Performance Report

Foundation for Equity and Research New Zealand

For the year ended 30 June 2025

Contents

Entity Information

Foundation for Equity and Research New Zealand
For the year ended 30 June 2025

'Who are we?', 'Why do we exist?'

Legal Name of Entity

Foundation for Equity and Research New Zealand ("FERNZ")

Entity Type and Legal Basis

FERNZ is an Incorporated Charity registered under the Charitable Trusts Act 1957.

Entity identifier

CC56720

Entity's Purpose or Mission

VISION

A society where everyone has equitable rights that enable them to live a full and healthy and happy life.

MISSION

To work in partnership with communities to identify and address inequities and promote the realisation of full rights for all citizens.

Entity Structure

FERNZ is governed by a Board comprising three Trustees. The members of the Board are as follows:

Assoc. Prof. Tristram R. Ingham - KSO, ONZM, MRSNZ, FNZCPHM (Hon), MBChB, MIinstD

Assoc. Prof. Bernadette Huatau Ingham - MPH, RGON

Emma Genevieve Draper - BA (Perf)

The Board meets quarterly, and additionally as needed.

There are four current employees of FERNZ.

Entity's governance arrangements

FERNZ governance is structured as a single unit, there are no separate departments.

Governance decisions are made by the Board with specific delegated authority to the Executive Chairperson as per FERNZ policy.

Other entities controlled by the entity

There are no other entities controlled by the organisation.

Main Sources of Entity's Cash and Resources

FERNZ's primary sources of income are presently through consultancy services to government agencies.

Main Methods Used by Entity to Raise Funds

FERNZ engages in pro-equity consultancy services and grant applications to raise funds.

Entity's Reliance on Volunteers and Donated Goods or Services

FERNZ relies to a great extent on volunteers for their activities. Board members volunteer their time and expertise on Board and governance issues.

Postal Address

PO Box 17166, Karori, Wellington, New Zealand, 6147

Approval of Performance Report

Foundation for Equity and Research New Zealand
For the year ended 30 June 2025

The Trustees are pleased to present the approved performance report including the historical financial statements of Foundation for Equity and Research New Zealand for the year ended 30 June 2025.

APPROVED

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Assoc. Prof. Tristram R. Ingham - KSO, ONZM, MRSNZ, FNZCPHM (Hon), MBChB, MInstD

Trustee and Chairperson

Date 24 Dec 2025

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Emma Draper

Trustee and Secretary

Date 24 Dec 2025

Statement of Service Performance

Foundation for Equity and Research New Zealand
For the year ended 30 June 2025

'What did we do?', 'When did we do it?'

Description of medium to long term objectives

1. To actively identify and address inequities in health and/or social outcomes for Maori, Pasifika, people with disability, children, and other populations of Aotearoa New Zealand.
2. To promote practices that lead to the reduction and eventual elimination of any and all health and social inequities.
3. To provide advice, information, resources and recommendations on health and social inequities to health organisations.
4. To provide assistance to people experiencing health or social inequities.

Description of key activities

1. Identify inequities and understand the mechanisms that perpetuate them

We achieve this by:

- Undertaking of community engagement and facilitating understanding of current equity issues among different populations
- Engaging in public commentary and dissemination of current equity issues

	2025	2024
Key activities		
Community Interviews / Focus Groups / Workshops / Hui	890	47
Presentations / Media / Public Relations	42	8

2. Facilitate communities to advocate for fulfilment of their rights

We achieve this by:

- Providing support for members of equity populations to attend agency-specific (equity) advisory committees and for those members to effectively participate in advocacy for their communities / populations
- Supporting individuals to advocate for their equity rights with agencies and / or to complain if their right have been breached

	2025	2024
Key activities		
Support for representatives to attend equity-based advisory group meetings	185	21
Individual issues / complaints supported	131	29

3. Develop innovative solutions for government and private sectors

We achieve this by:

- Providing consultancy to government agencies for the development and implementation of pro-equity strategies, policies and services
- Contributing advice to appointment panels for officials and other key individuals whose roles impact equity outcomes

	2025	2024
Key activities		
Number of agency programmes supported	32	11
Appointment panels	1	1
Training and education workshops	39	42

4. Provide opportunities for communities to flourish

We achieve this by:

- Providing development, support, and administration services for regional and community networks / groups / roopu to enable them to undertake their equity-based advocacy activities

	2025	2024
Key activities		
Support for community groups to undertake local / regional equity activities	9	3
Mentoring / Leadership	669	69
Providing access to reasonable accommodations, solutions, and initiatives that directly lessen the impacts of existing inequities	122	21

5. Monitor outcomes to ensure that those rights are upheld on an equal basis

We achieve this by:

- Providing membership to government agency equity monitoring committees or groups
- Commissioning of equity-related research reports or advice
- Peer reviewing of equity-relate publications

	2025	2024
Key activities		
Equity-Monitoring Committees / Groups	7	3
Research Reports Commissioned	3	1
Monitoring / Evaluation Reports Published / Peer-reviewed	6	3

Statement of Financial Performance

Foundation for Equity and Research New Zealand
For the year ended 30 June 2025

'How was it funded?' and 'What did it cost?'

	NOTES	2025	2024
Revenue			
Capital grants and donations	1	10,000	-
Government service delivery grants/contracts	1	4,916	-
Non-government service delivery grants/contracts	1	30,699	15,255
Revenue related to service delivery	1	325,395	224,279
Interest, dividends and other investment revenue	1	1,825	4,011
Total Revenue		**372,835**	**243,545**
Expenses			
Employee remuneration and other related expenses	2	246,742	217,048
Expenses related to service delivery	2	156,971	110,009
Grants and donations made	2	2	8,696
Other expenses	2	10,105	8,991
Total Expenses		**413,821**	**344,745**
Surplus/(Deficit) for the Year		**(40,986)**	**(101,199)**

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

Statement of Financial Position

Foundation for Equity and Research New Zealand
As at 30 June 2025

'What the entity owns?' and 'What the entity owes?'

	NOTES	30 JUN 2025	30 JUN 2024
Assets			
Current Assets			
Cash and short-term deposits	3	94,741	143,164
Debtors and prepayments	3	12,944	1,683
Other Current Assets	3	500,000	500,000
Total Current Assets		**607,685**	**644,847**
Non-Current Assets			
Property, Plant and Equipment	5	9,293	6,434
Total Non-Current Assets		**9,293**	**6,434**
Total Assets		**616,978**	**651,280**
Liabilities			
Current Liabilities			
Creditors and accrued expenses	4	18,294	21,795
Employee costs payable	4	20,650	13,086
Deferred revenue	6	9,813	7,192
Total Current Liabilities		**48,758**	**42,074**
Total Liabilities		**48,758**	**42,074**
Total Assets less Total Liabilities (Net Assets)		**568,221**	**609,206**
Accumulated Funds			
Accumulated surpluses or (deficits)		568,221	609,206
Total Accumulated Funds		**568,221**	**609,206**

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

Statement of Cash Flows

Foundation for Equity and Research New Zealand
For the year ended 30 June 2025

	2025	2024
Cash Flows from Operating Activities		
Cash Received		
Capital grants and donations	10,000	-
Government service delivery grants/contracts	4,060	-
Non-government service delivery grants/contracts	30,699	15,255
Receipts related to service delivery	319,673	369,501
Interest or dividends received	2,056	3,791
Total Cash Received	**366,488**	**388,547**
Cash Paid		
Employee remuneration and other related payments	(239,466)	(205,156)
Payments related to service delivery	(163,101)	(94,499)
Grants and donations paid	(2)	(8,696)
Other payments	(1,705)	(1,560)
Total Cash Paid	**(404,274)**	**(309,911)**
Total Cash Flows from Operating Activities	**(37,785)**	**78,636**
Cash Flows from Other Activities		
Payments from other activities		
Payments to acquire property, plant and equipment	(10,638)	(10,462)
Total Payments from other activities	**(10,638)**	**(10,462)**
Total Cash Flows from Other Activities	**(10,638)**	**(10,462)**
Net Increase/(Decrease) in Cash	**(48,423)**	**68,174**
Bank Accounts and Cash		
Opening cash	143,164	74,990
Net change in cash for period	(48,423)	68,174
Closing cash	94,741	143,164

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

Statement of Accounting Policies

Foundation for Equity and Research New Zealand
For the year ended 30 June 2025

'How did we do our accounting?'

Basis of Preparation

This performance report is prepared in accordance with the XRB's Tier 3 (NFP) Standard. The entity is eligible to apply these requirements as it does not have public accountability and has total annual expenses of less than $5,000,000. All transactions in the performance report are reported using the accrual basis of accounting. This performance report is prepared under the assumption that the entity will continue to operate for the foreseeable future.

Income Tax

FERNZ is wholly exempt from New Zealand income tax having fully complied with all statutory conditions for these exemptions.

Revenue

Revenue is accounted for as follows:

Donations

Donations are accounted for depending on whether they have been provided with a specific expectation over how or when the funding should be used as agreed by both parties in writing or not. Where specific expectations are attached to the donation, revenue is recorded as income when the cash is received. Where donations include a specific expectation , the donation is initially recorded as a liability on receipt. The donation is subsequently recognised within the Statement of Financial Performance as the performance conditions are met. Where specific expectations are attached to the donation, revenue is recorded as income when the cash is received if the service has not yet been performed.

Donated goods or services including donated assets are recognised upon formal acceptance by the organisation. Where significant donated assets are received with useful lives of 12 months or more, and the fair value of the asset is readily obtainable, the donation is recorded at the value of the asset obtained. Where the fair value of the asset is not readily obtainable, the donation is not recorded. Donated assets with useful lives less than 12 months are not recorded.

Grants / Contracts

Grant and contract income is accounted for depending on whether or not it has a specific expectation attached. Where specific expectations are attached, the revenue is recorded as income when the cash is received. Where income includes a specific expectation , it is initially recorded as a liability on receipt. The income is then subsequently recognised within the Statement of Financial Performance as the performance conditions are met. Where no specific expectations are attached to the grant / contract revenue is recorded as income when the cash is received if the service has not yet been performed. Where the performance obligations are met but the cash has not yet been received, the income is recognised alongside a trade receivable.

Interest Income

Interest income is recognised on an accruals basis.

Other Income

All other income is accounted for on an accruals basis and accounted for in accordance with the substance of the transaction.

Cash and short-term deposits

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

Accounts Receivable

Accounts Receivable are carried at estimated realisable value after providing against debts where collection is doubtful.

Goods and Services Tax (GST)

All amounts are stated exclusive of GST except for accounts payable and accounts receivable which are stated inclusive of GST.

Property, Plant and Equipment

Property, Plant and Equipment are recorded at cost less any accumulated depreciation and impairment losses.

Depreciation

Depreciation is provided on a straight-line basis on all property, plant and equipment, at rates that will write off the cost of the assets to their estimated residual values over their useful lives. The depreciation rates and useful lives associated with major classes of assets have been estimated as follows:

Audio Visual Assets - 67 % DV

Computer Assets - 67% DV

Plant and Equipment - 20% SL

Employee Costs

Employee entitlements are measured at undiscounted nominal values based on accrued entitlements at current rates of pay. These include salaries and wages accrued up to balance date, annual leave earned but not taken at balance date.

Changes in Accounting Policies

Foundation for Equity and Research New Zealand has adopted the Tier 3 (NFP) Standard (moving away from the PBE SFR_A NFP Standard). In addition comparative figures have been reclassified and presented in line with the new standard.
All other policies have been applied on a consistent basis with those of the previous reporting period. (Last year -nil)

Notes to the Performance Report

Foundation for Equity and Research New Zealand
For the year ended 30 June 2025

	2025	2024
1. Analysis of Revenue		
Capital grants and donations		
Lion Foundation	10,000	-
Total Capital grants and donations	**10,000**	**-**
Government service delivery grants/contracts		
Hutt City Council	2,400	-
Kāpiti Coast District Council	1,660	-
South Wairarapa District Council	856	-
Total Government service delivery grants/contracts	**4,916**	**-**
Non-government service delivery grants/contracts		
Four Winds Foundation	1,483	5,000
Hutt Mana Charitable Trust	865	-
Nikau Foundation	8,934	255
Te Pou	12,909	-
Trillian Trust	560	-
Trust House Foundation	5,949	-
Wellington Community Fund	-	10,000
Total Non-government service delivery grants/contracts	**30,699**	**15,255**
Revenue related to service delivery		
Consulting Income	7,810	26,736
On-chargeable Disbursements	1,333	19,214
Service Income	316,251	178,329
Total Revenue related to service delivery	**325,395**	**224,279**
Interest, dividends and other investment revenue		
Interest Received	1,825	4,011
Total Interest, dividends and other investment revenue	**1,825**	**4,011**

	2025	2024
2. Analysis of Expenses		
Employee remuneration and other related expenses		
ACC Levies	394	288
Salaries	239,475	210,632
Salaries - Kiwisaver	6,873	6,129
Total Employee remuneration and other related expenses	**246,742**	**217,048**
Expenses related to service delivery		
Accountancy Fees	2,166	3,288
Accessibility Costs	4,924	-
Administration Fees	44	-
Advertising	3,279	3,060

	2025	2024
Bank Charges	411	325
Board Expenses	26,000	20,000
Bookkeeping Fees	3,555	2,013
Computer Expenses	156	917
Consultancy	57,106	17,219
Entertainment	10	20
Freight, Courier, and Postage	243	332
General Expenses	3,917	1,490
Home Office	-	191
Insurance	994	-
Meeting Expenses	644	1,823
Minor Assets < $500	-	143
On-chargeable Expenses	660	18,535
Professional Development Costs	14,719	2,856
Professional Membership Fee	-	992
Stationery	-	1,752
Subscriptions	25,470	24,681
Telecommunications	4,235	5,201
Travel & Accommodation - NZ	8,438	5,170
Total Expenses related to service delivery	**156,971**	**110,009**
Grants and donations made		
Donations	2	-
Organisational Grants - Unconditional - GST	-	8,696
Total Grants and donations made	**2**	**8,696**
Other expenses		
Depreciation	7,779	6,671
Inland Revenue Penalties	622	615
Review Fees	1,705	1,705
Total Other expenses	**10,105**	**8,991**

	2025	2024

3. Analysis of Assets

Cash and short-term deposits		
Bank Savings Account	66,261	118,737
Bank Cheque Account	28,480	24,427
Total Cash and short-term deposits	**94,741**	**143,164**

Debtors and prepayments		
Accounts Receivable	8,835	1,265
GST Receivable	-	144
Interest Receivable	43	274
Prepayments	4,067	-
Total Debtors and prepayments	**12,944**	**1,683**

Other current assets		
Craigs Investment Partners Limited Portfolio – At cost	500,000	500,000
Total Other current assets	**500,000**	**500,000**

	2025	2024

Investments at Market Value- Craig Investment Partners Ltd

Fixed Interest	36,240	35,344
Property	9,675	9,702
NZ & International Equities	505,276	479,081
Cash	14,355	11,229
Total Investments at Market Value- Craig Investment Partners Ltd	**565,546**	**535,356**

	2025	2024

4. Analysis of Liabilities

Creditors and accrued expenses		
Accounts Payable	5,797	18,352
Accruals	3,471	2,996
ASB Credit Cards	2,818	448
GST Payable	6,209	-
Total Creditors and accrued expenses	**18,294**	**21,795**

Employee costs payable		
Annual Leave Accrual	16,442	6,085
Salaries Payable	4,208	7,001
Total Employee costs payable	**20,650**	**13,086**

5. Property, Plant and Equipment

2025

Asset Class	Opening Carrying Amount	Purchases	Disposals	Depreciation and Impairment	Revaluation Movements	Closing Carrying Amount
Audio Visual Assets	-	665	-	111	-	554
Computer Asset	6,386	9,973	-	7,620	-	8,739
Plant and Equipment	48	-	-	48	-	-
Total	**6,434**	**10,638**	**-**	**7,779**	**-**	**9,293**

2024

Asset Class	Opening Carrying Amount	Purchases	Disposals	Depreciation and Impairment	Revaluation Movements	Closing Carrying Amount
Computer Asset	3,900	8,968	-	6,482	-	6,386
Plant and Equipment	237	-	-	189	-	48
Total	**4,137**	**8,968**	**-**	**6,671**	**-**	**6,434**

6. Deferred Revenue

				Deferred Revenue	
Description	**Purpose and nature of the condition(s)**	**Date condition(s) expected to be met**	**Original Amount $**	**2025**	**2024**
Nikau Foundation	Operational support for community action group.	1 October 2024	7,447	-	7,192
Nikau Foundation	Operational support for Empowering Disability Leadership: The Kāpiti Community Action Group Project	28 August 2025	5,000	3,259	-
Trust House Foundation	Operational support for empowering disabled communities through leadership development and advocacy in Porirua.	30 November 2025	12,486	6,537	-
Four Winds Foundation	Operational support for salary for the co-ordinator of Wellington Community Action Group	1 August 2025	1,500	17	-
Total				**9,813**	**7,192**

7. Accumulated Funds

2025

Description	Accumulated Surpluses or (Deficits)	Reserves	Total
Opening balance	609,206	-	609,206
Surplus/(Deficit)	(40,986)	-	(40,986)
Closing balance	**568,221**	**-**	**568,221**

2024

Description	Accumulated Surpluses or (Deficits)	Reserves	Total
Opening balance	710,406	-	710,406
Surplus/(Deficit)	(101,199)	-	(101,199)
Closing balance	**609,206**	**-**	**609,206**

8. Commitments

There are no commitments as at 30 June 2025 (Last year - nil).

9. Contingent Liabilities and Guarantees

There are no contingent liabilities or guarantees as at 30 June 2025 (Last year - nil).

10. Related Parties

Related Party	Description of Transaction	Value of Transactions 2025	Value of Transactions 2024	Amount Outstanding 2025	Amount Outstanding 2024
Bernadette Ingham	Board fees paidConsultancy Services: provided their time and skills at no charge, as professional consultancy services to agencies to advance the purpose of the Foundation	7,000	5,000	-	-
Tristram Ingham	Board fees paid Consultancy Services: provided their time and skills at no charge, as professional consultancy services to agencies to advance the purpose of the Foundation	12,000	10,000	-	-
Emma Draper	Board fees paid Consultancy Services: provided their time and skills at no charge, as professional consultancy services to agencies to advance the purpose of the Foundation	7,000	5,000	-	-
Tristram Ingham	Service Income paid to FERNZ for Individual Disability Support	32,500	75,000	-	-
Tristram Ingham is co-chairperson of My Life My Voice.	FERNZ receives from My LIfe My Voice consulting income and service invcome	20,500	200	-	-
Tristram Ingham is a trustee of Te Ao Mārama Aotearoa Trust	FERNZ receives from Te Ao Mārama Aotearoa Trust service income and On-chargeable Disbursements	221,908	11,389	-	-

The Trustees of FERNZ, also perform the consultancy services of FERNZ.

11. Events After the Balance Date

There were no events that have occurred after the balance date that would have a material impact on the Performance Report (Last year - nil).

12. Ability to Continue Operating

The Trustees believe that FERNZ will continue to operate within the forseeable future.

Independent Assurance Review Report

Foundation for Equity and Research New Zealand
For the year ended 30 June 2025