

Performance Report

Hapai Tuhono Charitable Trust
For the year ended 31 March 2022

Contents

3	Entity Information
5	Approval of Financial Report
6	Statement of Service Performance
8	Statement of Financial Performance
9	Statement of Financial Position
10	Statement of Cash Flows
11	Statement of Accounting Policies
12	Notes to the Performance Report

Entity Information

Hapai Tuhono Charitable Trust For the year ended 31 March 2022

Legal Name of Entity

Hapai Tuhono Charitable Trust

Entity Type and Legal Basis

Registered Charity and Charitable Trust

Registration Number

CC58878 and NZBN 9429049300277

Entity's Purpose or Mission

The Trust's mission is to develop aspirations and nurture connections to realise Māori potential. A whānau approach to long term sustainable success.

The purpose of the Trust is:

- To connect Maori to services and support to foster their career development, entrepreneurship and working lives
- To support and capacity build employers to provide working environments where Maori can thrive
- Taking a holistic, "whatever it takes" approach in all aspects of the life of a Maori employees, their whanau, and the complex eco-system that supports their well-being

Entity Structure

The Trust is governed by 3 Trustees. The Trust has a small team which work with businesses, rangatahi, government, and NGO sectors to promote the employment of Maori.

Main Sources of Entity's Cash and Resources

Grant funding

Main Methods Used by Entity to Raise Funds

Hāpai Tūhono derives funding through partnerships with government and philanthropic organisations that share our vision for long-term sustainable success for Māori. We also offer facilitation and consulting on a limited basis.

Hāpai Tūhono has successfully raised funding through our funding applications and proposals and facilitation and consulting fees. Hāpai Tūhono has used no other funding streams.

Reliance on Volunteers and Donations

The Trust Board consists of volunteers who bring a range of expertise to Hāpai Tūhono, including: careers, education, governance, and Te Reo Māori me ona Tikanga, all of which contribute to the effective governance of Hāpai Tūhono.

There are no volunteers in any other roles due to the work's required skill level. Hāpai Tūhono has not accepted any other donations (material or in-kind) over the last 12 months.

Contact details

Website - www.hapaituhono.co.nz

Email - kiaora@hapaituhono.co.nz

Phone - 021 14769 725

Address - 4/59 Druces Road, Wiri, Auckland 2104

Postal address - PO Box 76347, Manukau City Box Lobby, 5 Freeman Way, Manukau 2104

Approval of Financial Report

Hapai Tuhono Charitable Trust For the year ended 31 March 2022

The Trustees are pleased to present the approved financial report including the historical financial statements of Hapai Tuhono Charitable Trust for year ended 31 March 2022.

APPROVED



Name Kate Cherrington
Position Chairperson
Date 27 October 2022



Name Ailsa Tini
Position Trust Member
Date 27 October 2022

Statement of Service Performance

Hapai Tuhono Charitable Trust For the year ended 31 March 2022

Description of Entity's Outcomes

Hapai Tuhono connects services to Rangatahi and Whānau. Our mission is to develop aspirations and nurture connections to realise Māori potential. We take a whānau approach to long term sustainable success.

Moemoea - We partner with Rangatahi and Whānau to realise their vocational aspirations.

Ngā Wāhi Pai - We collaborate with Employers to create workplaces where Māori thrive.

Rangapū - We join forces with those in our Community to achieve shared outcomes.

Te Kore - We continue to improve practice using Māori methodology, research and evaluation

Programmes

He Poutama Rangatahi - Works with rangatahi Māori who are at risk of being long term NEETs. Deliver two years of intensive wrap-around pastoral care, mentoring and support through a Te Ao Māori worldview to empower rangatahi to engage in meaningful, sustained long-term employment, study, and training outcomes. Collaborating with rangatahi to co-design bespoke solutions unique to their individual needs. At capacity will deliver to 50 rangatahi Māori

Hāpai Rangatahi - Working with rangatahi who are starting their employment journey. Providing a year of wrap-around pastoral care and working with employers to develop rangatahi aspirations to leverage a job into lifelong career aspirations. Seeking outcomes tailored to the rangatahi and employer with whom they work. At capacity will deliver to 20 rangatahi Māori

Te Puni Kokiri Cadetship - Partnering with businesses and their Māori kaimahi. Empowering Māori kaimahi through professional, personal and cultural development addressing each kaimahi aspirations and goals. Working with employers to develop cultural competency and provide a space for Māori kaimahi to thrive.

Community COVID-19 Response - Working with Year 13 rangatahi Māori from Tangaroa College. Supporting their resilience during COVID lockdown through pastoral care check-ins and connecting to services and resources. Working with them after lockdown to finish their final school year with their Mana intact.

2022

Description and Quantification of the Entity's Outputs

Number engaged with	
He Poutama Rangatahi	19
Hāpai Rangatahi	9
Te Puni Kokiri Cadetship	40
Community COVID-19 Response	26
Total Number engaged with	94

Additional information

He Poutama Rangatahi

- Rangatahi enrolled in tertiary education
- Rangatahi exploring training options to work in IT
- Rangatahi exploring Māori hauora frameworks and empowering healthy decisions
- Leveraging collaborative relationships with providers to support rangatahi in areas including relationships, alcohol, finances, budgeting, income support, depression, and grief
- Creating career plans and pathway plans to realise short-, medium-, and long-term aspirations for their mahi and their personal development
- Empowering rangatahi to be proud of their Māori heritage and leveraging it into their goals and aspirations
- Receiving one-on-one intensive pastoral care to navigate the challenges and opportunities

Hāpai Rangatahi

- All currently in full-time employment
- Working with career development experts to develop in-depth career, training, and development plans
- Connecting rangatahi to their taha Māori and using the pūrakau of their tupuna to empower their career decisions
- Developing rangatahi

Te Puni Kokiri Cadetship

- Working with employers from a range of industries, including manufacturing, iwi services, STEM, insurance, and NLP coaching
- Kaimahi receiving mentoring and coaching from Māori experts in tikanga, Te Reo and holistic Māori frameworks
- Kaimahi co-creating individualised Career Development Plans with professional Māori Career Consultant
- Connecting employers to services to develop strategy and practice that provides a culturally appropriate workplace for Māori to thrive.

Community COVID-19 Response

- Providing laptops, phones and other technology to enable rangatahi to engage with education and services while in lockdown
- Providing career development sessions for rangatahi upon returning to school
- Supporting rangatahi to celebrate completing their school journey with their Mana despite the interruptions of COVID

Statement of Financial Performance

Hapai Tuhono Charitable Trust For the year ended 31 March 2022

	NOTES	2022
Revenue		
Donations, grant funding and fundraising	1	495,013
Revenue from providing goods or services	1	58,532
Interest, dividends and other investment revenue	1	255
Other revenue	1	9,595
Total Revenue		563,395
Expenses		
Volunteer and employee related costs	2	285,128
Costs related to providing goods or service	2	279,402
Other expenses	2	8,065
Total Expenses		572,595
Surplus/(Deficit) for the Year		(9,200)

Statement of Financial Position

Hapai Tuhono Charitable Trust As at 31 March 2022

	NOTES	31 MAR 2022
Assets		
Current Assets		
Bank accounts and cash	3	684,542
Debtors and prepayments	3	16,760
Total Current Assets		701,302
Non-Current Assets		
Property, Plant and Equipment	5	3,428
Total Non-Current Assets		3,428
Total Assets		704,730
Liabilities		
Current Liabilities		
Creditors and accrued expenses	4	58,135
Employee costs payable	4	33,098
Unused donations and grants with conditions	4	622,697
Total Current Liabilities		713,930
Total Liabilities		713,930
Total Assets less Total Liabilities (Net Assets)		(9,200)
Accumulated Funds		
Accumulated surpluses or (deficits)	6	(9,200)
Total Accumulated Funds		(9,200)

Statement of Cash Flows

Hapai Tuhono Charitable Trust For the year ended 31 March 2022

2022

Cash Flows from Operating Activities

Donations, grant funding and fundraising	1,127,305
Receipts from providing goods or services	3,000
Interest, dividends and other investment receipts	255
GST	38,508
Payments to suppliers and employees	(480,812)
Total Cash Flows from Operating Activities	688,257

Cash Flows from Investing and Financing Activities

Payments to acquire property, plant and equipment	(3,714)
Total Cash Flows from Investing and Financing Activities	(3,714)

Net Increase/(Decrease) in Cash **684,542**

Bank Accounts and Cash

Opening cash	-
Net change in cash for period	684,542
Closing cash	684,542

Charity
AUDIT

This statement should be read in conjunction with the attached Review Report.

Statement of Accounting Policies

Hapai Tuhono Charitable Trust For the year ended 31 March 2022

Basis of Preparation

The entity has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) on the basis that it does not have public accountability and has total annual expenses equal to or less than \$2,000,000. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future.

Goods and Services Tax (GST)

The entity is registered for GST. All amounts are stated exclusive of goods and services tax (GST) except for accounts payable and accounts receivable which are stated inclusive of GST.

Revenue recognition

Grants are recognised as income in the period to which it relates. Grants are recorded as income received, unless there are unfulfilled conditions attached to the grant, in which case the amount relating to the unfulfilled conditions is recognised as income in advance under liabilities and released to income when the conditions are fulfilled.

Interest Income is recognised as it is received.

Revenue from providing goods or services are recognised as income in the period to which it relates.

Property, plant and equipment

All fixed assets are recorded at cost or valuation less accumulated depreciation. Depreciation is charged for all assets and are charged to the Statement of Financial Performance so as to spread the cost of an asset over the estimated useful life of an asset on a diminishing basis at the below rates:

Office Equipment - 40%

Income Tax

Hapai Tuhono Charitable Trust is wholly exempt from New Zealand income tax having fully complied with all statutory conditions for these exemptions.

Bank Accounts and Cash

Bank accounts and cash in the Statement of Cash Flows comprise cash balances and bank balances (including short term deposits) with original maturities of 90 days or less.

Changes in Accounting Policies

This is the Trust's first performance report and accordingly, there have been no changes in accounting policies.

Notes to the Performance Report

Hapai Tuhono Charitable Trust For the year ended 31 March 2022

2022

1. Analysis of Revenue

Donations, grant funding and fundraising

Grants Received	495,013
Total Donations, grant funding and fundraising	495,013

Revenue from providing goods or services

Consulting Fees	2,600
OPEX Fees	55,532
Rent Received - Commercial	400
Total Revenue from providing goods or services	58,532

Interest, dividends and other investment revenue

Interest Received	255
Total Interest, dividends and other investment revenue	255

Other revenue

Sundry Income	9,595
Total Other revenue	9,595

2022

2. Analysis of Expenses

Volunteer and employee related costs

Recruitment Costs	1,040
Staff Appreciation	774
Travel Local	257
Wages & Salaries	282,083
Work from Home Allowance	975
Total Volunteer and employee related costs	285,128

Costs related to providing goods or services

1000 - Career Development & Planning	54,644
2000 - Participant Professional Development	41,288
3000 - Participant and Programme Resources	47,260
Contribution to OPEX	55,532
Computer Expenses	7,229
Consultancy	18,300
COVID Support Payments	8,600
Health & Safety Costs	979
Insurance	1,384
Kiwisaver Employer Contributions	5,436
Koha	706
Licences & Registrations	686
Minor Assets	12,740



2022

Networking	265
Office and other expenses	2,273
Professional Development and Training	2,079
Rent	15,954
Subscriptions	1,129
Team Hui and Meetings	2,917
Total Costs related to providing goods or services	279,402

Other expenses

Accountancy Fees	5,252
Audit Fees	2,500
Bank Charges	26
Depreciation	287
Total Other expenses	8,065

2022

3. Analysis of Assets**Bank accounts and cash**

ANZ bank accounts	684,542
Total Bank accounts and cash	684,542

Debtors and prepayments

Prepayments	16,760
Total Debtors and prepayments	16,760

2022

4. Analysis of Liabilities**Creditors and accrued expenses**

Accounts Payable	16,176
Accrued Expenses	3,500
GST Payable	38,459
Total Creditors and accrued expenses	58,135

Employee costs payable

Provision for Holiday Pay	23,435
Wages Payable	9,663
Total Employee costs payable	33,098

Unused donations and grants with conditions

Unspent grant funding	622,697
Total Unused donations and grants with conditions	622,697

2022

5. Property, Plant and Equipment

Office Equipment

Office Equipment - at cost	3,714
Accumulated depreciation - Office Equipment	(287)
Total Office Equipment	3,428
Total Property, Plant and Equipment	3,428

2022

6. Accumulated Funds

Accumulated Funds

Accumulated surpluses or (deficits)	(9,200)
Total Accumulated Funds	(9,200)
Total Accumulated Funds	(9,200)

7. Commitments

The Trust has a lease in place for the use of its premises. The lease is currently on a 3-year term until 13 December 2024. The annual lease cost is \$40,103.80 + GST. At 31 March 2022 the Trust is committed to payments as below.

- Within the next year - \$40,103.80
- Within the next 1-5 years - \$70,181.65

8. Contingent Liabilities and Guarantees

There are no contingent liabilities or guarantees as at 31 March 2022.

9. Related Parties

One Trustee was paid as a contractor to provide Career Services Advice and to provide coordination support to He Taonga Purakau. Total payments for the year to 31 March 2022 were \$16,475. Employee of the Trust Tahlia Tini is related to one of the Trustees of the organisation, who is also an employee for the Trust. The board believes that her pay is on a fair market value.

10. Events After the Balance Date

COVID-19 was first declared a global health emergency on 31 January 2020 by the World Health Organisation and the New Zealand Government declared a state of national emergency on the 25 March 2020. COVID-19 has the potential to continue to have an impact in financial year 2023 with the ongoing emergence of new variants of the virus. However, COVID-19 is not expected to have an impact on the Trust's ability to continue as a going concern due to the ability of the organisation to continue operating and receive contract funding and other donations/support. There are no other events after the balance date needing to be disclosed.

11. Ability to Continue Operating

Board and management of Trust consider forecasted revenue and expenditure will ensure the entity will be able to continue operating in the current financial year. Cash at bank also ensure the Trust's ability to continue to operate and meet strategic priorities as set in their annual plan.

INDEPENDENT AUDITOR'S REPORT

To the governance of the Hāpai Tūhono Charitable Trust for the year ended 31 March 2022

Report on the Performance Report

Qualified Opinion

We have audited the performance report of the Hāpai Tūhono Charitable Trust on pages 3 to 14, which comprise the entity information and the statement of financial position as at 31 March 2022, the statements of service & financial performance, along with a statement of cash flows for the year ended, the statement of accounting policies and other explanatory information.

In our opinion except for the matters outlined in the basis for a qualified opinion:

- a) the reported outcomes and outputs, and quantification of the outputs to the extent practicable, in the statement of service performance are suitable;
- b) the performance report on pages 3 to 14 presents fairly, in all material respects,:
 - the financial position of the Hāpai Tūhono Charitable Trust as at 31 March 2022 and of its financial performance and cash flows;
 - the entity information and the service performance, for the year ended,

in accordance with Public Benefit Entity Simple Format Reporting – Accrual (Not-For-Profit) [PBE-SFR-A-NFP] issued in New Zealand (NZ) by the NZ Accounting Standards Board.

Basis for a Qualified Opinion

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion, except that our audit work has been limited in the:

- the trust uses internal journals of Debiting Contribution to OPEX (expense) of \$55,532, Crediting OPEX Fees of \$55,532 as part of the accountability for some grant and contract funding. This is a departure from PBE SFR-A (NFP) A50 and A69. The definition of Revenue is: the cash and other resource inflows of the entity, other than inflows from borrowings, sale of assets, or contributions of capital from owners. The definition for Expenses are the cash and other resource outflows from the entity, other than outflows to settle liabilities or purchase assets, or which are distributions of capital to owners. A transaction should only be recorded as income / expense when the transaction has occurred.

We conducted our audit of the statement of financial

performance, statement of financial position, statement of cash flows, statement of accounting policies and notes to the performance report in accordance with International Standards on Auditing (NZ), and the audit of the entity information and statement of service performance in accordance with the International Standard on Assurance Engagements (NZ) ISAE (NZ) 3000 (Revised). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Performance Report* section of our report. We are independent of the HĀPAI TŪHONO CHARITABLE TRUST in accordance with Professional and Ethical Standard 1 (Revised) *Code of Ethics for Assurance Practitioners* issued by the NZ Auditing and Assurance Standards Board and the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. Other than in our capacity as auditor we have no relationship with, or interests in, the Hāpai Tūhono Charitable Trust.

Restriction on responsibility

This report is made solely to the management board, as the governance, in accordance with section 42F of the Charities Act 2005, and the constitution of the entity. Our audit work has been undertaken so that we might state to the governance 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 governance 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:

- a) identifying outcomes and outputs, and quantifying the outputs to the extent practicable, that are relevant, reliable, comparable and understandable, to report in the statement of service performance;
- b) the preparation and fair presentation of the performance report which comprises:
 - the entity information;
 - the statement of service performance; and
 - the statement of financial performance, statement of financial position, statement of cash flows, statement of accounting policies and notes to the performance

report

in accordance with PBE-SFR-A-NFP issued in NZ by the NZ Accounting Standards Board, and

- (c) for such internal control as the governance determines is necessary to enable the preparation of a performance report that is 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 related 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 have 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 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) and ISAE (NZ) 3000 (Revised) 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.


As part of an audit in accordance with ISAs (NZ) and ISAE (NZ) 3000 (Revised), we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the performance report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of

internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the use of the going concern basis of accounting by the governance and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the performance report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the performance report, including the disclosures, and whether the performance report represents the underlying transactions and events in a manner that achieves fair presentation.
- Perform procedures to obtain evidence about and evaluate whether the reported outcomes and outputs, and quantification of the outputs to the extent practicable, are relevant, reliable, comparable and understandable.

We communicate with the governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Charity Integrity Audit Ltd

Director: Emily Ren

Chartered Accountants- South Auckland

27th October 2022