





The majority of parents, caregivers, and whānau in Aotearoa are able to provide supportive homes for our tamariki. They are able to give them the care that is required, and deserved, to do well.¹ Even so, some tamariki are facing very difficult challenges to their overall wellbeing. A smaller proportion are facing obstacles that could be described as potentially insurmountable.2

Parenting Place understands that child wellbeing is supported through healthy family relationships and positive parenting practices.

In indigenous contexts, these are culturally embedded and frequently occur within whānau relationships. In fact, tamariki and rangatahi themselves have expressed that whānau is a crucial ingredient for ensuring the wellbeing of children and young people.³ When family and whānau are doing well, tamariki and rangatahi have the chance to form good relationships with those closest to them. They have the opportunity to feel safe from experiences like bullying and violence. They can know that they are valued and respected for who they are. These experiences empower them to lead meaningful lives.

At Parenting Place, it is our dream that all tamariki in Aotearoa will grow up surrounded by whānau and family where relationships are flourishing.

We feel privileged to be in the position of turning that dream into a reality. We will continue to work alongside families and whānau with the aim to help the parents, children, and young people of Aotearoa to thrive.

^{1.} Office of the Children's Commissioner. Stats on Kids. Retrieved on 07/08/2019 from http://www.occ.org.nz/statsonkids

Office of the Children's Commissioner & Oranga Tamariki (2019). What makes a good life? Children's and young people's views on well-being. Retrieved on 07/08/2019 from http://www.occ.org.nz/publications

^{3.} Office of the Children's Commissioner & Oranga Tamariki (2019). What makes a good life? Children's and young people's views on well-being. Retrieved on 07/08/2019 from http://www.occ.org.nz/publications



CEO'S LETTER

It was the pōroaki on the final morning. He hadn't said much for two full days but now he took the taonga and stood to his feet. "I didn't want to come here. After all these years I figured we were done." He took a deep breath, wiped his eyes, and took his wife's hand. "But I can't believe what's happened. We actually heard each other. I love this lady so much. When we arrived we were pretty much finished. But now? Now we leave with a plan, with skills, with hope."

And five months after their Whiria relationships course, that hope continues to grow. As it does for the dozens of couples who have travelled that path.

Last week I was walking with a good friend before long, our conversation turned to our kids. As we reflected on how much we appreciate them, he exclaimed. "Tī Kōuka was simply amazing. I can't explain how important that was for Josh and me." Earlier this year he and his twelve-year-old son had attended one of our parent/pre-teen adventure camps and he went on to describe the ongoing fruit in their relationship.

Just a few days ago, my wife met with one of her former Space for you and your baby groups, who wanted to tell her just how much that rich context had impacted them and their families. Eighteen months on, this group of a dozen mums were still meeting regularly, supporting each other, and continuing to stir the ideas and inspiration they gained over their twenty weeks together.

Their feedback echoes the experience of literally thousands of parents who, over these past twelve months, have come through Space, Toolbox, Building Awesome Whānau, Whiria, Tī Kōuka, Attitude Parent talks and Family Coaching sessions. Their relationships have been enriched, their skills enhanced, their confidence developed, and hope has been renewed.

That is what Parenting Place is all about.
Whanaungatanga for every family in Aotearoa.
For every child to be deeply loved and every person to be truly known.

To all those that make this work possible – our team, our board, our volunteers, our financial supporters, and our sponsors – ngã mihi tino nui. You are a great blessing to this country.

Ngā manaakitanga Greg Fleming



CHAIRMAN'S LETTER

I was 16-years-old when Ian and Mary Grant started what is now Parenting Place, inspired by the hope of Te Rongopai (the Good News) for families in Aotearoa. For the past 26 years, my path has crisscrossed back and forth with this organisation that I have been shaped deeply. It is a very special privilege to now lead The Board of Parenting Place into a new chapter.

Growing up in a whānau where both parents were involved in Parenting Place, either on The Board or as staff, the material and kaupapa were all around me. I packed 'ToolBoxes' for pocket money, reviewed the original Attitude material as a teenager, volunteered on reception during Law School, and read all of the marriage and relationship books before Josh and I were married. Together we've attended ToolBox courses, seminars and Family Coaching sessions to encourage and inspire us as we raise our three wonderful children, Ari, Violet and Elsa. After 26 years, you could say that I am deeply invested in this organisation.

What is truly remarkable about my story is that I am just one of the thousands of people who have been similarly blessed by the heart for families expressed through the kaupapa of this organisation. We will never know all the stories of relationships mended, of breakthroughs with children, of teenagers who decided life was worth living, and of changed parenting as a result of what was started in 1993. But we know these stories are everywhere and that they are part of the story of Parenting Place.

There is something sacred about the intergenerational impact of Parenting Place.
There is something special in the way that it has supported people like me from my teenage years into my marriage, and from the early years of my own parenting into the teenage years of my children.

As the newly elected Chair of the Board, I am committed to ensuring our work remains sustainable in every sense of the word, whilst staying true to the original vision. As The Board, we are responsible for preserving the DNA of Parenting Place and asking how the vision is best outworked for this generation of families and the next.

E te Atua, āwhina tonu mai, i ō mātou whakaaro, me ā mātou hui poari hoki!

Flourishing relationships are at the heart of our mahi at Parenting Place. We simply could not do this without our many financial supporters and the network of sustaining relationships that we are part of. I want to thank each person reading this report. I invite you to keep walking with us as we continue to build organisation that will make a real difference to families in this country.

You are about to read some remarkable stories, hear us describe some of the highlights of this past year and get a feel for how we are thinking about our future - which is simple, strategic and sustainable. You're going to love it!

Mā te ngākau aroha koutou otirā tātou e ārahi Nicola Taylor

In November 2018, we held our second annual staff hui held at Te Tii Marae in Waitangi. This was a significant time where we were able to build relationships with the entire staff team and the hau kainga of Te Tii Marae.

We were also able to spend time learning about the significant place Waitangi holds in our nation's history, and begin processing why it is important for Parenting Place to engage with Te Ao Maori. We also held our first ever staff awards, where we acknowledged individuals who embody the values and behaviours we see as being important at Parentina Place. The winners were –

The Engaging Award – Angela Browne

This award goes to a kaimahi who engages our audience with new ideas, stories, concepts, analogies, parables iokes metaphors or design

Inspiring Award – Hellena Johnson

This award goes to the kaimahi who has breathed life into their work in a way that has been life-giving to others

Every Family Award – Raewyn Mortensen

This award goes to someone who is passionate about the financial viability of what we do and who strives to make our work accessible to as many families as possible.

There is Always a Way Award – Allenzo Tamatoa

This award goes to a kaimahi who will relentlessly find ways around the many obstacles that can hinder a person engaging with our work.

Internally Collaborative Award – Louise Haines

This award goes to a kaimahi who has used their unique skill set to work collaboratively across multiple teams within the organisation for the benefit of our Mahi.

Externally Collaborative Award – Lex Mawson

This award goes to a kaimahi who has fostered relationships with like-minded people, organisations or business to partner with us in our audacious dream for Aotearoa.

Alongside these highlights, we acknowledge the challenges that have come from significant changes in our staff structure and roles. We believe that these have helped position Parenting Place for a more efficient and sustainable future.

Future plans

The next 12 months are about rebuilding and embedding a healthy culture. We plan to do this by collaboratively defining our core values and developing our people. We have a strategic focus on leadership development and culture building for the next 12 months. We are also excited about improved efficiencies afforded by new technology in the HR space (new HRIS and online payroll). These systems allow us to better support our existing staff (including improved performance reviews), build data for improved reporting, recruit new staff more effectively, and will help us to induct new staff members in a way that sets them and Parenting Place up to succeed.



Our Programmes



Two of the most notable partnerships established this year are with Parents Centre and BestStart ECE Centres. These are significant milestones to celebrate as they reflect our dream of reaching out to parents at all stages of their family life.

Our focus for the last 12 months has been to work more strategically with our key partners – particularly helping them to flourish and experience growth. With Space now fully integrated within Parenting Place, we wanted to ensure that all associated partners were aware of who we are. We also wanted to ensure that they were aware of how we can support them and help families to thrive in their relationships.

The Community Engagement team has been established this year as a part of our commitment to develop, maintain and deepen relationships with our new and existing partners. Two of the most notable partnerships established this year are with Parents Centre and BestStart ECE Centres. These are significant milestones to celebrate as they reflect our dream of reaching out to parents at all stages of their family life – from conception through to the first 1000 days of their child's life.

We also took the opportunity to review our current processes to introduce better efficiencies across the different teams to better support the delivery of our Space programme. Our new team will ensure that we are able to invest in making sure the Space curriculum remains relevant and transformational for families.

Future plans

In the next 12 months, we will look to complete the evaluation of the Space programme. The outcome of the evaluation will greatly help the design of the curriculum. Through this evaluation, we will implement different training approaches to ensure our partners are fully supported as they continue to grow in their respective areas.

As our work enables us to engage with a variety of different community groups from diverse cultural backgrounds, we will investigate opportunities for us to either contextualise or designing a version of Space that would be suitable for them. The New Zealand family landscape is diversifying and we want to make sure that we are able to better support families.

489

PROGRAMMES DELIVERED

PARENTS WHO ATTENDED

288

NEW PROGRAMMES STARTED



The Teenage Years course includes more content on relevant issues facing parents of teenagers such as pornography, alcohol and drugs. The feedback we have received since making these changes has been very positive.

Over the last year, we have continued to receive feedback from our facilitators and course participants on the content of our newly developed courses. Some of this feedback led us to further develop the Teenage Years course. It now includes more content on relevant issues facing parents of teenagers such as pornography, alcohol and drugs. The feedback we have received since making these changes has been very positive.

We have also developed new internal teams that are helping us to better support our volunteer facilitators and form connections with a variety of community groups.

Future plans

Since we have redeveloped our Toolbox material, we have had feedback from facilitators that they feel they need extra support to better understand the content. Our newly formed Training and Facilitation team are currently reviewing how we run Toolbox training. They will look at ways to retrain facilitators so they feel better supported to deliver the programme. We anticipate that after further training, there will be an increase in the number of courses being run in the coming year.



NUMBER OF PARTICIPANTS

240

NUMBER OF PROGRAMMES



TOOLBOX BABY & TODDLER IS OUR MOST POPULAR PROGRAMME, IT MAKES UP 30% OF TOTAL TOOLBOX PROGRAMMES



Our key strategies have included defining and consolidating a Building Awesome Whānau approach that is culturally embedded and contextually relevant.

Over the past year we have been able to bring a strategic focus to Building Awesome Whānau (BAW) by making it independent of Toolbox. Our key strategies have included defining and consolidating a BAW approach that is culturally embedded and contextually relevant, and maximising the time and resource of our small team. We did this through strengthening relationships with key community partners, completing a facilitator training review and implementing training nationally.

We are in the beginning stages of formalising a community development approach which considers the impact of quality and longevity of our partner/community relationships. It also takes into account our ability to support their aspirations and engagement with BAW and the effect that this collaborative approach has on whānau transformation. The work done by our team in the past six months in this regard is showing promising results.

Future plans

In the year ahead we will prioritise strategic regions for growth. We will focus on the Bay of Plenty, Northland and Auckland. We will also focus on strategic relationships in Christchurch and the East Coast of the North Island which will help us to facilitate scale. Recent grants received will enable us to employ two more Kaihautu, increasing our capacity and empowering us to have more effective and efficient engagement.

We are keen to build evidence of the community development approach and glean learnings. We have secured funding for the RED team to conduct small evaluations in Tauranga and Northland.

240

BAW COURSES AND TRAINING DAYS

- 5 FACILITATOR TRAINING DAYS
- 49 FACILITATORS TRAINED

50

THE HIGHEST NUMBER OF BAW PER REGION

- 34 AUCKLAND (SOUTH/WEST)
- · 30 NORTHLAND
- · 22 BAY OF PLENTY

29

INCLUDING NEW ZEALAND RUGBY PLAYERS ASSOCIATION, NETBALL NEW ZEALAND, YOUNG FATHERS (ROTORUA)

attitude²

Over the past year, Attitude has delivered life skills presentations and workshops to more than 300,000 students and parents throughout Aotearoa.

Over the past year, Attitude has delivered life skills presentations and workshops to more than 2,197 students and parents throughout Aotearoa. The team travelled from Kaitaia in the North, to Invercargill in the South, visiting close to 500 schools to deliver talks. We even had a quick visit to Rarotonga, where we supported the Ministry of Education by delivering Attitude Presentations in a number of Rarotongan schools.

We have redeveloped our Attitude Intermediate Workshops to provide a more inspiring and interactive experience for students.

We updated Crossroads - a road safety presentation that we deliver in partnership with Auckland Transport. This involved creating road safety videos targeted at young people and promoted on social media.

Student feedback

"Today Tamatea spoke to us senior students at Ellesmere College about our attitude. As a year 13 student, I found this so useful and relevant to my life and have found myself already considering how I can improve my attitudes and perspectives!"

Future plans

Over the next year, we will be focusing more on our relationships with Intermediate schools as we look to increase the number of schools we are working with. We will also be partnering with our Family Coaching team more as we develop the content of Attitude Parent Evenings.

2,197

PRESENTATIONS/ WORKSHOPS 301,523

PARTICIPANTS

6

PARENT EVENINGS TO 5,364 PARTICIPANTS

21



The heart, passion, and effort shown by the staff on the road is inspiring.

PARENTING PLACE

Parenting Place has rolled out National Young Leaders Day (NYLD) for the very last time. After nine years of being kaitiaki of this incredible programme, it is time to pass the baton on. While we still love and believe in the kaupapa of NYLD, we have decided to shift the time and resource annually invested in NYLD towards deepening the impact of our core work.

In May, we saw just under 11,500 people attend seven events across the country. We had a great crew on the road making it all happen, coupled with brilliant speakers and received positive feedback from both students and teachers regarding the programme and event execution. The heart, passion, and effort shown by the staff on the road is inspiring. We have not taken for granted the kaupapa of the work we have been privileged to be a part of.

Future

The future of NYLD now sits with Sarah and Goff van't Hof - who also manage Kids for Kids concerts and Showquest. We wish them all the very best and will be cheering them on from the sidelines.

NATIONAL YOUNG LEADERS DAY EVENT

775000

ANNUAL REPORT 2019 23

Tī Kōuka

We have rolled out four camps in the last year with 226 parents and children attending.
Our Attitude presenters have done a brilliant job playing the integral role of team leaders at the camps.

We have rolled out four camps in the last year with 226 parents and children attending. Our Attitude presenters have done a brilliant job playing the integral role of team leaders at the camps. We have continued to fine-tune our programme to ensure the focus is the deepening of relationships between parents and their children. Feedback from both children and parents has been very positive. We have seen multiple parents return for a second camp with another child.

Future plans

We have booked in four more camps over the next 12 months – two at Totara Springs in Matamata and two at Living Springs in Christchurch. We are working with each camp to create programmes utilising the on-site facilities.

Feedback

"Amazing to be able to have some one-on-one time, to be able to start a conversation with my daughter to gain trust, insight on each other. Just building on our relationship and for it to be started in such a nice way, all because of this camp."

TĪ KŌUKA CAMPS

226

PARENTS AND CHILDREN ATTENDED

Family Coaching

Coaching is a wonderful source of support for families. The coaching team add depth and new insights to talks.

All four coaches are now presenters, with Bridget taking on several new talks. The feedback from her most recent talk at an ECE in Takapuna was, "Excellent, looking forward to attending more events/workshops and coaching. So helpful." Coaching provides a wonderful source of real scenarios and adds depth and new insights to talks.

Feedback

"I feel so empowered having the information you shared and ideas on how to approach Bella and how to parent to her personality/behaviour - thank you! I am still not perfect by any means but I know what I need to do and how I need to parent Bella and that is the best feeling."

Future plans

We would like to see a greater number of return bookings. Currently, the majority of our coaching clients only book in for one session and don't return. While this may be a sign of success, we believe that long term positive change for families is more likely to come from three to four visits with a family coach.

This years booking numbers:

• One session: 459 booked

• Two sessions: 96 booked

· Three sessions: 26 booked

• Four sessions: 20 booked

We are continuing to look at new and innovative ways of increasing market exposure beyond word of mouth. This will include direct marketing to schools and collaboration with Attitude Parent Evenings to increase awareness of Family Coaching.

524

FACE TO FACE SESSIONS

129

SKYPE, PHONE AND EMAIL SESSIONS.



TOTAL COACHING SESSIONS

Whiria'

Between Shirley, Jo Batts, and James Beck, every retreat has been beautifully hosted and the couples have been well supported through the content.

This year we held another four Whiria relationship retreats – one at Titoki, a beautiful farm and retreat located 15 minutes outside of Rotorua, and three at Flaxmill Cooks Beach, a stunning venue located across the water from Whitianga.

Shirley Pastiroff has joined the facilitator team. Between Shirley, Jo Batts and James Beck, every retreat has been beautifully hosted and the couples have been well supported through the content. We also have three counsellors who have become an integral part of our team over the last 18 months.

Feedback

"An amazing experience of stripping back the hard exteriors we slowly build up and falling in love in a new kind of way."

Future plans

We have four retreats planned for the next 12 months – all to be held at Flaxmill. Flaxmill can accommodate 12 couples each time, but with more accommodation currently under construction, we will be able to host 20 couples per retreat in 2020.

A combined total of 30 couples attended the last four retreats.

Z O COUPLES ATTENDED

4

RETREATS

 \sum

VENUES

ANNUAL REPORT 2019 2

Events

We introduced a new course called Circle of Security. This six-week course focuses on equipping parents with what they need to help their children manage their emotions and grow their self-esteem.

In the last year, we have hosted nearly 60 workshops, courses and events in our Greenlane centre in Auckland. Nathan Wallis spoke to a sold-out audience who loved his presentation on the teenage brain. Mindful parenting workshops with Shirley Pastiroff are still very much in demand and continue to sell out every term.

We introduced a new course – Circle of Security, facilitated by our very own Sheridan Eketone. This six-week course focuses on equipping parents with what they need to help their children manage their emotions and grow their self-esteem. Following the course, interest was so high that we decided to run it again in the fourth term and add it to our regularly scheduled programming.

Our Presenting team has grown over the last year. Nicola Gaze, Bridget Gundy, and Sheridan Eketone have hit the ground running, speaking at multiple events around Auckland and making various media appearances.

Future plans

We are going to be spending time refreshing our content and training up our new presenters to be able to speak on all the most requested topics. We are also looking to create a 'best of' talk that will be the best option for organisations wanting an overview of the hot tips that have been collected over time.

204

THE LARGEST EVENT WAS 204 ATTENDEES FOR NATHAN WALLIS

2400+

ATTENDED 77 PRESENTATIONS AROUND NEW ZEALAND

59

DIFFERENT ORGANISATIONS HOSTED EVENTS

31

The exploration of ideas and values, as well as having the opportunity to focus on those projects has proven to be a productive and exciting process for us all, resulting in a great synergy.

The Research, Evaluation and Development (RED) team have been focused on establishing how we hope to do our work, what roles we each play, and how that impacts our current projects. The exploration of ideas and values, as well as having the opportunity to focus on projects has proven to be a productive and exciting process for us all, resulting in a great synergy.

- The Space Retrospective Study for which we have had an incredible 872 responses. The outcomes of this study will inform curriculum development.
- Our collaboration with the Salvation Army to inform their programme development and our Flourishing Framework.
- A relationship with the independent Kaupapa Māori Research group, Ihi Research, who will provide us with support and guidance with adherence to kaupapa Māori research principles.
- Building Awesome Whānau moved into the RED team for further incubation.

Future plans

- Redevelopment of the Space curriculum
- Complete data collection and analysis of five active evaluation projects i.e. Salvation Army, Toolbox, Breakthrough, Building Awesome Whānau and Taranaki Project (BAW)
- · Complete co-design of BAW for Genesis
- Review the process for contextualisation of BAW with TSB
- Prepare for the outcome of pending proposals which, if successful, will require more staff with very specific skills and expertise
- We have invited some partners into a community of learning which will aid and inform the creation of a Framework of Flourishing for programme development and evaluation due 2020



CURRENT EVALUATION PROJECTS

3

CURRENT DEVELOPMENT PROJECTS

ANNUAL REPORT 2019

33

The primary focus of our work was applying the updated brand systematically across all of our programmes to create effective marketing print and digital collateral.

34 PARENTING PLACE

The last year has been full of variety for Te Umu Nui. The primary focus of our work for Parenting Place was applying the updated brand systematically across all our programmes to create effective marketing print and digital collateral.

The team continued to create articles, videos and design for our relationships with our key corporate partners. This looked like the continuation of the successful 'How to talk about' series for Toyota Family Journeys, designing a reusable bag for fundraising at The Warehouse, and producing videos promoting Sentinel Homes' charity builds.

We were also able to service a range of other organisations with video, photography, design and marketing work. This included Hope Channel, Oati, Open Home Foundation, Buildtech, First Foundation, World Vision, Tutapona, and the New Zealand Film Commission.

Future plans

Being able to work with other organisations has been a privilege over the last couple of years. As Parenting Place moves to focus its efforts on the primary outputs of the organisation's mission in the next season, Te Umu Nui will shift focus to core business. Content partnerships will remain a focus, allowing us to create useful content and grow our impact.

61,577

EMAIL DATABASE SUBSCRIBERS 44,000

PEOPLE REACHED PER WEEK VIA FACEBOOK

2001

FOLLOWERS ON INSTAGRAM

ANNUAL REPORT 2019 35



Our Partners and Financials

Principal partner



In the last year, we continued to partner with Toyota to deliver the 'How to talk about' article series. Following the tragic events in Christchurch in March, we re-shared 'How to talk to your kids about: Trauma', in the hopes it would be of some help to parents. The article was viewed over 100,000 times – a sobering reminder of the support families needed during that time. We continue to feel very privileged to have Toyota as our Principal Partner.

"Toyota has an established partnership with Parenting Place because we believe that strong families and values are an essential foundation for a healthy, functioning society and a successful nation."

- Alistair Davis, CEO, Toyota New Zealand Ltd

Key corporate partners



The charity builds in Millwater and Papamoo sold this year. Work is beginning on two new builds in Wellington and Wanaka and we look forward to continuing to partner with Sentinel Homes and their suppliers to support whangu in Aotegraa

Key corporate partners

the warehouse ///

We partnered with The Warehouse for another Great Family Giveaway this last year, raising \$128,724.24. As part of this campaign, we worked with Rangi Kipa to create two custom reusable tote bags. These were sold alongside the tickets, with all proceeds coming to us. In the next financia year, we will be The Warehouse's charity partner in a couple of their upcoming campaians.

The Warehouse has continued to empower Parenting Place to achieve our goal of supporting New Zealand whānau to thrive, and we are so proud to partner with them.

"We're very proud to be able to support an organisation that concentrates on the very heart of what makes a great society – growing strong and loving families – and we look forward to continuing to work with the Parenting Place team in the future."

– David Benattar, Chief Experience Officer,

Key business supporters



BELL GULLY





Thank you to all those who make our work possible through the giving of grants. Grants provide a crucial source of funding for **Parenting Place** and we deeply appreciate all those who support us in this way.

Acorn Foundation

Advance Ashburton Community Foundation

Albert D Hally Trust

Auckland Counci

- Mangere-Otahuhu Local Board
- Manurewa Local Board
- Maungakiekie-Tamaki Local Board
- Upper Harbour Local Board
- Waiheke Local Boar
- Whau Local Board

Bay Trust

BlueSky Community Trust

Blue Waters Community Trust

Buller/West REAPs

CBD Energy Trust

C.R. Stead Trust

Caleb No 2 Trust

Catholic Caring Foundation - Auckland

Central Lakes Trust

CERT Your Local Gamina Trust Ltd

Cheviot Community Trus

COG

- Auckland City
- Far North
- Manukau
- North Taranaki and Coastal Areas
- Papakura/Franklin
- South Mailtanaki
- South Waikato

Common Good Foundation

Community Trust South

Dairy Goat Co-operative Trust

David Ellison Charitable Trust

David Levene Foundation

Diocesan Welfare Council

Donald & Nellye Malcolm Charitable Trust

Dragon Community Trust

Dunedin Casino Charitable Trust

Dunedin City Council

Eastern & Central Community Trust

Estate of Gordon Lindsey Isaacs

Foundation North

roundation North

Four Winds Foundation Limited

Frimley Foundation
Gallagher Charitable Trust
Geyser Community Foundation
Hamana Charitable Trust
Helen Graham Charitable Trust
Hosanna Charitable Trust

JN Williams Memorial Trust/HB Williams Turanga Trust

John Beresford Swann Dudding Kaimai Christian Ministries Trust Kapiti Coast District Council Kingdom Legacy Trust

Kingston Sedgfield Charitable Trust

Marlborough District Council Masterton District Council Matua Charitable Trust

Maurice Carter Charitable Trust

Methodist PAC Media and Communications

Endowment Fund
Milestone Foundation
Next Foundation
Napier City Council
North and South Trust
Otago Community Trust
Otama Missionary Trust
Oxford Sports Trust
Pacific Charitable Trust
Page Charitable Trust
Pageo Charitable Trust
Pub Charity Limited

Robert Horton Memorial Trust Rotary Waikato Sunrise Rotorua East Lions Club Rotorua Energy Charitable Trust

SKYCITY Hamilton Community Trust SKYCITY Queenstown Community Trust

Snijders Charitable Trust Soul Purpose Trust Southern Trust

Southland District Council Stellar Charitable Trust

Synod Otago & Southland - Educational Func

Thames Coromandel District

- Coromandel-Coleville Community Board - Mercury Bay Community Board

The Eliza White Trust
The Lion Foundation

The Trusts Community Foundation
Thomas George Macarthy Trust

Thomas Hobson Trust Tindall Foundation

TM Hosking Charitable Trust Trust House Foundation

Trust House Foundation
Trust Waikato
TSB Community Trust
Vernon Hall Trust
Waidale Missionary Trust

Waldale Missionary Trust
Waikato WDFF Karamu Tr
Waipa District Council
Waitaki District Council
WEL Energy Trust

West Coast Community Trust Whakatane District Council Whanganui Community Foundatio

Wilberforce Foundation

Winton and Margaret Bear Charitable Trus

Wright Family Foundation
Z Energy - Good in the Hood

ANNUAL REPORT 2019





Level 1, Building 2, 15 Accent Drive East Tamaki, MANUKAU 2013 P O Box 217-125, Botany Junction 2164 P (09) 274-5232

E: peter@integrityaudit.nz W: www.integrityaudit.nz

INDEPENDENT AUDITOR'S REPORT

To the Trustees of the PARENTING PLACE CHARITABLE TRUST, for the year ended 30 June 2019

Unqualified Opinion

We have audited the performance report of the PARENTING PLACE on pages 4 to 12, which comprises the statement of financial position as at 30 June 2019 and the statement of comprehensive income, statement of changes in net assets/equity and statement of cash flows for the year ended, and notes to the performance report, including a summary of significant accounting policies.

In our opinion, the performance report on pages 4 to 12 present fairly, in all material respects, the financial position of the PARENTING PLACE as at 30 June 2019 and its financial performance and its cash flows for the year ended, in accordance with Public Benefit Entity Standards Reduced Disclosure Regime.

Basis for Unqualified Opinion

We conducted our audit in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)). Our responsibilities under those standards are further described below in the Auditor's Responsibilities for the Audit of the Performance report section of our report. We are independent of the PARENTING PLACE in accordance with Professional and Ethical Standard 1 (Revised) Code of Ethics for Assurance Practitioners issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than in our capacity as auditor we have no relationship with, or interests in, the PARENTING PLACE.

Restriction on Responsibility

This report is made solely to the Trustees, as a body, in accordance with section 42F of the Charities Act 2005, and their deed of incorporation. Our audit work has been undertaken so that we might state to the Trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Governance Responsibility for the Performance report

The governance is responsible for the preparation and fair presentation of the performance report in accordance with Public Benefit Entity NZ IPSAS Standards with the Reduced Disclosure Regime and for such internal control as the governance determines is necessary to enable the preparation of performance report that are free from material misstatement, whether due to fraud or error.

In preparing the performance report, the governance is responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the governance either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Performance report

Our objectives are to obtain reasonable assurance about whether the performance report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this performance report.

A further description of the auditor's responsibilities for the audit of the performance report is located at the XRB's website at https://xrb.govt.nz/Site/Auditing_Assurance_Standards/Current_Standards/Page8.aspx

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Integrity Audit
Chartered Accountants
East Tamaki, Auckland
22 October 2019

Parenting Place Charitable Trust Statement of Comprehensive Income For the year ended 30 June 2019

	Note	2019	2018
Parameter and another man descriptions		(12 months) \$	(12 months) \$
Revenue from non-exchange transactions	F	7.1/0710	7.007.171
Donations	5	3,149,712	3,804,141
Sponsorship	7	357,500	257,500
Ministry of Social Development funding	6 _	608,169 4,115,381	599,992 4,661,633
Revenue from exchange transactions		4,115,561	4,001,033
		1 707 051	1/0//05
Fees		1,393,951	1,406,625
Book sales		148,770	124,475
Advertising revenue		284,703	16,263
Café sales		(7.07/	151,598
Workshop sales		63,974	73,364
Other income		162,287	158,495
Consulting income		140,430	83,164
Rent received	_	830,206	768,669
		3,024,322	2,782,654
Total revenue		7,139,702	7,444,287
Expenses			
Staff costs		(5,143,737)	(4,630,234)
Book cost of sales		(46,137)	(43,138)
Communications		(47,134)	(91,420)
Programme costs		(888,593)	(919,039)
Cafe and workshop costs		(39,663)	(120,629)
Travel and vehicle		(316,355)	(363,686)
Office administration		(268,103)	(200,191)
Rental and operating leases		(56,618)	(55,971)
Information technology		(88,729)	(105,117)
Insurance		(74,263)	(28,733)
Bank fees		(16,568)	(20,386)
Bad debt expense		(10,300)	11,143
Legal fees		700	(1,050)
Audit fees	8	(15,000)	(40,000)
	0	(4,200)	(6,417)
Accounting fees		(366,696)	(321.840)
Property expenses Total expense		(7,372,496)	(6,936,709)
Total expense		(1,012,410)	(0,700,707)
Net operating surplus/(deficit)		(232,794)	507,578
Interest income		125	360
Dividend income		2,280	2,100
		(59,184)	2,100 (46,843)
Interest expense	2		
Depreciation	2	(400,789)	(344,597)
Gain on disposal of assets Surplus / (Deficit) for the year		1,787 (688,575)	3,032 121,630
earplast / Demonstration and Jean		(000,010)	121,000
Other comprehensive revenue and expense			
Revaluation gain on property, plant and equipment	2	1,238,717	1,586,696
Total comprehensive revenue and expense for the year		550,142	1,708,326

The accompanying notes form part of these financial statements.

ANNUAL REPORT 2019 43

Parenting Place Charitable Trust Statement of Financial Position For the year ended 30 June 2019

	Note	2019 \$	2018 \$
Current assets		*	<u> </u>
Cash and cash equivalents		113,471	151,568
Accounts receivable from exchange transactions		200,184	190,308
Inventory		52,471	48,760
Prepaid expenses		29,361	74,145
GST refund due		5,458	15,606
Total current assets		400,945	480,387
Non-current assets			
Property, plant and equipment	2	15,937,504	14,882,831
Total non-current assets		15,937,504	14,882,831
Total assets		16,338,449	15,363,218
Current liabilities			
Accounts payable and accruals		(258,098)	(278,116)
Finance leases	3	120,943	(126,881)
Bank overdraft	4	(163,342)	(148,162)
Income in advance		(2,609)	(9,664)
Provision for holiday pay		(114,000)	(175.711)
PAYE payable		(71,872)	(92,538)
Total current liabilities		(730,865)	(831,073)
Non-current liabilities			
Finance leases	3	(130,986)	(228,087)
Bank loan	4	(756,424)	(134,025)
Total non-current liabilities		(887,409)	(362,111)
Total liabilities		(1,618,274)	(1,193,185)
Trust funds		14,720,174	14,170,034

The accompanying notes form part of these financial statements.

Nicola Taylor Chair Date: 17/10/19 Greg Eden Director Date: 22/10/19

44 PARENTING PLACE

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Parenting Place Charitable Trust Statement of movement in Net Assets For the year ended 30 June 2019

	Accumulated comprehensive revenue and expense \$	Revaluation reserve \$	Total trust funds
As at 1 July 2018	6,016,581	8,153,454	14,170,033
Surplus/(deficit) for the period	688,576	-	(688,576)
Other comprehensive revenue and expense	-	1,238,717	1,238,717
Total comprehensive revenue and expense	(688,576)	1,238,717	550,141
As at 30 June 2019	5,328,006	9,392,172	14,720,174

The accompanying notes form part of these financial statements.

ANNUAL REPORT 2019 45

Parenting Place Charitable Trust Statement of Cash Flows For the year ended 30 June 2019

	Note	2019 \$	2018 \$
Cash flows from operating activities		<u>·</u>	
Total comprehensive revenue and expense for the period		550,139	1,708,327
Adjustments to reconcile total comprehensive revenue and expense for	the year to net cash flows:		
Depreciation	,	400,789	344,597
Gain on disposal of assets		(1,787)	(3,032)
Revaluation gain on property, plant and equipment	2	(1,238,717)	(1,586,696)
Bank fees		=	-
Goods in kind		-	25,000
Services in kind		-	_
(Reversal of)/Bad Debt Provision		(11,143)	(11,143)
Interest expense, Interest received and Dividend received		56,779	44,383
Working capital adjustments:			
Increase in current assets		43,555	12,862
Decrease in current liabilities		(94,269)	(114,888)
Cash Inflow/(Outflow) for interest paid and interest/dividends received		(56,779)	(44,383)
Net cash from operating activities		(340,290)	375,027
Cash flows from investing activities			
Purchase of property, plant and equipment	2	(213,252)	(97,855)
Proceeds from sale of property, plant and equipment		26,121	14,565
Net cash used in investing activities		(187,131)	(83,290)
Cash flows from financing activities	,	(22.700	(70 (71)
Movements in loans	4	622,399	(78,436)
Repayment of finance lease liabilities Net cash used in financing activities		(133,075) 489,324	(103,588) (182,024)
-			
Net increase/(decrease) in cash and cash equivalents		(38,097)	109,713
Cash and cash equivalents at the beginning of the period		151,567	41,854
Cash and cash equivalents at the end of the year		113,470	151,567

The accompanying notes form part of these financial statements.

1. Statement of accounting policies

Reporting entity:

On the 1st July 2017, The Parenting Place Incorporated [Society] undertook a business combination and formally transferred the operations of the Society into the Parenting Place Charitable Trust (previously known as The Parenting with Confidence Charitable Trust Board). Where the two entities had been consolidated in prior years, these are now one entity. The reporting entity is referred to as the "Trust".

The financial statements of the Trust for the year ended 30 June 2019 were authorised for issue by the Board on 17 October 2019.

Statement of compliance:

The financial statements have been prepared in accordance with the Charities Act 2005 which requires compliance with the generally accepted accounting practice in New Zealand (NZ GAAP). The Trust is a public benefit entity for the purpose of financial reporting. The financial statements of the Trust comply with PBE Standards.

The financial statements of the Trust have been prepared in accordance with Tier 2 PBE Standards and disclosure concessions have been applied. The Trust are eligible to report in accordance with Tier 2 PBE Standards because they do not have public accountability and they are not large.

Measurement base:

The measurement base adopted is that of historical cost, with the exception of land and buildings classified as property, plant and equipment, which is measured at fair value.

The reporting currency is NZ dollars, rounded to the nearest dollar.

Reporting Period

The reporting period covered by these financial statements is a 12 month period to 30 June 2019. This is comparable to the previous year.

Significant accounting policies:

a. Basis of Consolidation

There are no subsidiaries to be consolidated in these accounts.

b. Cash and cash equivalents

Cash and cash equivalents in the Statement of Financial Position comprise cash at bank and in hand and short-term deposits with an original maturity of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value. For the purposes of the statement of cash flows, cash and cash equivalents consist of cash and cash equivalents as defined above. Bank overdraft has been disclosed as a current liability in Statement of Financial Position and the use of this bank overdraft is for operating activities within the Trust.

c. Accounts receivable

Accounts receivable are classified as loans and receivables financial assets. They are initially measured at fair value plus transaction costs that are attributable to the acquisition. Accounts receivable are subsequently measured at amortised cost using the effective interest method, less an allowance for impairment.

Individual debts that are known to be uncollectible are written off when identified. An impairment provision is recognised when there is objective evidence that the Trust will not be able to collect the receivable. Financial difficulties of the debtor, default payments or debts more than 60 days overdue are considered objective evidence of impairment. The amount of the impairment loss is the receivable carrying amount compared to the present value of estimated future cash flows.

d. Goods and services tax

These accounts have been prepared on a GST exclusive basis, except for receivables and payables, which are recognised inclusive of GST.

e. Inventories

Inventory is recorded at cost upon initial recognition. Where inventories have been donated, these are recorded at fair value, with an equal amount recognised as donations. Inventories consist of finished goods only,

After initial recognition, inventories are recognised at the lower of cost, determined on a first-in first-out basis and net realisable value. However, inventory held for distribution or deployment at no charge or for a nominal charge is measured at cost, adjusted when applicable for any loss of service potential.

f. Property, plant and equipment

Property, plant and equipment are initially recorded at cost. Property, plant and equipment, except for land and buildings, are subsequently measured at costs less accumulated depreciation and accumulated impairment losses. Land and buildings are measured at fair value, less accumulated depreciation on the building recognised after the date of the revaluation. Valuation is performed with sufficient frequency to ensure the fair value of a revalued asset does not differ materially from its carrying amount A revaluation surplus is recorded in other comprehensive revenue and expense and credited to the asset revaluation reserve in Trust Funds. However, to the extent that it reverses a revaluation deficit of the same asset previously recognised in surplus or deficit, the increase is recognised in surplus or deficit. Depreciation is provided on a straight line value basis at rates based on the useful life of the asset.

Furniture and fittings 10% to 25% Office equipment 7% to 60% Leasehold improvements 6% to 20% Vehicles 20% to 21% Buildings 3%

ANNUAL REPORT 2019

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted tf appropriate, at each financial year end.

For revalued buildings, any accumulated depreciation as at the revaluation date is eliminated against the gross amount of the asset and the net are restated to the revalued amount of the asset.

Any expenditure that increases the economic benefits derived from an asset is capitalised. Expenditure on repairs and maintenance that does not increase the economic benefits is expensed in the period it occurs.

When an item of property, plant and equipment is disposed of, the difference between net disposal proceeds and the carrying amount 1s recognised as a gain or loss in the Statement of Financial Performance. Upon disposal or derecognition, any revaluation reserve relating to the asset being sold is transferred to accumulated comprehensive revenue and expense.

The building at 300 Great South Road has been pledged as security for the bank loans and overdraft currently in place.

Impairment of property, plant and equipment

For the purpose of assessing impairment indicators and impairment testing, the Trust classifies all property, plant and equipment as cash generating assets because the primary objective of these Trust's assets is to generate commercial return

At each reporting period, assets are tested for impairment. If any indication of impairment exists, an estimate of the asset's recoverable amount is calculated Recoverable amount is the higher of an asset's fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset If the recoverable amount of an asset is less than its carrying amount, the item is written down to its recoverable amount. The write down of an asset recorded at historical cost is recognised as an expense in the Statement of Financial Performance.

The carrying amount of an asset, except for goodwill, that has previously been written down to recoverable amount is increased to its current recoverable amount if there has been a reversal of the impairment loss. The increased carrying amount of the item will not exceed the carrying amount that would have been determined if the write down to recoverable amount had not occurred. Reversals of impairment write downs are recognised in the Statement of Financial Performance.

g. Accounts payable

Accounts payable, on initial recognition, are classified as financial liabilities at amortised cost Accounts payable are initially recognised at fair value net of directly attributable transaction costs. After initial recognition, accounts payables are carried at amortised cost and due to their short term nature they are nol discounted. They represent liabilities for goods and services provided prior to the end of the financial year that are unpaid and arise when the Trust becomes obliged to make future payments in respect of the purchase of these goods and services. The amounts are unsecured and are usually paid within 30 days of recognition.

h. Provisions

Provisions are recognised when the Trust has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

i. Income tax

Parenting Place Charitable Trust has been approved as a charitable organisation for income tax purposes and has no income tax liability.

j. Leases

Trust as a lessee

The Trust !eases certain buildings, office equipment and vehicles.

Operating lease payments, where the lessors effectively retain substantially all the risks and benefits of ownership of the leased item, are recognised as an expense in surplus or deficit in equal instalments over the lease term.

Finance leases are leases that transfer substantially all of the risks and benefits incidental to ownership of the leased item to the Trust. Assets held under a finance lease are capitalised at the commencement of the lease at the fair value of the leased property or, if lower, at the present value of the fulure minimum lease payments. The Trust also recognises the associated lease liability (hire purchases) at the inception of the lease, at the same amount as the capitalised leased asset. Subsequent to initial recognition, lease payments are apportioned between finance charges and reduction of the lease liability so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are recognised as finance costs in surplus or deficit. An asset held under a finance lease is depreciated over the useful life of the asset. However, if there is no reasonable certainty that the Trust will obtain ownership of the asset by the end of the lease term, the asset is depreciated over the shorter of the estimated useful life of the asset and the lease term.

Trust as a lessor

The Trust rents out a building in Auckland.

Leases in which the Trust does not transfer substantially all the risks and benefits of ownership of an asset are classified as operating leases. Initial direct costs incurred in negotiating an operating lease are added to the carrying amount of the leased asset and recognised over the lease term

Rent received from an operating lease is recognised as revenue on a straight-line basis over the lease term.

k. Revenue recognition

Revenue is recognised and measured at the fair value of the consideration received or receivable to the extent it is probable that the economic benefits will flow to the Trust and the revenue can be reliably measured. The following specific criteria must also be met before revenue is recognised:

Revenue from exchange transactions:

Sale of goods

Revenue from the sale of goods is recognised when there is persuasive evidence, usually in the form of an executed sales agreement at the time of delivery of the goods to the customer, indicating that there has been a transfer of risks and rewards to the customer, no further work or processing is required, the quantity and quality of the goods has been determined, the price is fixed and generally title has passed.

Performance of services

Revenue from the performance of services such as seminars, toolbox courses, workshops and speaking engagements is recognised in the period the services are provided as this is when the transaction can be estimated reliably.

Revenue from non-exchange transactions:

Donations, funding and sponsorship

Revenues from non-exchange transactions is recognised when the Trust obtains control of the transferred asset (cash, goods, services, or property) and the transfer is free from conditions that require the asset to be refunded or returned if the conditions are not fulfilled.

A deferred revenue liability is recognised instead of revenue when there is a condition attached that would give rise to a liability to repay, for example, the funding or sponsorship amount or to return the granted asset if the conditions of funding are not met. Revenue is then recognised only once the Trust has satisfied these conditions.

Revenue received in kind

Revenue received in kind is recorded in donations at fair value, 2019: nil (2018: \$40,000).

I. Term loans

Term Joans. on initial recognition, are classified as financial liabilities at amortised cost. Term loans are initially recognised at fair value net of directly attributable transaction costs. After initial recognition, loans are carried at amortised cost using the effective interest rate method

2. Property, plant and equipment

Land and buildings are measured using the revaluation model and are revalued annually. These assets were revalued on 30 June 2019, and resulted in a revaluation surplus of \$1,238,718 (2018: \$1,586,696).

Fair value of the land and buildings was determined by using the market comparable method. This means that valuations performed by the valuer are based on active market prices and market based yields, adjusted for difference in the nature, location or condition of the specific property.

As at the date of revaluation 30 June 2019, the property's fair value is based on a valuation performed by Darroch Limited, an accredited independent valuer.

	Furniture and fittings	Office equipment	Vehicles	Land	Buildings	Leasehold improvements	Total
	\$	\$	\$	\$	\$	\$	\$
Cost or valuation							
As at 1 July 2018	217,810	915,597	549,310	8,538,247	5,718,885	678,145	16,617,994
Additions	6,730	63,058	27.826	-	-	143.464	241,078
Disposals	(11,273)	(315,755)	(25,130)	-	-	-	(352,158)
Revaluation	-	-	-	633,122	605,595	-	1,238,717
As at 30 June 2019	213,267	662,900	552,006	9,171,369	6,324,480	821,609	17,745,632
Depreciation and impai	irment						
As at 1 July 2018	182,735	785,389	181,763	-	344,114	241,161	1,735.162
Depreciation	9,304	58,851	102,512	-	146,638	85,544	402,848
Disposals	(10,234)	(307,106)	(12,544)	-	-	-	(329,884)
As at 30 June 2019	181,805	537,134	271,731	-	490,752	326,705	1,808,126
Net book value							
As at 30 June 2018	35,075	130,208	367,547	8,538,247	5,374,771	436,984	14,882,832
As at 30 June 2019	31,462	125,766	280,275	9,171,369	5,833,728	494,904	15,937,507

The carrying value of plant and equipment held by the Group under finance leases at 30 June 2019 was \$278,787(2018: \$360,941).

ANNUAL REPORT 2019

3. Commitments under non cancellable leases

Operating lease commitments - Trust as a lessee

The operating leases are for one motor vehicle and an office in Christchurch.

	2019	2018
Within one year	48,704	62,037
After one year but no later than two years	16,725	48,704
After two years but no later than five years	-	16,361
Total	65,429	127,102

Operating lease commitments - Trust as a lessor

Future minimum rental receivables from 3rd party tenants under non-cancellable leases are as follows:

	2019 \$	2018 \$
Within one year	726,124	739,586
After one year but no later than two years	496,435	701,536
After two years but no later than five years	-	478,242
Total	1,919,364	1,919,364

Finance lease commitments - Trust as a lessee

The Group has entered into finance leases for its motor vehicle fleet. Future minimum lease payments under finance lease contracts are as follows and include the principle and interest component:

	2019	2018
	\$	\$
Within one year	137,848	153,455
After one year but no later than two years	89,930	133,289
After two years but no later than five years	49 464	116,563
Total	277,241	403,307

4. Financial liabilities

Bank overdraft

The building at 300 Great South Road, Greenlane has been pledged as security for the bank overdraft currently in place \$163,342 (2018:\$148, 162).

Bank loan

Loan 1

The Trust entered into a loan secured against the property at 300 Great South Road, Greenlane. The loan has a 4 year term and matures 30 Jan 2020. Interest on the loan is fixed at 5.91 % to 22 Dec 2019, at which point it reverts to a floating rate.

Loan 2

A new loan was entered into on the 30 June 2019. The Trust entered into a loan secured against the property at 300 Great South Road, Greenlane. The loan has a 4 year term and matures 30 June 2023. Interest on the loan is on a floating base rate of 5.30% plus a total margin of 2.250% per annum.

There is no undrawn facility at 30 June 2019.

	2019 \$	2018 \$
Current loan	126,751	83,194
Non-current loan	423,249	50,831
Total	550,000	134,025

5. Donations

This includes all funds that have been received and used for a specific programme or purpose from various donors within New Zealand. a

6. Ministry of social development funding (msd)

The MSD provides funding in relation to the Toolbox Parenting Programme. The annual funding received this year was \$608,169 (2018:\$599,992). The Trust reports back on progress to MSD on a quarterly basis. In July 2018, the Trust was issued a new contract, with funding renewed for another two years to 30 June 2020, for the value of \$599,992 each year (as a minimum).

7. Sponsorship

This includes funds that have been received from one of our key sponsors Toyota NZ Ltd for \$250,000 (2018:\$257,500).

8. Services in kind

No services in kind were received for the 12 months ended 30 June 2019 (2018: \$40,000).

9. Significant judgement and estimate

The Trust measures its land and buildings at 300 Great South Road, Greenlane, at revalued amounts with changes in fair value being recognised in other comprehensive revenue and expense.

The Trust engaged an independent valuation specialist to assess fair value as at 30 June 2019 for its revalued land and buildings.

10. Related party transactions

a. Related party transactions

The Parenting Place has received two interest free loans from two members of the Senior Leadership Team.

Minor payments were made to the CEO Greg Fleming's family members with three of his children being part of a roster system assisting with evening Events and his wife being one of the facilitators of the Auckland Space programme.

Key management personnel of the Group:

The key management personnel are the members of the governing body which is comprised of the Board of Directors, Board of Trustees, and the senior management team of the Society.

b. Compensation of key management personnel

The total remuneration of key management personnel and number of individuals, on a full-time equivalent (FTE) basis, receiving remuneration from the Group are:

	2019 12 months \$	2018 12 months \$
Total remuneration	791,135	612,507
Number of persons, FTE	6.35	5

No remuneration is paid to Board members or Trustees of the Group.

11. Subsequent events

There are no subsequent events post balance date.

ANNUAL REPORT 2019 51

