us united as
Taiako Taiwhenua ki Aotearoa e
REAP Aotearoa

Ani Pahuru-Huriwai
Hauhake Representative

About us

REAP Aotearoa is the national body which represents 13 REAPs delivering education opportunities to our rural communities in order to make a difference to the lives and long term plans of rural people. Working collaboratively with local partners including Iwi and Hapu is key to this progress.

Our foundation statement is 'developing rural communities through quality lifelong education'

Our guiding principles are:

1. We acknowledge Te Tiriti o Waitangi as the founding document of our nation and the human rights platform for our work.
2. We believe in working collaboratively to include diverse skills and views and build social capital.
3. We believe in sharing leadership to grow the REAP movement.
4. We believe in active engagement with our communities to build community sustainability and resilience.

REAP Aotearoa provides:

- Leadership to and with the 13 REAPs
- Sound infrastructure which supports proactive quality education opportunities to the whole community.
- Represents the work of REAPs at a national level through networks and Government as a consistent, credible leader of rural education.

Our Values

<ul style="list-style-type: none">• Uniqueness• Trust• Relevance• Resilience• Social capital development	<ul style="list-style-type: none">• Brokerage• Partnership• Treaty-based practice• Cultural responsiveness
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Our strategic goals

Kotahitanga Leadership/Unifying the 'movement'

Human rights approach to community development is fully embraced by all parts for the REAP movement.

REAP Aotearoa has the capacity and capability at governance and implementation level to fulfil a national unifying role.

Manaakitanga Support of REAPs

The governance, management and staffing of REAPs are sustainable and resilient, and are active participants in the development of the REAP movement.

Whanaungatana Educating others about REAPs

Decision makers and influencers in the wider community who are seeking partners in community development through education, know about our value, purpose, values and impact.

Rangatiratanga Influence government policy

Influence local and national government policy about the approach to rural community development that REAPs uniquely and successfully practices.

“Developing rural communities through quality lifelong education”

Our Board



Mary-Jane Rivers

Chairperson

Mary-Jane is an independent member of the REAP Aotearoa Board - Tangata Tiriti, and has been Chairperson since the restructure in 2015.



Ryan Morrison

Deputy Chairperson

Ryan is co-opted to the REAP Aotearoa Board, and has been Deputy Chairperson since the restructure in 2015. Ryan is the Chief Executive at Eastbay REAP.



Karen Johansen

Independent Board Member

Karen is an independent member of the REAP Aotearoa Board - Tangata Whenua, and has been a Trustee since the restructure in 2015.



Rotohiko Ainslie

Trustee

Rotohiko is an elected REAP Board member of the REAP Aotearoa Board. Rotohiko is the Chairperson of the Tairāwhiti REAP



Glenys Dickson

Trustee

Glenys is an elected REAP Board member of the REAP Aotearoa Board and was elected in 2018. Glenys is the board Chairperson of Southern REAP.



Ani Puhuru-Huriwai

Trustee

Ani is the appointed Hauhake member of the REAP Aotearoa Board and has been a Trustee since 2018. Ani is Tumuaki of Tairāwhiti REAP.



Bernie Lepper

Trustee

Bernie is an elected REAP Staff member of the REAP Aotearoa Board, and has been a Trustee since 2018. Bernie is the Manager of Central Otago REAP.

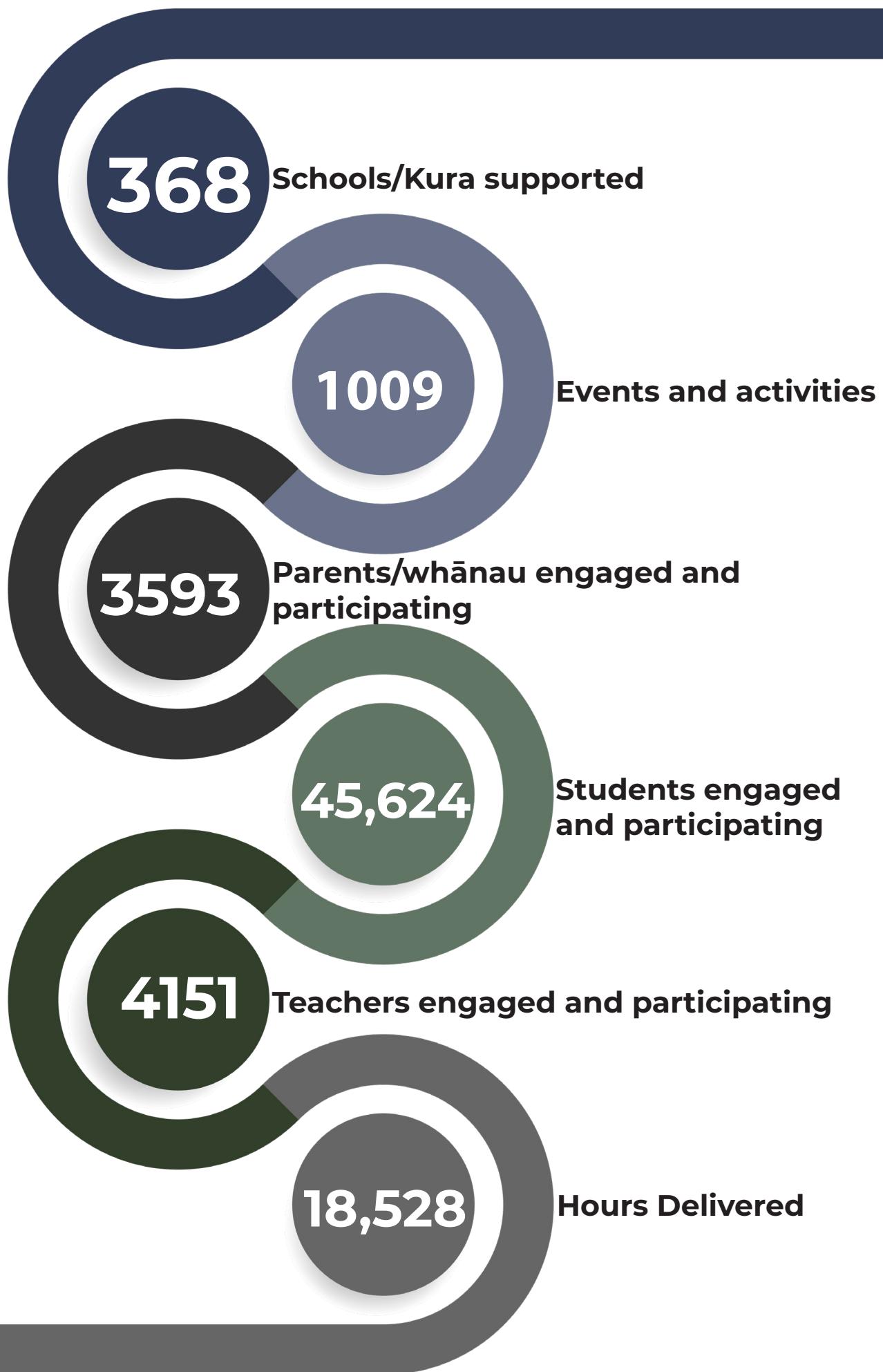


Tracey Shepherd

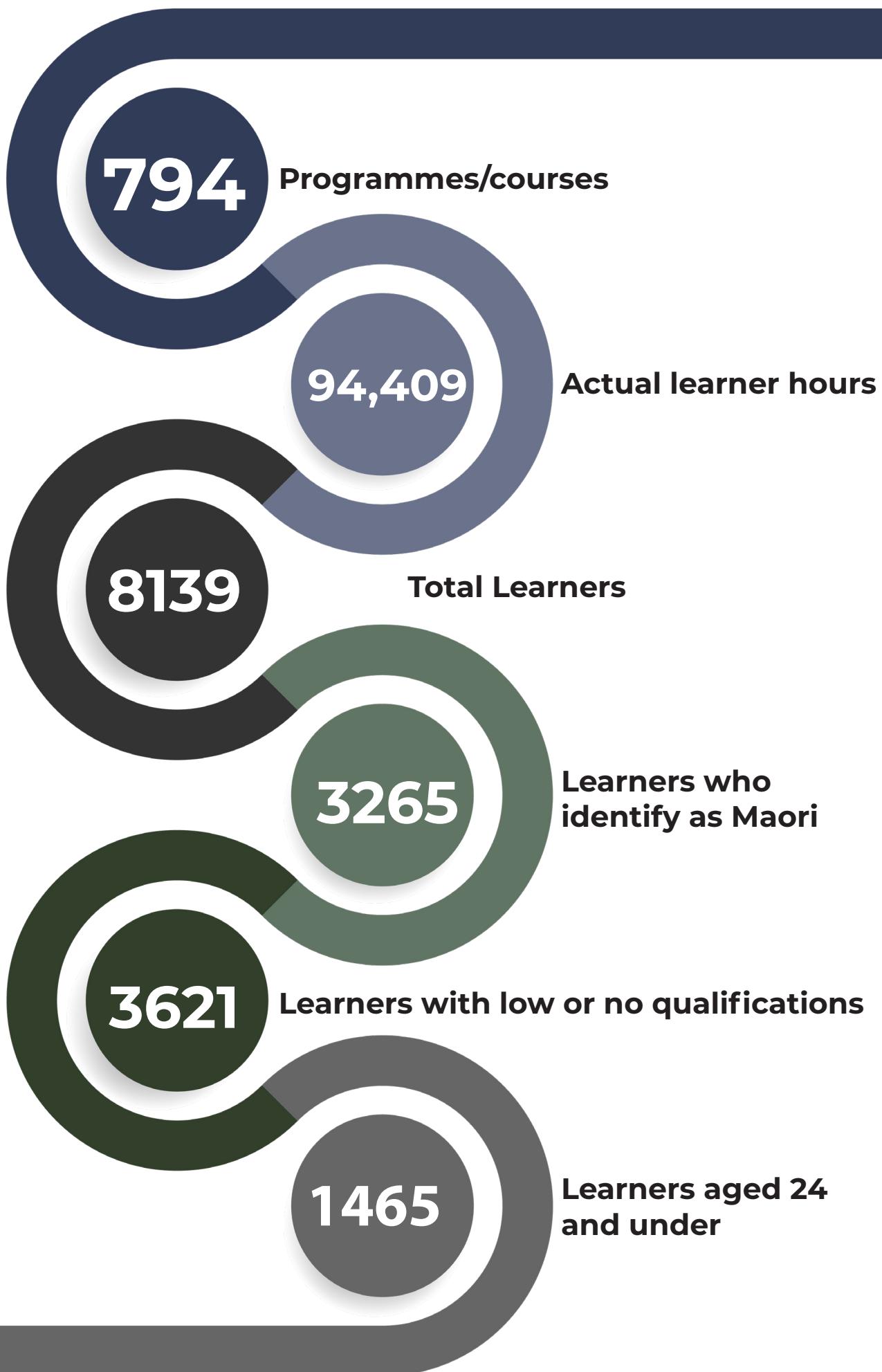
Director

Tracey is the Director of REAP Aotearoa. Tracey has a strong background with both REAPs and the tertiary sector, with previous positions in TEC and the ITO sector.





Adult and Community Education



Central Plateau REAP develops a new role to support service delivery for their rangatahi and Whānau

The Rangatahi and Whānau Coordinator is a newly developed role within REAP Central Plateau designed to work with the rangatahi mentors and the Strengthening Families co-ordinator to support service delivery and help streamline systems and processes.

Doing this background work enables our frontline workers to focus on the mahi with the rangatahi and their whānau. The role also has a special focus on supporting where there have been instances of historic current family violence.

Importantly, the co-ordinator is in a unique position to see and hear – and at times be a part of – the mahi our team carries out with our most vulnerable and hard to reach whānau.

The teams go above and beyond their roles as they have the passion and drive for the mahi they do. Positive and meaningful relationships have been developed between the workers and the whānau they work with.

We have seen many successes with the rangatahi who are referred to REAP Central Plateau. Our team works with an “open door policy” which means the rangatahi know they will always be welcomed by the team no matter what their situation.

The following is some of the mahi our frontline workers provide going above and beyond their contracted role:

- Working with the whole whānau rather than individuals
- Providing transportation to appointments out of town
- Moving whānau into housing and/or

*"These results can be difficult to measure but one key indicator we use is **no more police involvement**"*



emergency accommodation

- Working at times when other support services and agencies are closed (for example over the Christmas period) to ensure consistent engagement and support is provided.

The key outcome that always excites us as mentors is seeing rangatahi take ownership of this programme, know who they are, believe in themselves and what they are capable of achieving, and making safe and good decisions.

These results can be difficult to measure but one key indicator we use is ‘no more police involvement’.

Our rangatahi programme is acknowledged by our partners as contributing to positive outcomes for these young people, including the reduction in youth crime in our district.

Central Otago REAP responds to community need with Lifeskills Courses after lockdowns provide a catalyst for learning how to improve everyday lives.

In response to Covid, the Lifeskills courses at Central Otago REAP became very popular as people wanted to learn new skills and develop their knowledge around how to improve their lives and those of their whānau.

Sustainability became the new normal as we rolled out a whole suite of programmes designed to meet the needs of our community. The longstanding positive relationships with our Social Service Agencies assisted us in identifying the need, and then made client referrals to our courses.

Courses around cooking and food were very popular especially to meet the needs of young mums. Vegetable growing and learning how to sew were well received and day and evening classes were well patronized.

We ran two pilot courses to ascertain the extent of engagement:

- Mums and Bubs in Cromwell in partnership with Well South
- A series of workshops with Dunstan Educare

This course was held at the Centre and geared for whānau whose children lived mainly on noodles. A weekly cooking demonstration was held around how to cook quick, easy and nutritious family meals and they were each provided with a food parcel that had all the ingredients to make the family meal at home..

Both initiatives were highly successful. As a result, we formed stronger partnerships with the food bank and Alexandra New World sponsored us for the more expensive protein-based foods ie. meat,

cheese, eggs etc.

Probation classes continued to be a significant part of our Lifeskills courses.

We ran two weekend classes. One in Alexandra and the other in Cromwell as well as a weekday class in Alexandra. A strength of this programme was that it was customised to meet the needs of the students.

Basic first aid training, digital literacy, stone carving, recycling wooden pellets, growing vegetables and cooking were all popular mini courses that students enjoyed.

Mary (not her real name) attended several Lifeskills courses last year:

- Cooking skills with a focus on nutrition
- Budgeting -how to make ends meet
- Growing vegetables from seed
- Learning how to sew
- Traditional Weaving

The comments that Mary recorded on her end of course evaluation sheet demonstrated how effective these courses can be to assist people to develop and extend basic skills:

"I am amazed at how little I knew about the various food groups and how they contribute to our overall health. I have enjoyed learning about nutrition and how I can keep my children healthy. Thanks to this course I have learnt how to stick to my budget and make it work. Learning how to use a sewing machine and grow some of my own vegetables has been helpful -thankyou REAP."



REAP Wairarapa gets staff, board members and even the local MP on deck to help the community with Vaccine Passports.



The digital literacy divide created an opportunity for REAP Wairarapa to help their community. When the Vaccine Passport system was introduced, the feeling in the community was – “this could be quite difficult for some of our ACE (Adult and Community Education) Learners”.

With no pharmacies in the Wairarapa at the time offering Vaccine Passport help, an aging population – and with REAP Wairarapa being skilled in Digital Literacy, a decision was made to offer help from REAP House in Masterton.

With at least 10 staff, board members and volunteers from the community helping people from all walks of life with stepping through the process, assisting with email addresses, digital challenges and lending an ear to those feeling unsettled by the rapid changes that had been suddenly forced on them.

Meeting rooms were taken over by laptops and socially distanced seating set up.

REAP Wairarapa Communications Officer Aaron Pinkham was amazed how everyone dropped everything to help.

“We met the community’s need - everyone chipped in - whether it was with the technology, printing or laminating. Or just a cup of tea and a friendly ear.”

REAP Wairarapa even enlisted the help of Labour Chief Party Whip Kieran McAnulty to help for couple of days when the queues were out the door with people eager to get their passes.

Over 300 passes were successfully obtained for members of our community allowing them to go about their daily business as usual.

**“We met the community’s need - everyone chipped in - whether it was with the technology, printing or laminating.
Or just a cup of tea and a friendly ear.”**

Tararua REAP's collaboration with local services helps a young man succeed and well on the way to a great career.

Max (not his real name), was on the hunt to find permanent employment, but also a job that he enjoyed and maybe even a career.

An 18-year-old male that lived in Woodville with his grandparents, Max had no idea what he wanted to do as a job when he left school and no real passion. On meeting Employment Liaison Co-ordinator Trudie, Max didn't realise how much the offered support was going to help.

Trudie started working with Max, updating his CV and checking for any suitable work opportunities in the Woodville Area. Transport was a major issue. Luckily work was underway to help many unemployed in similar circumstances and the Woodville Work Ready Week was initiated, partnered with ACC, Tararua REAP and a group of local services and businesses.

He completed his forklift licence and learnt about MyIR, tax, budgeting, KiwiSaver and achieving financial goals. The group spent a day covering soft skills including preparing for interviews, developing CV's, cover letters and the week finished with actual interviews with prospective employers and Max was successful in obtaining his first job; a 3-month seasonal contract lifting radiata pine seedlings.

When that contract was coming to an end, Max and Trudie commenced the next stage of the employment search.

"It makes a difference when you have someone helping and believing in you", shared Max.

Reflecting on Max's personality traits and hearing of a farm hand position, Trudie connected him with a potential employer and he started his first full-time job as a farm hand on a 350-cow dairy farm, 10 minutes from Woodville.

After settling into the position, Max was encouraged by his employers to look into Primary ITO Dairy Farming Level 3 & 4 qualifications which he is now enrolled in.

Feedback from his employers is positive and Max is accessing driving lessons in preparation to sit his restricted licence.

This young man was able to learn and grow through the support of local services collaborating together.

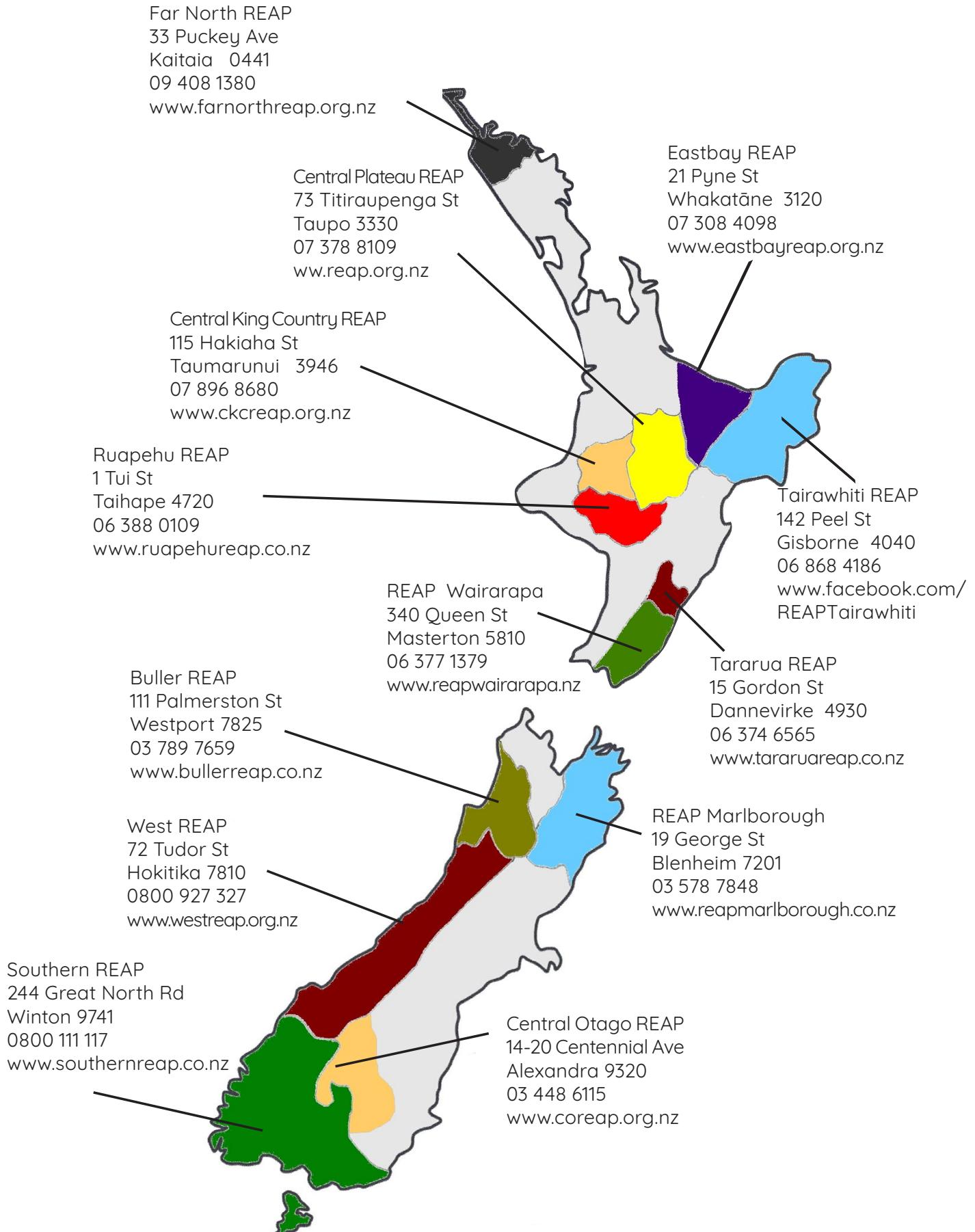
Alongside Tararua REAP's support, Max's journey has been supported by Woodville Work Ready Week, Tararua Community Youth Services, Primary ITO, and Mayors Taskforce for Jobs programme.



"If it wasn't for Trudie I would probably still be looking for a job.

It helped so much to have someone pointing me in the right direction and wanting me to succeed."

Map of REAPs



Statement of Financial Performance

REAP Aotearoa NZ
For the year ended 31 December 2021

	NOTES	2021	2020
Revenue			
Exchange Transactions			
Interest Income		782	1,735
Total Exchange Transactions		782	1,735
Non-Exchange Funding			
ACE Professional Development Grant		-	3,960
Grants Received		21,851	63,149
MOE/SKIP/TEC Funding		7,667,942	7,501,852
Governance PD Project		10,800	-
MSD Covid Support		132,500	-
Total Non-Exchange Funding		7,833,093	7,568,961
Total Revenue		7,833,874	7,570,695
Expenses			
Contracts			
MOE/MSD/TEC Funding		7,541,721	7,379,614
ACE Aotearoa PLD Project		1,200	12,530
MSD Covid Funding		130,000	-
Oranga Tamariki Covid Funding		-	9,750
Total Contracts		7,672,921	7,401,893
REAPNZ Operating Expenses			
Accounting & Bank Fees		7,847	7,676
Audit Fees		3,700	3,300
Administration Services & General Expenses		3,610	7,024
Communications		533	6,181
DDO Contract/ Expenses		73,356	72,065
Governance PD Project Expense		46,299	23,149
Honorarium		8,465	6,950
Insurance		1,240	882
REAP Coverage Project		-	15,680
REAPiT Rollout		32,500	-
Subscriptions		2,553	2,789
Travel - Board & Partner Meetings		18,279	18,699
Venue Hire		6,938	4,697
Total REAPNZ Operating Expenses		205,320	169,093
Total Expenses		7,878,241	7,570,986
Total Comprehensive Revenue & Expenses		(44,367)	(291)

These financial statements should be read in conjunction with the accounting policies, notes to the financial statements and the auditors report.

Statement of Changes in Equity

REAP Aotearoa NZ
For the year ended 31 December 2021

	2021	2020
Equity		
Opening Balance	201,006	201,297
Increases		
Comprehensive Revenue & Expenses	(44,367)	(291)
Total Increases	(44,367)	(291)
Total Equity	156,639	201,006

These financial statements should be read in conjunction with the accounting policies, notes to the financial statements and the auditors report.

Statement of Financial Position

REAP Aotearoa NZ
As at 31 December 2021

	NOTES	31 DEC 2021	31 DEC 2020
Assets			
Current Assets			
Cash and Bank			
ASB Cheque Account		115,228	197,916
ASB Savings Account		10,299	4,532
Total Cash and Bank		125,527	202,448
Trade and Other Receivables		3,000	2,105
Prepayments		130,000	-
GST Receivable		7,457	-
Total Current Assets		265,984	204,553
Non-Current Assets			
Term Deposits		64,058	63,293
Total Non-Current Assets		64,058	63,293
Total Assets		330,042	267,847
Liabilities			
Current Liabilities			
Bank			
ASB Visa Business		86	88
Total Bank		86	88
Trade and Other Payables		17,226	27,563
GST Payable		-	247
Hauhake Funds	6	23,591	17,091
Income in Advance		132,500	21,851
Total Current Liabilities		173,403	66,841
Total Liabilities		173,403	66,841
Net Assets		156,639	201,006
Equity			
Accumulated Revenue & Expenses		156,639	201,006
Total Equity		156,639	201,006

These financial statements should be read in conjunction with the accounting policies, notes to the financial statements and the auditors report.

