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It hasn’t been an easy task to fit everything that’s been happening over the past year into less than 1000 words. NCIWR has been experiencing a period of huge growth, in a pragmatic sense with new services and partnerships, but also in terms of our reputational profile. Given the uncertain political climate, all of these are critical to the ongoing health and well-being of NCIWR.

To place the work of NCIWR in context, Aotearoa continues to lead the world in terms of our domestic violence and child abuse and neglect statistics. Police last year attended in excess of 118,000 family violence callouts which, considering this only reflects a small percentage of what is believed to be occurring, is truly horrific. Notifications to child protection services remain at historic highs. NCIWR members provided a record number of bednights to women and children whose homes were deemed unsafe, and demand for our safe at home programme, WhanauProtect, continues to grow – as does demand for all of the services provided by refuge. Reports of the deaths of women and children, and of extreme violence and cruelty at the hands of those supposed to love and care for them, remain as sickeningly regular features in our news media.

Despite my optimism last year around the government family and domestic violence work programme, the past year has been more frustrating than expected as progress slowed to a glacial pace on some of the more promising initiatives. Others took form in a way that created a great deal of stress for member refuges. While some of these issues have now eased, others remain and the outlook remains uncertain. Changes to the domestic and family violence legislation are also due in 2018, and while many of the proposed changes will be hugely positive for women and children, others are less so – including those allowing far greater information sharing latitude for government agencies. Of particular note around government initiatives was of course the proposed introduction of MSD collection of identifiable client level data about refuge clients. After sustained opposition from our sector, this idea was shelved for now. It has, however, not been totally abandoned and we can expect to see it resurface under a different name at some stage in the near future.

Leaving aside the political uncertainty swirling in the background, much of the past year has been marked with some extremely positive developments. Despite the distressing context within which we work, NCIWR continues to strengthen and grow. In the prevention and awareness raising space, our pilot projects with the Department of Corrections and several Wellington High Schools continue, and we are working closely with others within the NGO sector to develop new collaborative initiatives.

We have been active in encouraging employers to introduce workplace policies around domestic and family violence through our responsive workplaces programme. Led by our partner, The Warehouse, this programme is now under discussion with a range of other large corporates. We are excited about the practical support this will provide to victims of domestic violence. Our Kids in the Middle campaign has begun to gather momentum and we’re looking forward to getting this project operationalised – although this will take time. We have been pushing forward on our research work too with the completion of a survey exploring economic abuse. This research resulted in the first ever NCIWR authored article being accepted for a peer reviewed journal, and the preliminary findings were presented at a conference.
in Fremantle, Australia. This research has raised the possibility of further collaborative work with Curtin University to extend the project.

Towards the end of this year several member refuges entered into what is a totally new sphere of work, accepting Emergency Housing contracts with MSD. While this work hasn’t been without its frustrations, these are now easing and we look forward to seeing how this new service develops across time.

To the staff of National Office, both old and new, thank you for your amazing work over what has been a very busy, challenging and fast paced year. I thank you for your support. I would like to acknowledge the work you have all done and continue to do, and your on-going commitment to supporting everyone within the movement in making New Zealand a safer place for women, children and whanau.

I would like to thank the members of Te Taumata o Te Kowhai Core Group for their support over the past year. I would also like to offer them a well-deserved thank you on behalf of the entire movement. Their commitment to the wide ranging, challenging and occasionally tedious work they do on behalf of member refuges, in addition to the demands of their everyday work, is to be applauded!

To the staff of all NCIWR member refuges, both paid and unpaid – a huge thank you of all! I know that we’ve asked a lot of you over the past year as our accountability burden continues to grow and I acknowledge that this, especially the increased data entry - on top of already heavy workloads – can’t be easy, so thanks again for your (mostly cheerful) support and hard work! Your continuing commitment and dedication to the women and children of Aotearoa New Zealand is to be commended.

A very special thank you must also be extended to all of the sponsors and donors, large and small, who have supported us so generously over the past year. A special mention must again go to The Warehouse: our partnership continues to grow and provide outstanding opportunities to advance the work of Women’s Refuge, and we thank you for your support. Souella and her team at KPMG, Griff at Contact Energy and Gina and her amazing crew at the ANZ also deserve a big thank you for your contributions over the past year. Your support will bear dividends for years to come and we’ve thoroughly enjoyed working with you all. To our creative partners, John, Ken, and Tara of Doublefish- thank you! Your continued fresh approach has been energising for us all and we’re looking forward to seeing what comes this year.

Refuges spent 4,660,358 minutes or 77,672 hours with clients in the last financial year.
Core Group Report

Tihei Mauri Ora! E nga mana, e nga reo, e rau rangatira ma. Tena koutou katoa.

Te Taumata o Te Kowhai celebrates the continued delivery of high quality services throughout Aotearoa, supporting women and children to live free from domestic violence, by our Member Refuges, National Office Staff and Chief Executive.

We would firstly like to acknowledge the committed work of Dr Ang Jury whose robust leadership has continued moving NCIWR forward as the leading provider in domestic violence services. She has maintained her focus on nurturing strong relationships with key stakeholders and community groups, business and professionals, and in the political arena. She has had a visible media presence and strives towards sustainability for the future of NCIWR through fundraising initiatives and partnerships with businesses such as the Warehouse. This partnership has been particularly successful with a number of different campaigns. We were pleased that Ang could visit a few Warehouse sites that had been especially motivated to organise events.

This year we have made a lot of progress in our movement-wide review of our Parallel Development cornerstone. We look forward to completing this cornerstone and reviewing the others.

Kowhai Connect is now up and running making it easy for members to access information, including useful business document templates, policies, and correct forms necessary to access the increasing number of funds which are available to support the whanau that we work with. These include The Friends of Womens Refuge Counselling Fund, The Aunty Kiwa Hutchen Study Award, The Whakawhanake Fund, The Helen Stewart Royle Fund and The John Mitchell Lachlan Charitable Trust.

A busy and growing National Office is reflective of the strength and growth of the movement. At this point we would like to thank the fantastic staff at National Office. We welcome new faces and appreciate the support that we receive when we call you with what can be a wild variety of questions and needs. A reassuring voice on the other end of the phone can do wonders for a stressed crisis worker! Thanks to our fundraising team for their splendid efforts on our behalf.

In July TTOTK was fortunate to attend the Better Boards Conference held in Brisbane. We returned with a renewed enthusiasm to improve governance and increase our efficiency Nationally, Regionally, and in our Individual Whare. We have been enjoying sharing useful ideas and information throughout our regions.

A special mention must be made of An Wells, our Secretariat Support. An epitomises efficiency, has an amazing memory, and has definitely increased our vocabulary. She goes over and above the call of duty, and is always available when any of us need her brilliance. An has been in this role for a number of years and we could not wish for a more competent person to undertake the many tasks she does.

This year Te Taumata o te Kowhai Core Group were pleased to welcome Lyn Buckley onto core group as Tauiwi representative for Lower North Region; Ange Chaney, Māori representative for Lower North; Arleen Henderson, Māori representative for Central Region; and Lenis Davidson, Māori representative for Southern Region. This is a big year of change with four of our eight current members completing their terms. We are fare welling two Tauiwi
representatives, Wendy Valler, Central Tauwi representative, and Oriel Heseltine, Northern Tauwi representative. Additionally, this will be our last report as co-chairs as we both complete our terms on the board and as chairs. However, we leave better equipped for the future and grateful for the experience. We have both have enjoyed working alongside these wonderful women who have put a lot of time and effort into providing strong stewardship, and we thank them all for their energy and zealousness.

Finally, we would like to applaud Refuge advocates across Aotearoa who deliver essential services and support to women, children and whanau, and do so with diligence and clemency.

Leonette Beazley and Rachel Black
(Co-Chairs)

Apiti hono tatai hono, ratou te hunga mate ki a ratou. Tatou te hunga ora ki a tatou. Tena koutou, tena koutou, tena tatou katoa.
Caroline Herewini OMNZ—Te Whare Tiaki Wahine

Caroline Herewini has been involved with Women’s Refuge New Zealand for over 20 years. In December 2016 she became a member of the New Zealand Order of Merit, and in 2017 a member of the New Year’s Queen’s Honours list for her many tireless years of service to women and the community, an award which she was honoured to accept on behalf of “all the strong, positive sisters who dedicate their lives to women and children experiencing domestic violence in New Zealand.”

Caroline was the driving force behind the establishment and ongoing operation of Te Whare Tiaki Wahine Refugee Charitable Trust, which provides prevention, early intervention, crisis intervention, and post-crisis intervention services and support to Māori women and their whanau who are affected by all forms of violence. She has held the position of Kaiwhakahaere of Te Whare Tiaki Wahine since 2003.

Prioritising providing support, and facilitating the building of safe environments for women and children, is a significant role Women’s Refuge plays in fulfilling the community’s duty of care towards those in vulnerable situations. To ensure services prioritise the needs of survivors of family violence, Caroline emphasises that they remain visible, and that their experiences are not minimised or undermined at any stage of their journey to live lives free from violence. This means that women and children remain active participants throughout their “journey towards freedom, liberation, empowerment, and a full realisation of their human rights.”

A dedicated advocate and figure of support and solidarity for women and whanau, Caroline has been a spokesperson for the prevention of violence against women both nationally and internationally. She has presented on the impacts of domestic violence at a range of international events, including the United Nations Commission on the Status of Women (CSW), and was selected as a member of the Pacific Watch New Zealand delegation at six CSW sessions in New York. She is a founding member of the Everywoman Everywhere coalition, an international coalition working to prevent violence against women, and a delegate and founding member of the International Network to End Violence Against Women and Girls.

Caroline acknowledges and emphasises the integral role Women’s Refuge’s funding partners, stakeholders and sponsors play in supporting Women’s Refuge to continue to provide crucial services to many women and children who experience family violence in Aotearoa New Zealand.
Rachel Black
Women’s Refuge and Sexual Assault Resource Centre

Rachel Black has been involved with Women’s Refuge for 16 years, beginning as a women’s advocate, before moving into the management role 11 years ago at the Women’s Refuge and Sexual Assault Resource Centre in Marlborough. While she is soon to leave her role as the manager of Marlborough Women’s Refuge, she will remain involved as a member of the refuge.

Rachel observes the important role refuge services play in the community in Marlborough, and prioritises remaining a vocal advocate in the community around the safety of women and children.

She also wants to see Marlborough Women’s Refuge develop its services in response to the increasingly diverse needs of the Marlborough community, stating “We have many different ethnicities, so it’s about looking to where to from here, and how we can best support those women from different ethnicities.”

Leaving her management role this year from not only the refuge, but also as a member of the national governing core group, she holds many memories close to her heart, including facilitating Marlborough Women’s Refuge’s Steps to Freedom programme. However, it has been her interactions with individual women throughout the past 16 years which have been the most meaningful, humbling, and motivating for Rachel.

She describes a particularly memorable phone call from a woman who had accessed women’s refuge’s services:

“She said ‘I just wanted to let you know, thank you. My children are well, and they’re healthy. We are living violence free, and I’ve gone back to studying. We’re in a nice home, and we’re doing really well, and I just wanted to let you know that your refuge helped me to get here.’”

As well as the positive impact Marlborough Women’s Refuge has on the lives of many women and children, Ms Black’s role more broadly in the women’s movement has taught her a lot.

“You don’t just come to work at Refuge, Refuge becomes a way of life, particularly within the sisterhood that we have – being uplifted, sharing things, and learning from each other – it’s been incredible.”
At the beginning of 2012 my life took an unexpectedly bad turn, up until the end of that year I had generally been a pretty happy person - I was close to my family, had good friends, and enjoyed my life. Sadly, towards the end of the year two things happened in quick succession: I lost my dad, and I met the man I would later need a court appointed protection order against. I was in mourning and did not pay attention to how quickly his behaviour had spiralled into a toxic place.

Very quickly friends saw warning signs I didn’t see. He wanted to be with me 24/7, and only two months into the relationship wanted to move in with me. Living together was a nightmare – he didn’t have a job, and was constantly taking my money then manipulating me to feel like I was selfish to not give it willingly. Then the physical violence started. The first time he explained it was a mistake; it was because of stress. Then he described some mental health problems that caused him to lash out. It was always my fault. By the end of the first year of our relationship my friends and family pleaded with me to leave him, and I felt like I was always letting everyone down. Every time I would try to leave he would beg me to stay – threatening suicide numerous times, and telling me it would be my fault if he killed himself.

I was so fed up with lying, and I hated myself. I felt trapped and useless. In 2014 one of my friends told me to call Women’s Refuge. She said all I had to do was call. I didn’t have to meet anyone – just talk. When I finally called I found out that I really did want to meet this lovely person on the phone. When I met her for coffee and talked I felt less crazy, and things became doable. She was so practical and encouraging, and for the first time in what felt like years I saw the end in sight. The support and understanding everyone showed me at Women’s Refuge – and meeting all the amazing diverse women who had been through, and were going through the same thing as me – gave me so much strength. I ended up in a support group with incredibly inspirational women, and got financial help to get a protection order which still brings me so much peace. It is the best and bravest thing I have ever done in my life. I am so grateful to Refuge, and so in awe of my life now.
Our Whānau Across the Motu

Tangata Whenua Hui

Our Tangata Whenua Hui this year was held on the beautiful Te Horouta Marae in Porirua.

On day one of the hui, the emphasis was on whanaungatanga, and Sasha Ward-Faint from our national office presented on the importance of data for Māori, by Māori.

Karis Vesey also lifted the veil on the reality for queer sisters in the movement during her talk entitled “Heterosexual Visibility”. The talk combined a mixture of light-heartedness (“When did you first discover you were heterosexual?”), personal experience, and sobering statistics of the brutal discrimination and violence faced by the LGBTQI and Takatapui community, prompting a lot of reflection. This reflection was timely as this year the Lesbian Visibility Cornerstone is under review. The feeling from the group was that the evolution in the Women’s Refuge movement allows for this topic to be raised the way it is now, especially with the Lesbian Visibility Cornerstone, and to not include is to exclude.

Tauwi Hui

This year’s Tauwi Hui was co-hosted by the Marlborough and Nelson refuges in Whakatū/Nelson. Although the weather did not live up to the name “Sunny Nelson”, the 48 attendees from 19 refuges by all accounts had a great time anyway.

Karen Clark and Julie Hart presented on the responses to the survey conducted in relation to our Parallel Development Cornerstone, which is being reviewed this year. There was much discussion about the Tauwi Strategy and the energy required to have this completed, and then to keep it growing.

Caucus sessions on Friday were followed by speaker Zoe Dryden, managing director at Second Base, leadership coach, and co-author of the book “Five sons and a muri of rice”, a biography of an extraordinary Nepalese woman Kharika Devkota, from her beginnings as a 5 year old bride to a landowner and micro-lender. We were very privileged to be sent a video from Kharika who said hello to us, and was surprised at the interest in her story.
“We are exceptionally grateful for the ongoing support from Friends of Women’s Refuge Trust and NZ Sculpture OnShore. Thanks to their active support, we are able to provide a safe and supportive environment to help women and children experiencing domestic violence, making a huge difference to their lives,” said Dr Ang Jury, CEO NZ Women’s Refuge.

Women’s Refuge teamed up with creative partners DoubleFish and set designer Chris Elliot to create a Refuge at the New Zealand Sculpture OnShore event, as a way to illustrate the strong and lengthy relationship we have with the Sculpture OnShore Event, and showcase the all the wonderful outcomes that this event has provided for women and children over the years. The refuge idea was a way of maintaining a presence at the event, but also showing New Zealand some of the ways they help families and how the event has helped them do this over the years. Appearing as an innocuous black box from the outside, the ‘Refuge’ took the public through a warm and inviting journey showcasing the work of Women’s Refuge and Sculpture OnShore.

A large portion of the proceeds of past events have gone to projects to help provide support and services for children; because there is limited government funding in this area, most of the services provided for...
children by Women’s Refuge are unfunded. The proceeds have helped to buy pyjamas, lunch boxes, sheet sets, fund the resources for our mokopuna programme, and much much more.

“People have a perception of Women’s Refuge as an organisation of safe houses and that we just help women, yet just a large percentage of our clients are children, and most of our work is community based. We have notoriously horrific rates of domestic violence and unfortunately the majority of the time police are called to an incident, children are present. Creating a ‘refuge’ was a wonderful opportunity to show much of the other work we do beyond our safe houses that the Sculpture OnShore event has enabled us to do.”

The ‘Refuge’ was accompanied with a number of other jaw dropping sculptures including Bernie & Donna Harfleet’s windmills which represented the number of people suffering from mental health issues a year; Jake Marsden Mayer’s triceratops; and NiaVal’s imposing giant sized Lego characters.

Sculpture OnShore is Women’s Refuges’ largest fundraising event, having raised over $1.65m for Women’s Refuge over the past twenty years to help women and children live lives free from violence. The event raises money from the proceeds of the ticket sales, as well as a percentage from the sales of the sculptures.
Responsive Workplaces

For many family violence victims, their abusers prevent them from separating home and work life. Eventually, this can cause them to be less productive, miss days at work, and in many cases they have to quit their jobs. In some instances family violence homicides have taken place at work, and many organisations are aware of the cost to both the business and the employees of losing staff members as a result of family violence. While there tends to be more awareness about the prevalence of family violence, some organisations believe that their employees are not affected, or that this is a personal matter for home. Family violence is still an extremely prevalent and insidious problem that transcends age, class, ethnicity, area, and occupations.

Over the last 2 years Women’s Refuge has expanded their partnership with The Warehouse NZ to develop a suite of tools for workplaces and organisations to use to help support their employees who may be experiencing family violence. The Responsive Workplaces programme consists of key tools including a comprehensive family violence policy that recognises the role businesses and employers play in eliminating family violence. The policy supports employees experiencing family violence, offering support, confidentiality, and paid and unpaid leave to both victims and perpetrators of violence.

Other tools of the programme include an early intervention in-house poster campaign that directs employees to an intranet based microsite to offer essential information for both users and victims of family violence including warning signs, information around protection orders, and workplace policy. Furthermore, the programme includes family violence awareness and advocacy training for HR staff and management to assist them in how best to support employees.

Warehouse group HR Manager Julie Simpson says “Having a responsive workplace where family violence can be talked about, and where people being harmed have an opportunity to learn about and recognise signs of unhealthy relationships can prevent further abuse and protect against the loss of productivity and/or added costs involved in on-going harm to employees.”

The programme is offered as individual standalone components or as a full workplace implementation. Sky City, Vodafone, and BNZ have all incorporated parts of the programme to support their family violence policy.
Emergency Housing

The Ministry of Social Development are funding the Women’s Refuge to provide Emergency Housing services, launched in March 2017. A significant amount of work has been carried out to ensure that an accountable and robust service was created.

NCIWR currently lease a total of 36 properties. Of these 36 properties, 32 are standalone properties while the others are multi-bed units. These properties have provided people with a safe and secure home to reside in while advocates work alongside them to ensure they receive the service required, and to assist them with finding permanent housing.

Currently we have Emergency Housing properties located in Auckland, Taranaki, Whanganui, Napier, Feilding, Palmerston North, Levin, Wellington, Nelson and Dunedin.

The Emergency Housing team at NCIWR – National Office, coordinate the end to end process of this project. Any questions regarding the Emergency Housing service can be referred to National Office.

Long Term Economic Abuse Research

On March 8th this year, International Women’s Day, we released new research into the long-term effects of economic abuse.

This research, conducted by our Chief Executive Ang Jury and Policy Advisor Natalie Thorburn, is the first comprehensive study of its kind in the area of economic abuse in Aotearoa. The findings of this research reveal the nature of economic abuse, and the toll it takes on survivors in terms of their long-term prospects and wellbeing. Economic abuse mostly occurs alongside other forms of psychological, emotional, and physical and/or sexual abuse, and describes any behaviour that controls the victim through financial means, or threatens the victim’s economic security and ability to exercise self-determination with money. Ultimately, economic abuse forces women to become financially dependent on their partner, making it harder to escape the abuse.

Many of the respondents in this research were forced to cede all control of their finances, including in situations where they were working and receiving an income. Gaining complete control of household finances enabled abusive partners to completely determine what money could and could not be spent on.

The effects of economic abuse on survivors is significant, and long-lasting. Economic abuse has a significant impact on survivors’ wellbeing, producing feelings of shame, humiliation, stress, trauma, and exhaustion.
Respondents gave examples of partners refusing to provide money for tampons, make-up, sanitary products, bras, or underwear, as these items were deemed non-essential to the perpetrator. Additionally, 72% of respondents said that economic abuse significantly prevented them from participating in social activities, for example by the abuser actively sabotaging the victim’s resources that would usually enable them to engage in social activities, or making other necessities for social interaction (e.g. petrol money, or phone top-ups) unexpectedly unavailable.

In situations where the woman could not meet the household costs, they were often punished, despite not having access to sufficient funds to cover even the basics. The pressure for women to meet household necessities where the abusive partner inhibits their ability to access household finance, and potentially also spends a significant portion on personal luxuries, meant many women found themselves getting into debt to provide for themselves or their children. Some respondents were also forced by their partner to take out debt, or had debt taken out by their partner in their name.

This research also revealed that many women who were in relationships where there was economic abuse were prevented from working, forced into jobs that they would not have otherwise chosen, such as sex work, or made to work for their partner for little or no pay.

Some women were also fired or forced to quit their jobs because their partner wouldn’t stop calling or turning up at their work. Furthermore, some women were fired or forced to resign due to their partners spreading rumours of misconduct to the victim’s colleagues, sabotaging their methods of transport to get to work, damaging their work property intentionally, or by guilt-tripping, threatening, or making them feel too ashamed to go to work.

The research also discovered that some women found it difficult to find and keep stable employment as they were forced to move house many times in their attempt(s) to escape violence.

Economic abuse also severely impacts employment, with less than half of respondents who had worked full-time prior to the relationship sustaining full-time employment during the relationship, with these effects marginally increasing after the end of the relationship. Those who stayed in employment were subjected to numerous hardships affecting their future prospects, and those who left it found it difficult to re-enter the workforce.

This was the first research paper Women’s Refuge has published academically, and was also presented at a recent conference in Fremantle, Australia by our CEO. This research will help us to advocate for our clients more effectively at a government level, and to bolster our position as experts in the field of domestic violence, especially as there has been almost no research on the topic of economic abuse internationally.
Our Structure

The National Collective of Independent Women’s Refuges (NCIWR) is the umbrella organisation for 40 affiliated refuges providing services across 43 sites located throughout Aotearoa.

The governing body for the organisation is Te Taumata O Te Kowhai, also called Core Group. For the 2016-17 financial period the four regions were represented by the following women.

Māori
Leonette Beazley, (Co-Chair) Te Hiku o Te Ika
Aleen Henderson, Te Puku o Te Ika
Lenis Davidson, Te Waka a Maui
Ange Chaney, Te Upoku o Te Ika

Tauiwi
Lyn Buckley, Lower North
Rachel Black, (Co-chair) Southern
Wendy Valler, Central
Oriel Heseltine, Northern

“In all of our endeavours we aim to work in a way that honours each other, the movement, and the women, children and whanau we support.”
Our Vision
Leadership that influences the prevention and elimination of domestic violence.

Our Purpose
To liberate women, children, families and whanau from family violence by providing quality services and social commentary.

Our Values
Whakapapa: Relationships built on kinship and reciprocity.
Tikanga: Practising with integrity.
Wairua: Honouring diversity.
Tapu: Promoting self-understanding and development.
Mauri: Maintenance of the individual identity and values within a collective.
Mana: Inspirational leadership.

Our Cornerstones
Parallel Development: a model based on partnership consistent with Te Tiriti o Waitangi, promoting services by Māori for Māori. Tangata whenua and Tauiwi working in partnership and supporting development side-by-side.
Feminism: We oppose all forms of oppression against women, acknowledge the existence of gender-based violence and celebrate women’s contribution to society.
Collectivism: maintaining the values of collectivism within the organisations via shared responsibilities, encouraging all to have a voice, working as a group and supporting others.
Lesbian visibility: supporting women’s choices around sexuality and identity, working to eliminate all forms of discrimination against women.
Our supporters have continued their generosity in the last year with amazing contributions totalling a little over one million dollars. Our supporters contribute with philanthropic donations, regular giving, special events, personal challenges, auctions and Christmas gifts.

Celebrating Partnerships

THE WAREHOUSE
A key element of our fundraising activities in the last year has been our relationship with The Warehouse. This significant relationship has provided many benefits for Women’s Refuge including the donation of thousands of onesies and pyjamas for the many kids that stay at our safe houses. Thanks to the amazing support of Warehouse staff our counter appeal around the country raised $313,000 to go to the Kids in the Middle programme.

BON ORGANIC TAMPONS
This year we partnered with NZ company Bon tampons. For every pack of tampons bought in store or online, a pack is donated to one of our refuges around the country. This partnership helps us to support women trying to recover from violence, re-enter or remain in the workforce, and rebuild their lives while maintaining their dignity; it is truly wonderful to have the opportunity to offer the women in our care a high-end, luxury product.

ANZ BANK
Over the past year we have worked closely with ANZ bank to explore ways to minimise some of the financial barriers for women leaving an abusive relationship. One of these was the ability to open a bank account quickly and without the usual forms of identification that are required. ANZ developed a process for this, and, after a small pilot in Wellington, this process was expanded to the rest of Aotearoa. We will continue to work with ANZ around financial literacy, and other projects that will help our clients.
A new partnership with gourmet Peanut Butter producers Fix and Fogg have seen local refuges receive donations of peanut butter for their safe houses. This is a fantastic initiative and is a huge hit with the tamariki at breakfast time.

Grants and Trusts

We were fortunate this year to receive some significant grants and donations. Among these was The Helen Stewart Royale Estate, which is used to help with the legal fees of women seeking protection orders. So far 33 women have been able to gain protection orders through this fund. We were also fortunate to receive a portion of the Strathlaclan fund which will go towards the costs of a bed at one of the many safehouses we operate around the country.

“With the help of the Helen Stewart Royal Estate fund, the day I found out that my perpetrator would not be charged for a recent physical assault, I also found out that my protection order would be paid for. It was the first time I felt like I could breathe again. The protection order gave me the confidence and safety to move on and rebuild all the pieces that had fallen apart in the years before. I would have never been able to afford it without this grant, and I know it was through this that I was able to be free of him.”
In 2016 Countdown, KPMG, and Contact Energy received an unusual kind of award for their ongoing work in the community. Rather than the usual Perspex trophy, the BACS Good Business Egg Award winners were given an empty box, as a sign of trust that they would return the next year with it filled, to be given to Women’s Refuge.

In April this year they came back with their own interpretation of the prize.

Countdown sent empty boxes to 37 of their stores around the country, asking staff to donate the items they would want, if they were ever faced with a crisis situation. These boxes were then donated to each of the refuges.

Contact Energy provided each of Women’s Refuges 50 safe houses with incredible deals on power, giving them significant savings throughout the year to come, as well as a sizeable donation of $20,000.

KPMG helped Women’s Refuge develop a model for the cost of each of the services our Refuges provide – essential research for obtaining future government contracts and grants. The model is able to be adjusted and numbers updated so that we always have current information about the costs of our services. To date the cost of our current cores service are:

- $12 to answer a crisis call
- $35 for a bednight at one of our refuges around NZ
- $240 for a child to attend a safety programme

“I believe the growing membership of BACS is clear evidence of an increasing commitment on the part of business to work in this way, we are so grateful for these gifts and to BACS for coming up with such an original idea; your acknowledgement and support of our work is something we value immensely.”

Dr Ang Jury, Chief Executive of Women’s Refuge.
Our People
He Tangata

AGM: Leonette, Mere, Karen, Caroline, Uncle Kune, and Jynine

Diamond Awards at AGM

Judy Crestani and Phillipa McAtee

Ange, Wenda, Nancy, and Margaret

Phillipa and Janice

Sasha and Leonette

Rakus and Susan

Taranaki rugby fundraiser for Refuge

20
Women’s Refuge Annual Report 2016–2017

AGM

Ruth MacIntyre-Bardell, Stacey Shortall, and Ang Jury

Sailor Bartleet and Genevieve Beecroft

Kaimahi from around New Zealand at Tauiwi Hui

Donna Chung and Ang Jury at Perth Dignity Conference

Shelley Mai and Ang Jury

Karis Vesey

Julie Hart and Karen Clarke

Scotty and Mai

AGM

Minter Ellison Rudd & Stone

Women’s Refuge
Kids in the Middle

In February 2017, we launched the Kids in the Middle campaign to raise money and awareness for the work we do with tamariki and rangatahi in the community. This campaign was aimed at raising enough money to put a children’s advocate in every Refuge around the country, and to be able to review, develop and expand the tamariki and mokopuna programmes we currently deliver.

The team at DoubleFish, with the support of the MediaWorks Foundation, put together a powerful television commercial which shows the experience of family violence and seeking refuge from the perspective of a child. The video featured our very own youth facilitator Damien Ekanasio playing the role of a children’s advocate, and TV Three’s The Project Kanoa Lloyd helping to endorse the message. Kanoa enthusiastically backed the campaign and was pleased to be a part of it.

“We know that the impact of exposure to family violence is devastating for children; with some kids saying that witnessing family violence is more distressing than being the direct victims of violence by adults,” says Women’s Refuge Chief Executive Dr Ang Jury.

“Living with violence creates a sense of constant anxiety and stress, and this stress can cause significant damage if it’s too much or lasts too long; when these tiny minds are exposed to severe, frequent, or ongoing stressful situations it can lead to an over sensitive stress response.”

Children make up a large percentage of clients at Refuges throughout the country, so this campaign is key for putting the lives of those children who see, hear, and get caught in the middle of family violence in focus, and advocating for their needs.

The Kids in the Middle campaign has also had a boost from other national fundraising activities this year, such as The Warehouse counter sales. Well known and respected New Zealanders like Sharyn Casey, Alice Brine, Guy Williams and Bryan Bruce have shown their support for the campaign through social media. A modified version of the campaign was also used for our annual appeal whereby donors could donate the cost of a night at a refuge, and in return the Warehouse donated a onesie for one of the thousands of kids that stay in refuge safe houses each year.

Although the campaign is still running, Kids in the Middle campaign has significantly increased awareness of the important work we do every day, around the clock with children across the country, a workload
which is likely to increase over the next 4-5 years. Having specialised trained children’s advocates in all Refuges will mean the voice of children and their needs are heard, remain a priority, and our ability to foster safe, secure and loving environments for their growth and development is enhanced.

**Te Whare Pounamu Tamariki Trip**

With the help of the proceeds from the Warehouse counter sales, Te Whare Pounamu Dunedin Women’s Refuge took fifteen of their graduates from the Child Safety programmes for children and adolescents who have witnessed or experienced family violence on a special journey.

These programmes help the children to understand what has happened, and why they are not to blame. They assist in rebuilding the children’s self-esteem, and teach them about healthy relationships and non-violent methods of conflict resolution. And the end of the programme, Dunedin Women’s Refuge were able to gift each of the participants a piece of pounamu to commemorate their journey.

In January this year, fifteen graduates from this programme went on a trip to Hokitika to see where their pounamu came from. Judy Mullen of Te Whare Pounamu recalls, “On our arrival in Hokitika we invited our guide, Tani Weepu, to join us for kai, followed by an evening of whanaungatanga so we could all get to know each other. The next day Tangi guided us to the Arahura Marae, then a visit to the urupa (cemetery). His korero was about how the Arahura was famed for its pounamu boulders, and how it was visited by Māori as early as the 13th Century.”

The children were able to see the pounamu in its raw state, and learn about the different types of pounamu found in New Zealand. They heard about the legend of Waitaki, wife of Tamaahua, who was stolen from her husband by the Taniwha Poutini. She was taken to Piopiotahi where she wept on the rocks, her tears forming pounamu.

They then had the opportunity to make a necklace by drilling a hole in their pounamu and threading it with leather string.

“You could see and feel the vibe of how uplifting and inspiring this was for our rangatahi. They were really in their element, this was a whole day event, and their pounamu will be special for them because they were part of the journey of finding it.”

The trip was funded by the Whakahiato Taiohi fund, a fund to support youth development made possible by the counter sales of The Warehouse.
Women’s Refuge has the largest and most extensive data storage system on domestic violence outside of government.

We have been collecting statistics for nearly 40 years. Our statistics are a vital part of the work we do – they showcase what we’ve done to help women and children around the country, and guide us towards purposeful action in the future.

24,242 police referrals

There were more than 24,000 incidents of domestic violence reported to Refuge by Police this year. These are the number of referrals police asked Women’s Refuges to follow up via special Family Violence Inter-Agency meetings held throughout New Zealand. We respond to these referrals by calling, meeting or writing to each victim.

Referral sources breakdown

- 69% Police
- 9% Self
- 13% Sister refuges/transfers
- 5% Legal, govt, community and NGO
- 1% Friends and whanau
- 1% Health services
- 2% Crisis line calls, education sector and ‘unknown

26,699 Women & children used our services

They stayed at our safe houses, attended our training programmes, received support and advocacy, accessed food, money and legal help and court approved programmes and health services.

36,808 women and children were referred to us for support this year

We received 50,645 crisis calls last year. That’s an average of nearly 140 a day.
Women’s Refuge Annual Report 2016–2017

Referral ethnicity breakdowns for women and children:
- 39% Māori
- 45% Pakeha
- 6% Pacific Island
- 2% Asian
- 8% Other

There were 72,218 bednights provided for women and children across NZ.

Women made up 47% and children 53% in our safe houses.

Gender of children
- 49% girls
- 51% boys

Age breakdown of women and children who use our services

Of women
- 8% were aged under 20 years
- 34% were aged 21 – 30 years
- 26% were aged 31 – 40 years
- 19% were aged 41 – 50 years
- 13% were aged 51 years+

Of children
- 38% were aged under 5
- 32% were aged 5 to 9 years
- 28% were aged 10 to 16 years
- 2% were aged 16 and over years

360 referrals from women and children in isolated rural areas needing support

380 adults, and 723 children were able to safely stay in their own homes as a result of WhanauProtect

268 houses were upgraded using WhanauProtect
# National Collective of Independent Women’s Refuges Inc

## Statement of Comprehensive Revenue and Expense

*For the year ended 30 June 2017*

### REVENUE

<table>
<thead>
<tr>
<th>Source</th>
<th>$’000’s 2017</th>
<th>$’000’s 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fundraising</td>
<td>1,118</td>
<td>865</td>
</tr>
<tr>
<td>Grants, donations and bequests</td>
<td>967</td>
<td>477</td>
</tr>
<tr>
<td>Government contract payments</td>
<td>10,655</td>
<td>10,039</td>
</tr>
<tr>
<td>Receipts from goods and services provided, exchange transactions</td>
<td>382</td>
<td>311</td>
</tr>
<tr>
<td>Dividend income</td>
<td>32</td>
<td>31</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td><strong>13,154</strong></td>
<td><strong>11,723</strong></td>
</tr>
</tbody>
</table>

### EXPENSES

<table>
<thead>
<tr>
<th>Expense</th>
<th>$’000’s 2017</th>
<th>$’000’s 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions to Refuges</td>
<td>9,142</td>
<td>8,960</td>
</tr>
<tr>
<td>National Leadership</td>
<td>2,033</td>
<td>1,709</td>
</tr>
<tr>
<td>Service Development and Delivery Services</td>
<td>1,273</td>
<td>936</td>
</tr>
<tr>
<td>Depreciation, amortisation and impairment expenses</td>
<td>31</td>
<td>38</td>
</tr>
<tr>
<td>Other overhead and administrative expenses</td>
<td>205</td>
<td>210</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>12,684</strong></td>
<td><strong>11,853</strong></td>
</tr>
</tbody>
</table>

### Interest income

<table>
<thead>
<tr>
<th>Source</th>
<th>$’000’s 2017</th>
<th>$’000’s 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest income</td>
<td>43</td>
<td>89</td>
</tr>
<tr>
<td>Finance costs</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>

### NET SURPLUS/(DEFICIT) FROM FINANCE ACTIVITIES

<table>
<thead>
<tr>
<th>Source</th>
<th>$’000’s 2017</th>
<th>$’000’s 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>NET SURPLUS/(DEFICIT) FROM FINANCE ACTIVITIES</strong></td>
<td><strong>43</strong></td>
<td><strong>89</strong></td>
</tr>
</tbody>
</table>

### OPERATING SURPLUS/(DEFICIT)

<table>
<thead>
<tr>
<th>Source</th>
<th>$’000’s 2017</th>
<th>$’000’s 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>OPERATING SURPLUS/(DEFICIT)</strong></td>
<td><strong>513</strong></td>
<td><strong>- 41</strong></td>
</tr>
</tbody>
</table>

### SURPLUS/ (DEFICIT) FOR THE YEAR

<table>
<thead>
<tr>
<th>Source</th>
<th>$’000’s 2017</th>
<th>$’000’s 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SURPLUS/ (DEFICIT) FOR THE YEAR</strong></td>
<td><strong>513</strong></td>
<td><strong>- 41</strong></td>
</tr>
</tbody>
</table>
**OTHER COMPREHENSIVE REVENUE AND EXPENSES**

Gain/(loss) on revaluation of investments  
Current year fair value movements  
Total other comprehensive revenue and expense  

<table>
<thead>
<tr>
<th></th>
<th>$’000’s 2017</th>
<th>$’000’s 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gain/(loss) on revaluation of investments</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current year fair value movements</td>
<td>34</td>
<td>26</td>
</tr>
<tr>
<td>Total other comprehensive revenue and expense</td>
<td>34</td>
<td>26</td>
</tr>
</tbody>
</table>

**TOTAL COMPREHENSIVE REVENUE AND EXPENSES FOR THE YEAR**  

<table>
<thead>
<tr>
<th></th>
<th>$’000’s 2017</th>
<th>$’000’s 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total comprehensive revenue and expense</td>
<td>547</td>
<td>-15</td>
</tr>
</tbody>
</table>

These financial statements have been authorised for issue by the Board on 26 September 2017.

* The above financial information has been extracted and summarised from the 30 June 2017 audited accounts of National Collective of Independent Women’s Refuges Inc., for which an unmodified opinion was issued. The Auditors, Staples Rodway Wellington have reviewed the summary financial report prepared in accordance with PBE FRS-43 for consistency with the full financial report. The summary financial report does not provide a complete understanding as provided by the full financial report of the financial performance and financial position of the entity adopted on 26 September 2017. The data represents the performance of National Collective of Independent Women’s Refuges Inc. National Office activities. A full set of accounts is available upon request from National Collective of Independent Women’s Refuges Inc. National Office, Wellington or available on our website. The full financial statements have been prepared in accordance with PBE Tier 2. The National Collective of Independent Women’s Refuges Inc. have made an explicit and unreserved statement of compliance with PBE RDR in the full financial statements.

**Authorised:**

Leonette Beazley  
Chairperson

Rachel Black  
Chairperson

Ang Jury  
Chief Executive

Dated 30 September 2017
# Statement of Financial Position

For the year ended 30 June 2017

<table>
<thead>
<tr>
<th></th>
<th>$'000's 2017</th>
<th>$'000's 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>2,800</td>
<td>2,292</td>
</tr>
<tr>
<td>Receivables from non-exchange transactions</td>
<td>402</td>
<td>119</td>
</tr>
<tr>
<td>Receivables from exchange transactions</td>
<td>157</td>
<td>183</td>
</tr>
<tr>
<td>Prepayments</td>
<td>25</td>
<td>256</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td><strong>3,384</strong></td>
<td><strong>2,850</strong></td>
</tr>
<tr>
<td>Non-current</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>48</td>
<td>63</td>
</tr>
<tr>
<td>Intangible assets</td>
<td>20</td>
<td>31</td>
</tr>
<tr>
<td>Other non-current financial assets</td>
<td>622</td>
<td>588</td>
</tr>
<tr>
<td><strong>Total non-current assets</strong></td>
<td><strong>690</strong></td>
<td><strong>682</strong></td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>4,074</strong></td>
<td><strong>3,532</strong></td>
</tr>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payables under exchange transactions</td>
<td>643</td>
<td>827</td>
</tr>
<tr>
<td>Employee entitlements</td>
<td>53</td>
<td>56</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>1,219</td>
<td>1,036</td>
</tr>
<tr>
<td><strong>Total current liabilities</strong></td>
<td><strong>1,915</strong></td>
<td><strong>1,919</strong></td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>1,915</strong></td>
<td><strong>1,919</strong></td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td><strong>2,159</strong></td>
<td><strong>1,613</strong></td>
</tr>
</tbody>
</table>
### Revenue

- **Government Contract Payments**: 81%
- **Fundraising**: 9%
- **Grants, Donations and Bequests**: 7%
- **Other Income**: 3%

### Expenses

- **Contribution to Refuges**: 68%
- **Fundraising Payments to Refuges**: 4%
- **National Leadership**: 14%
- **Fundraising Expenditure**: 2%
- **Service Development and Delivery Services**: 10%
- **Other Expenditure**: 2%

### EQUITY

<table>
<thead>
<tr>
<th>Fund Type</th>
<th>2017 $'000's</th>
<th>2016 $'000's</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Funds</td>
<td>483</td>
<td>371</td>
</tr>
<tr>
<td>Designated Funds</td>
<td>774</td>
<td>420</td>
</tr>
<tr>
<td>Restricted Funds</td>
<td>280</td>
<td>234</td>
</tr>
<tr>
<td>Revaluation reserve</td>
<td>622</td>
<td>588</td>
</tr>
<tr>
<td><strong>TOTAL EQUITY</strong></td>
<td><strong>2,159</strong></td>
<td><strong>1,613</strong></td>
</tr>
</tbody>
</table>
Statement of Changes in Net Assets  For the year ended 30 June 2017

<table>
<thead>
<tr>
<th>Notes</th>
<th>General Funds $’000’s</th>
<th>Designated Funds $’000’s</th>
<th>Restricted Funds $’000’s</th>
<th>Revaluation Reserve $’000’s</th>
<th>Total equity $’000’s</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance 1 July 2016</td>
<td>371</td>
<td>420</td>
<td>234</td>
<td>588</td>
<td>1,613</td>
</tr>
<tr>
<td>Changes in accounting policy</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Restated opening balance</td>
<td>371</td>
<td>420</td>
<td>234</td>
<td>588</td>
<td>1,613</td>
</tr>
<tr>
<td>Surplus/(deficit) for the year</td>
<td>513</td>
<td></td>
<td></td>
<td>-</td>
<td>513</td>
</tr>
<tr>
<td>Other comprehensive revenue and expenses</td>
<td>-</td>
<td></td>
<td></td>
<td>34</td>
<td>34</td>
</tr>
<tr>
<td>Total comprehensive revenue and expense</td>
<td>513</td>
<td>-</td>
<td>-</td>
<td>34</td>
<td>547</td>
</tr>
<tr>
<td>Transfer to/(from) equity reserves in the year</td>
<td>- 401</td>
<td>354</td>
<td>46</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Balance 30 June 2017</td>
<td>483</td>
<td>774</td>
<td>280</td>
<td>622</td>
<td>2,159</td>
</tr>
</tbody>
</table>
## Statement of Cash Flows

For the year ended 30 June 2017

<table>
<thead>
<tr>
<th>Cash flow from operating activities</th>
<th>$'000's 2017</th>
<th>$'000's 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash was provided from/(applied to):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fundraising, donations, grants and bequests</td>
<td>1,882</td>
<td>1,485</td>
</tr>
<tr>
<td>Government contracts</td>
<td>10,975</td>
<td>10,501</td>
</tr>
<tr>
<td>Receipts from goods and services provided, exchange transactions</td>
<td>406</td>
<td>269</td>
</tr>
<tr>
<td>Payments to suppliers</td>
<td>(11,776)</td>
<td>(10,656)</td>
</tr>
<tr>
<td>Payments to employees</td>
<td>(1,089)</td>
<td>(980)</td>
</tr>
<tr>
<td>Net GST paid</td>
<td>41</td>
<td>(52)</td>
</tr>
<tr>
<td><strong>Net cash from/(used in) operating activities</strong></td>
<td><strong>439</strong></td>
<td><strong>567</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash flow from investing activities</th>
<th>$'000's 2017</th>
<th>$'000's 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash was provided from/(applied to):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Purchase of property, plant and equipment</td>
<td>(5)</td>
<td>(25)</td>
</tr>
<tr>
<td><strong>Net cash from/(used in) investing activities</strong></td>
<td><strong>(5)</strong></td>
<td><strong>(25)</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash flow from financing activities</th>
<th>$'000's 2017</th>
<th>$'000's 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash was provided from/(applied to):</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Interest and dividends received</td>
<td>75</td>
<td>122</td>
</tr>
<tr>
<td><strong>Net cash from/(used in) financing activities</strong></td>
<td><strong>75</strong></td>
<td><strong>122</strong></td>
</tr>
</tbody>
</table>

Net increase/(decrease) in cash and cash equivalents | 508 | 667 |
Cash and cash equivalents, beginning of the year | 2,292 | 1,625 |

**Cash and cash equivalents at end of the year** | **2,800** | **2,292** |
REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS
To the Members of National Collective of Independent Women's Refuges Incorporated

Opinion
The accompanying summary financial statements, which comprise the summarised statement of financial position as at 30 June 2017, the summarised statement of financial performance and summarised statement of movements in society funds for the year then ended, and related notes, are derived from the audited financial statements of National Collective of Independent Women’s Refuges Inc. for the year ended 30 June 2017.

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited financial statements in accordance with Public Benefit Entity Financial Reporting Standard 43 Summary Financial Statements (PBE FRS 43).

Summary Financial Statements
The summary financial statements do not contain all the disclosures required by Public Benefit Entity Reduced Disclosure Regime applied in the preparation of the audited financial statements of National Collective of Independent Women’s Refuges Inc. Reading the summary financial statements and the audit’s report thereon, therefore, is not a substitute for reading the audited financial statements and auditor’s report thereon.

The Audited Financial Statements and Our Report Thereon
We expressed an unmodified audit opinion on those financial statements in our report dated 29 September 2017.

Core Group’s Responsibility for the Summary Financial Statements
The Core Group members are responsible for the preparation of a summary of the audited financial statements in accordance with Public Benefit Entity Financial Reporting Standard 43 Summary Financial Statements (PBE FRS 43).

Auditor’s Responsibility
Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial statements based on our procedures, which were conducted in accordance with International Standard on Auditing (New Zealand) ISA (NZ) 810 (Revised). “Engagements to Report on Summary Financial Statements”.

Other than in our capacity as auditor we have no relationship with, or interests in, National Collective of Independent Women’s Refuges Inc.

STAPLES RODWAY AUDIT LIMITED
Wellington, New Zealand
11 October 2017
Businesses, charities, government agencies and individuals who care about us

A1 Websites
Adult and Community Education Aotearoa
Allied Pickfords
Altrusa Club of Wellington
Bon Organic Tampons
Base.IT
Bunnings
Commercial Approvals Bureau
Countdown
Crowe Horwath
Farmer Clark Productions
Fix and Fogg Peanut Butter
I Got Your Back Pack
Helen Stewart Royale
John Dee Media
Judy Bailey
KidsCan
L’Affare
Little Sprouts
Love Intimo
National Council of Women
National Library of NZ
NZ Couriers
Open2view
Outward Bound
ReMarkit Westpac
Rotary New Zealand
Saatchi and Saatchi NZ
Spark
Staples Rodway
Strathlachlan Trust
Tory and Ko
UMR
Wild Bamboo
Women’s Self Defence Network-Wahine Toa
Zonta