

# ANNUAL REPORT 2021



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65 Seymour Street, Blenheim  
[www.reapmarlborough.co.nz](http://www.reapmarlborough.co.nz)



# CONTENTS

REAP profile . . . . .	3
Our kaupapa . . . . .	4
Chairperson's report . . . . .	5
Organisational structure . . . . .	8
CEO's report . . . . .	9
Sector reports . . . . .	11
• Early childhood	
• Schools	
• Community education	
Rural outpost facilitators . . . . .	20
Supportive Marlborough and Kaikoura organisations . . . . .	21
Funders . . . . .	22
Audited financial and performance statements . . . . .	23
2022 - 2024 Strategic Plan . . . . .	28



# Profile: REAP Marlborough

REAP Marlborough was established in 1979 and from then has striven to become the Marlborough community's "go to hub" for courses and support for the education of our rural and often very isolated residents and also those who reside in and nearer to Blenheim, Renwick & Picton, our larger communities.

Our objective has been to identify gaps in the provision of education for rural communities, for all ages and develop strategies to fill the gaps either through REAP facilitated programmes or in collaboration with other providers.

REAP Marlborough supports Early Childhood Education, Schools, Tertiary and Adult Community Education and transitions between these levels. The focus is on gaps in opportunities for education resulting from geographical isolation and isolation relating to age, disability, language, or other factors.

REAP Marlborough promotes community development, integrating education and the provision of information with activities in other sectors including health, social services, community organisations and local government. REAP Marlborough can act as the independent initiator and/or facilitator of community change but more commonly works collaboratively with other agencies.

Our area of coverage extends from French Pass / Okiwi Bay to the north to Kaikōura in the south and to the Molesworth, including Wairau and Waihopai Valley's to the west then east to the coastline - we pride ourselves on the many connections with the smaller communities within these boundaries.



# Our Kaupapa



## OUR WHAKATAUKI:

Mai i te kōpae ki te urupa tātou ako tonu ai.  
From the cradle to the grave we are forever learning.

## AREA OF OPERATION:

From Te Aumiti / French Pass in the North to Kekerengu and including Kaikōura in the South; from the moana in the East to the Wairau and Waihopai Valleys in the West.



# *Chairperson's Report*

As I sit and reflect on yet another positive and productive year at REAP Marlborough I gather my thoughts to thank the staff and Board for their utmost support and work ethic throughout this past 12 months.

Once again we have achieved a number of items and in particular a change of location and some changes to our staffing structure.

REAP House was sold late 2021 and within the same week our new premise was sourced. The Board agreed to lease a new space and to reinvest the profits with the interest on the investment to support the new projects. The new space at 65 Seymour Street, is centrally located and accessible by the public. The building has received an upgrade both in and outside, aligning the structure to best fit the purpose of requirements of a 21st century REAP Marlborough.

The staff have been very proactive with advertising and promoting the use of the building and have secured some regular groups who use the space for hui and other events.

I thank the staff and Board team for the many hours they spent going through the mountains of paperwork, boxes, and resources to ensure only current and applicable materials were transported to the new premises.

To align with the shift, a new logo was created to heighten the profile of REAP Marlborough. We also identified in 2021, to sustain and grow REAP Marlborough, the need to restructure the staffing profile, to best meet the needs of the Marlborough community.

In December 2021 we farewelled and thanked Karen Stace who had willingly stepped temporarily into the role of Administrative Assistant following the resignation of our long serving Office Manager, Janice Thompsett. We also farewelled two of our longest serving employees Ailsa Carey, Joan Clarke. My thanks to each of them for their service to REAP Marlborough.

### *Chairperson's Report continued*

In January 2022 we welcomed new members to the team ; Philippa Kelly to the front desk and Shona Winter as our Community Education Facilitator.

For the first time, since I have been involved with REAP Marlborough, we, staff and Board, came together late 2021 to plan strategically. This is a moment in history and has created a new purpose for REAP Marlborough to encounter as we move forward.

I admire the patience and thinking of the way REAP Marlborough have encountered the unknown of Covid-19. I see the systems that were put in place and the trust received is a true indication of where the team is at now. I look forward to having everyone back on site and working together face-to-face.

To all staff, I thank you on behalf of the Board, for a very positive year. From your energies I have definitely sensed a change of mind from our community about who REAP Marlborough is.

Sharon I thank you for the energy, passion and commitment you have brought to the role of CEO REAP Marlborough. It has just been over 12 months since we employed you and you have achieved so much in this time. I'm sure you'll take this moment to reflect and celebrate the mahi you have given and now as we strategically look forward enjoy meeting the goals we have in front of us.

A big thank you to the current team, Selena, Hazel, Lynn , Sharon, Shona and Philippa for the buzz you have created in this new space and the mahi you give to our community. I have watched you adapt and accommodate various recommendations and look to see how these unfold and evolve over the coming year.

To the Board of REAP Marlborough I know that the quote; 'great things are never done by one person, it takes a team to succeed,' is a true

## *Chairperson's Report continued*

account of the belief and support you've all given over the past 12 months and longer.

As Board Chair I am extremely grateful to have the amazing support of the Board particularly Jennyth Spence as secretary and I know I would not still be able to carry out the role if it wasn't for everyone's input. Thank you.

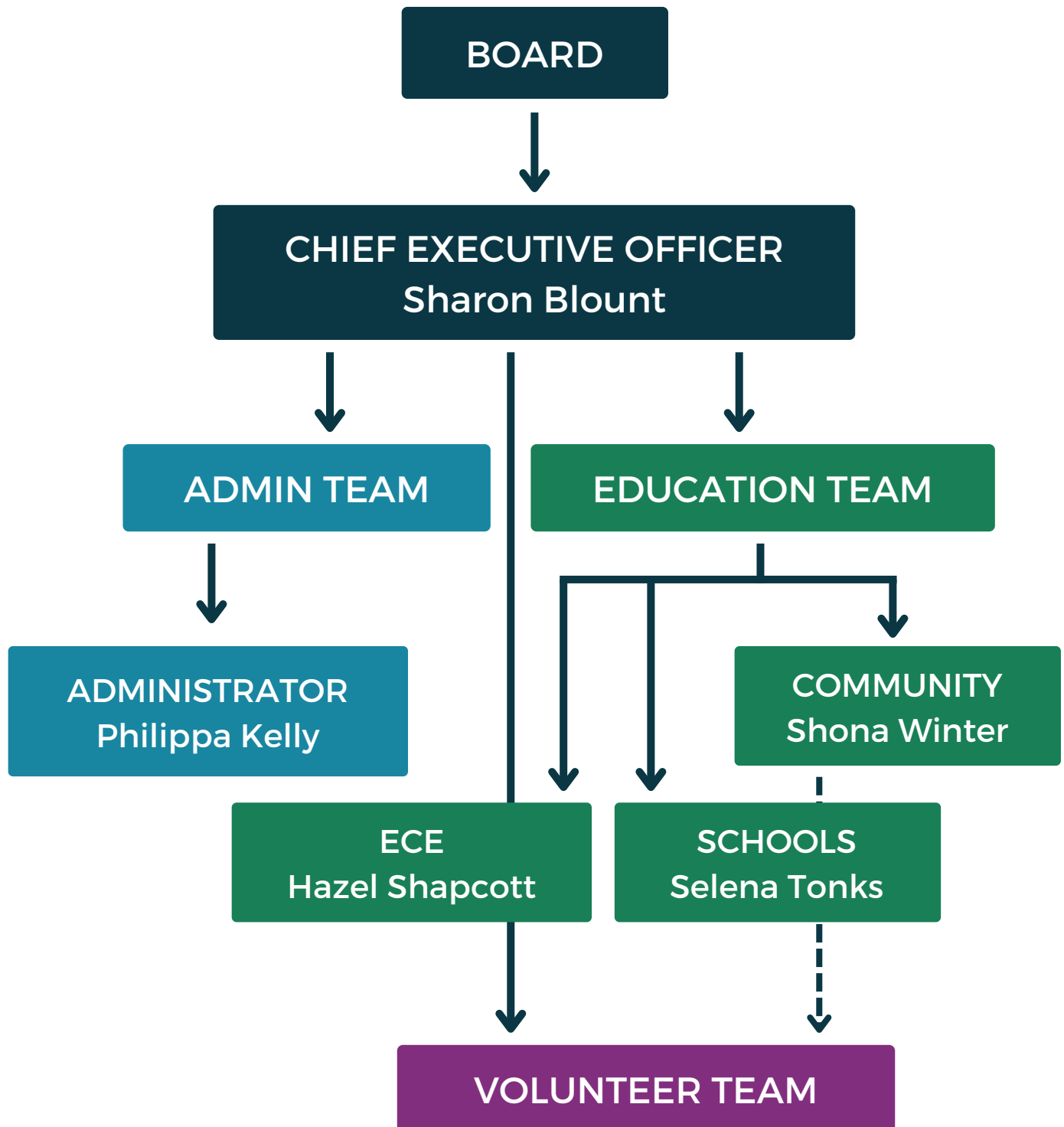
Here's to a positive, successful and strategic year to come and I look forward to being part of this mahi.

- M. Spencer, Board Chair





# Organisational Structure 2022



# CEO's Report

2021 - what a year!

As always when starting a new job there are always things to learn about the organisation that you are employed in, and the biggest thing that I learned about REAP Marlborough in 2021 was that as a community focused organisation we are seen as an organisation that provides support, offers encouragement and seeks to create opportunities for the Marlborough community in so many ways.



REAPs are a unique sector in education in New Zealand - we have the flexibility to adapt to the changing needs of our regional communities, and that is definitely something that can be shown by the strength and resilience of our staff to create, modify, postpone, reschedule and deliver so many learning opportunities through the year.

Covid-19 certainly threw a spanner in the works yet again, however with knowledge of how to use zoom, and online activities having been developed in 2020 our team were able to yet again be “present” for the communities whether it was our friends up in Waitaria Bay, the Wairau Valley, our Kaikoura learners or those who were able to attend kanohi ki te kanohi courses in Blenheim, Havelock, and Picton.

The Strategic Plan for 2022 - 2024 was completed by staff and the board which gives us the clarity of our direction for the next few years - building upon strengths of previous years by being able to respond and adapt to the communities changing needs, and also bringing ourselves, as an organisation, to not only be involved within the community but to increase our own capabilities and be forward thinking.

So, not only a new strategic plan but new values, new mission statement, a whakatauki and a new logo, 2021 was indeed a busy year. Our new logo has depth in its meaning, significant time was spent on this - the

## *CEO's Report continued*

mountains (ngā maunga) and the sea (ngā moana) are our boundaries, the koru is the intertwining of all cultures and the circle is for our inclusiveness and whanaungatanga.

In the latter part of the year the Board made the decision to sell the property known as REAP House and to find new premises that would allow for the growth. We were delighted to find very close by a suitable venue that offered a larger classroom / community space and was light and bright. This space at 65 Seymour St provides a very positive learning environment and from the comments we have had from members of the community and agencies who have engaged in meetings and classes since the move are loving this new space.

My thanks goes to all REAP Marlborough staff who I worked with in 2021 and those who continue the work in 2022 - all of whom have a huge passion for supporting our community.

Thanks to the Board for their strong decision making & support of me in my first year as CEO - I look forward to many more productive years in this role.

Ngā mihi nui,  
Sharon Blount,  
Chief Executive Officer.

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Mai i te kōpae ki te urupa tātou ako tonu ai.  
From the cradle to the grave we are forever learning.



# Sector Reports

## EARLY CHILDHOOD EDUCATION

### **Transition 2 School @ School Programme**

We continued to offer this programme in Tuamarina, Rapaura, Redwoodtown, and Ward Primary Schools. Part way through the year we were approached by Spring Creek Primary school to offer the programme for them.

The programme has continued to be highly successful for those families and children who attend. Because of the high rate of success, we decided that we needed to be able to offer this programme to more schools in our region. The programme has been limited by how many schools we could directly work with. So I have developed a new pilot programme that we will launch in 2022, which if successful will enable the programme to reach as many schools as needed.

### **Head Teachers Network**

This group was also affected by COVID and people being cautious about mixing with others. We managed to have one successful gathering, they were asked if they wanted to meet via ZOOM, but that wasn't a preferred option. This group will be re-launch again in 2022.



### **Piritahi - Transition to School Working Party.**

Piritahi funded an initial research working party to ascertain what was currently taking place in the Transition area between ECE and Primary. Both Selena and I were fortunate to be invited to be part of this group. This work is on-going and will continue into 2022.

## *Sector Reports continued – ECE*

### **Knowledge Cafes**

We started 2021 successfully hosting the Knowledge Cafes at Raupos, as COVID became more widespread teachers became reluctant to get involved in cross school cross sector programmes. We postponed Knowledge Cafes and will resume them in 2022. The concept of the Knowledge Cafe continues to be successful for cross sector knowledge sharing and relationship building.

### **Tamariki in Nature Conference**

This was a significant highlight for 2021. We invited Celia Hogan who is the founder of the Nature Based ECE Little Kiwis Nature Play. The conference opened on Friday evening with a viewing of the movie “Take Childhood Back”. This was attended by everyone who had registered for the Saturday workshops plus any parents that might be interested. The movie was inspiring and a great way to set up for a successful day of workshops. The workshops the next day covered setting up the outdoor classroom, managing groups and risks outdoors, getting creative with nature. The feedback from attendees was very positive and I look forward to inviting Celia back in 2022.

### **Brydon on Rose Playgroup**

Lynn was invited to co-host a playgroup at the Brydon on Rose, one of the emergency housing areas for Marlborough. The group met each week and Lynn would assist and deliver information to parents who dropped in. Even though at times not many attended when they did come along the support Lynn offered was very valuable.



81 activities  
& events

1967  
children  
engaged

437 hours  
delivered

## Sector Reports continued – ECE

### Developing Localised Curriculum

A number of centres had mentioned that they were wanting to develop their localised curriculum and they were keen for some professional development in this area. I approached Judith Price from Interlead and we co-hosted a Saturday morning workshop where 40 teachers attended. This was then followed up on two separate occasions with senior teachers from each of the centres registered. I also gave some extra support via zoom during our lockdown time. The result was all the centres who came along were able to successfully develop their own, exciting, reflective curriculum.

- Hazel, Education Team - Schools

### 2022 and BEYOND

- New Transition Pilot programme: Haere au ki te Kura
- Nature play, Slackers Play
- Transition to school working party
- Developing leadership Capabilities in ECE
- Greater support for our region's 24 Playgroups



## SCHOOLS

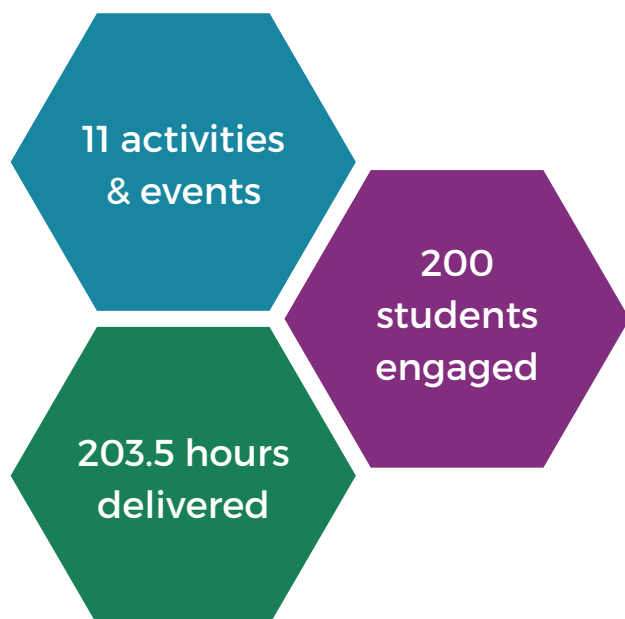
### Piritahi Kahui Ako - Weaving Learners Together

The 2021 school year began with a region wide professional learning day for more than 500 educators and support staff from across Marlborough and Kaikoura. This was a great opportunity for REAP Marlborough to connect with the wider education sector, PLD providers and sponsors as well as get feedback from early childhood, primary and secondary educators about ways that REAP Marlborough can support their mahi.





## Sector Reports continued – Schools



### Former Refugee Students

Throughout 2021 a further 9 former refugee students were enrolled in Blenheim primary, intermediate and secondary schools. At the end of 2021 there are now 14 students across 6 Blenheim schools. This is a collaboration between the Ministry of Education, Red Cross and REAP Marlborough. I am responsible for the school enrolment process and leading the orientation visits to school for the new student and their family.

I am also part of the team delivering the education section of the orientation programme for former refugee adults. This focuses on an understanding of the NZ education system and how parents can support their children's learning.

Red Cross and REAP Marlborough teamed up to launch a craft club for former refugee adults. This has been a great success and will continue in 2022. This initiative not only provides an opportunity to learn new skills but also to connections with other community members and sharing of cultures.



## *Sector Reports continued – Schools*

### **Provisionally Certificated Teachers & Mentors**

In 2021 REAP Marlborough partnered with Scott Wolfe from University of Otago to deliver Blenheim based workshops for PCT's and mentor teachers each term. This has enabled us to provide a more tailored and localised response rather than PCT's traveling to Nelson.

100% of participants indicated that they found the workshops to be useful and supported them in determining their next steps. There is a possibility that this model may be widened to include other REAP areas.



### **Trauma Informed Practice**

Teachers and principals in Marlborough have identified an increase in student needs across our community. This includes both learning and behavioural needs. We need to provide a wide range of environments and strategies to help support the needs of our students who experience trauma.



In conjunction with Judith Price (Interlead Consultant) and the Executive of the Marlborough Principals Association, I organised a delegation of Marlborough school/ECE leaders to observe and learn about what is happening in the Hawkes Bay area. We were very motivated by what we saw and by

the educators leading the work. More information can be found [here](#). This work also connects with the review of alternative education in the secondary sector in Marlborough.

## Sector Reports continued – Schools

### Supporting Student and Educator Wellbeing

Schools in our region faced complex challenges during 2021 including extreme weather events and the ongoing implications of the Covid pandemic. REAP Marlborough provided support in the form of care packages and resources to schools isolated by storms and organization of the local conference for Marlborough Principals Association.

#### ✦ Testimonial ✦

"Thank you so much for your wonderful package! Very thoughtful extras in there. It arrived yesterday and the postie waited for me to sort it out and then he dropped it to the students. I know they are going to enjoy a different range of materials. I am making some progress with MDC and the recovery team, so we're hoping to have our school bus running again before the end of term. Thank you again. It was a lovely surprise."

### Strengthening Transitions

Collaboration with ECE has continued throughout 2021 with a focus on developing the Haere au ki te kura programme ready to trial in schools in 2022.



### 2022 AND BEYOND

Emerging future focus areas include:

- Omaka Observatory GATE Programme
- Collaboration with Department of Conservation educators
- Growing capacity and capability (Professional Learning for Middle Managers)

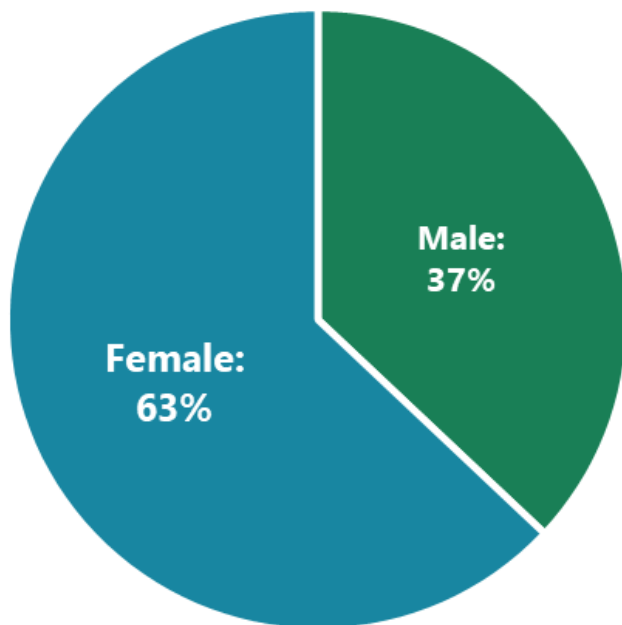
- Selena, Education Team - Schools



## ADULT & COMMUNITY EDUCATION

Wonderful courses were able to go ahead in 2021 - well mostly!! Although we had to postpone or cancel a number of scheduled courses we were still able to create many opportunities for learners throughout Marlborough.

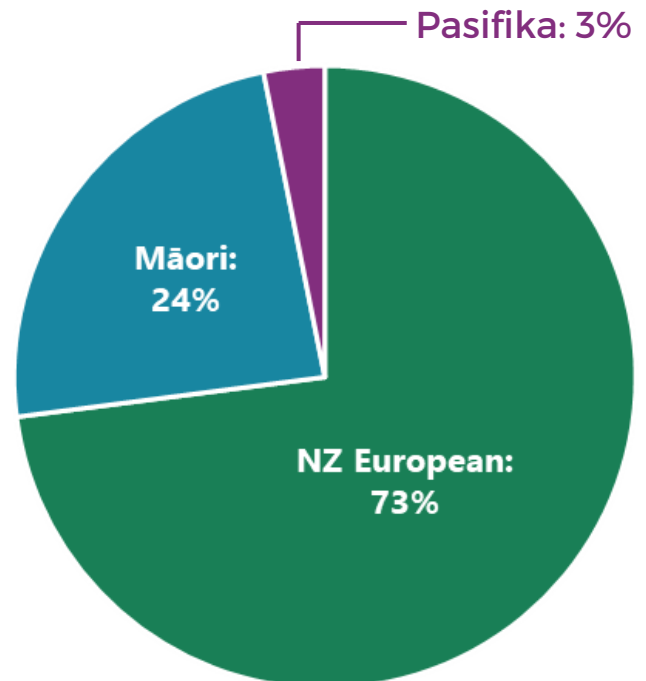
### Learner Demographics



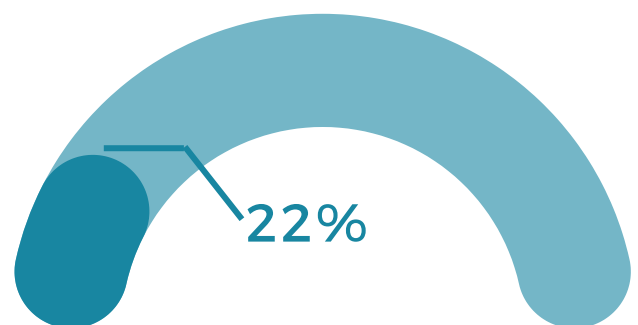
In 2021, 274 of our 740 learners were male and 466 were female.



195 of our learners were aged between 16 & 24-years-old, 107 were aged 25 to 40, 195 were 41 to 60, and 243 learners were aged 60+.



483 learners in 2021 identified as NZ European, 158 identified as Māori, and 21 identified as Pasifika. \*



160 of our learners had no formal qualifications.

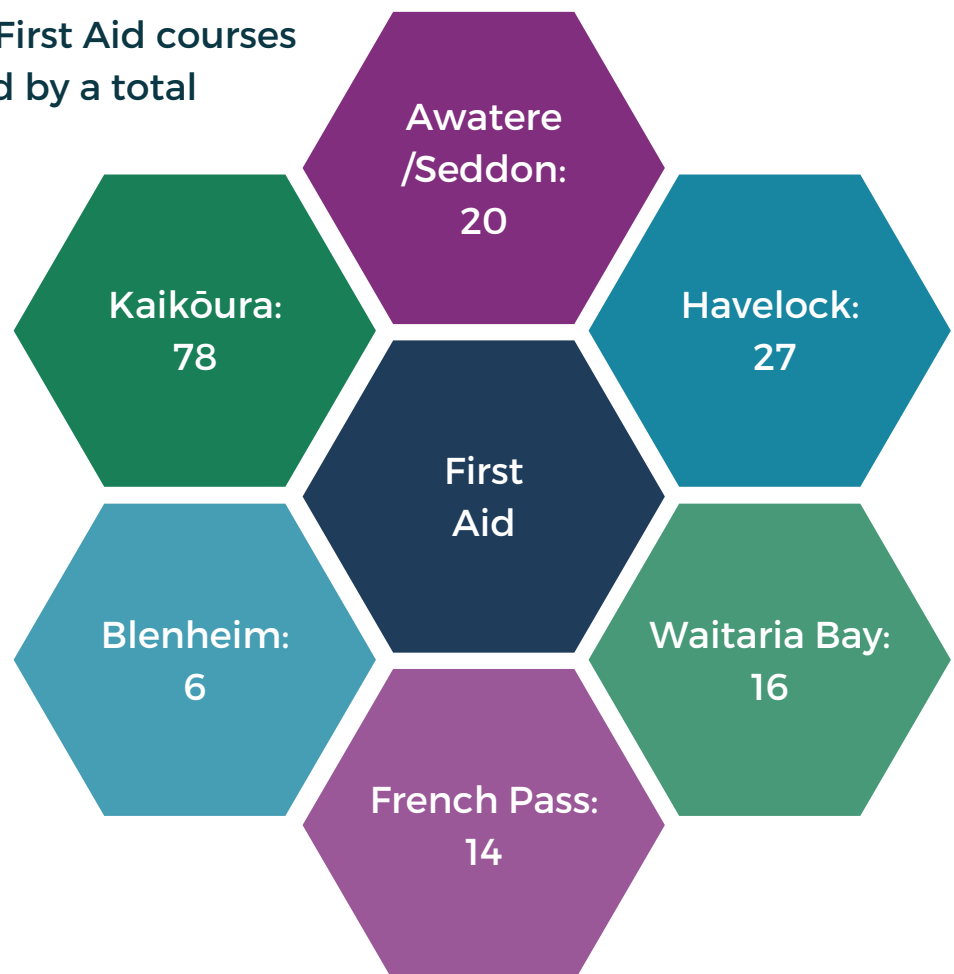
\* Adds up to more than 740 as learners were able to select more than one ethnicity.

## Driving Skills



## First Aid

REAP Marlborough's First Aid courses in 2021 were attended by a total of 161 people across six locations.



## Sector Reports continued – Adult & Community Education

### Stepping Up Programme

86 seniors (many in the aged 80+ age bracket and with the eldest at 92 years young) attended the Stepping Up programme in 2021. This programme offers free courses for seniors on computer basics, at the Blenheim library.



### Tāonga from Te Pokohiwi

While we were not able to get together as groups as we had in previous years it was exciting to see the support for so many of our programmes - one of these was the Tāonga from Te Pokohiwi (Wairau Bar) held at Brayshaw Park with Steve Austin & Logan Coote. A wonderful opportunity to learn about our local story and to see the taonga (treasures) on display, this programme had 38 attendees.



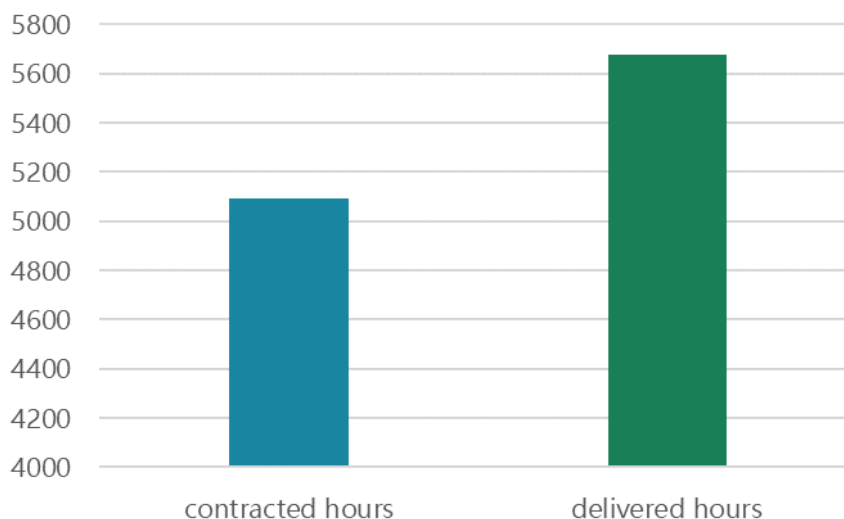
Adzes found at the Wairau Bar, on display at the Marlborough Museum.

SCOTT HAMMOND/STUFF

### Cooking

Cooking programmes were popular until lockdowns and alert levels changes meant we were no longer able to gather in kitchens. However, we did manage to have:

- Cooking for blokes
- Sushi making
- Sausage making
- All things duck



# *Rural Outpost Facilitators*

Rural Outpost Facilitators are REAP Marlborough's link to the more remote and rural communities within Marlborough.

Thank you to this group of very supportive and community-minded people who strongly advocate for their communities to REAP Marlborough each year:

Hannah Throssell	Kekerengu Community Education
Candi Shadbolt	Ward Community Education
Sue Baker	Awatere Community Trust
Mary Satterthwaite	Awatere
Rita Jacobson	Havelock Community Education Service
Sarah Beardmore	Kaikōura Community Education
Ellen Orchard	Kenepuru Community Activities Group
Dorothy Lewis	Kenepuru Community Activities Group
Nicci Neilson	Picton Resource Centre
Brenda McKay	Okiwi Bay Community Activities Group
Elizabeth Della Bosca	Rai Valley Community Activities Group
Diane Payton	Rai Valley Community Activities Group
Mary Anne Tipler	Southern Bays / Kenepuru Community Activities Group
Nicky Bavin	St Arnaud
Marg Anderson	St Arnaud Community Activities Group
Angela Woolf	Wairau Valley Community Activities Group
Kate Horrey	Wairau Valley Community Activities Group
Lynne Grant	Wairau Valley Community Activities Group
Norma Livingstone	Rarangi Community Education
Linda Varley	Kekerengu
Jane Milton	Clarence Community Education
Biddy Barnsely	Waihopai Valley Community Education
Katrina Ferris	Waihopai Valley Community Education
Laura Dawkins	Waihopai Valley Community Education



# *Supportive Organisations*

Organisations who have supported REAP Marlborough in 2021 and whom we continue to proudly work alongside:

REAP Aotearoa	Marlborough Kindergarten Association
Tertiary Education Commission	Marlborough Multicultural Centre
Ministry of Education	Marlborough Museum
2020 Communications	Marlborough Pacific Trust
Stepping Up	Marlborough Primary Health Organisation
AA Association	Marlborough Principals' Association
ACE Aotearoa	Marlborough schools and early childhood centres
Awatere Community Trust	Marlborough Violence Intervention Project
Barnardo's	Marlborough Youth Trust
Blenheim Early Childhood Centres Inc.	Master Drive Services Ltd
Continuing Education Kaikōura	Men's Sheds - Picton, Blenheim, Havelock, and Renwick
Deaf Aotearoa	Ministry of Social Development
English Language Partners	Mountain Safety
Group Special Education	Nelson Marlborough District Health Board
Havelock Community Education Service	Nelson-Marlborough Institute of Technology (NMIT)
Industry Training Organisations (ITOs)	NZ Council for Education Research
Kaikoura District Council	NZ Police
KO Aotearoa	NZ Young Farmers
Literacy Aotearoa (Marlborough)	Omaka Marae
Maataa Waka Ki Te Tau Ihu Trust	Oranga Tamariki
Marlborough Chamber of Commerce	Pasifika Education Trust
Marlborough Community Law	Picton Resource Centre
Marlborough District Council	Play Centre Association
Marlborough District Libraries	
Marlborough Express	

### *Supportive Organisations continued*

Rural Women  
Supporting Families  
Te Ha o Matauranga Kaikoura  
Te Piki Oranga  
Te Tautoko Ora Foundation  
Te Whare Putea, Kaikōura  
Top of the South Rural Trust  
Volunteer Marlborough  
Waikawa Marae  
Whānau Āwhina Plunket Marlborough

## *Thank you to our funders*

The REAP Marlborough team would like to say a big thank you to our funders:



Lottery Grants Board  
Te Puna Tahua  
LOTTO FUNDS FOR YOUR COMMUNITY

New Zealand Lotteries Commission



Rātā  
Foundation

Rātā Foundation

# Audited Accounts & Financial Performance 2021

Performance report for the year ended 31st December, 2021, and an independent auditor's report are attached below.

Marlborough Rural Education Activities Programme (REAP) Incorporated													
Entity Information													
"Who are we?", "Why do we exist?"													
For the year ended 31 December 2021													
Legal Name of Entity:	Marlborough Rural Education Activities Programme (REAP) Incorporated												
Other Name of Entity (if any):	REAP Marlborough												
Type of Entity and Legal Basis (if any):	Incorporated Society and Registered Charity												
Registration Number:	Charities Commission: CC35696												
Entity's Purpose or Mission: Education													
<p>The purpose of the thirteen REAP's (Rural Education Activities Programme) is to provide support and assistance of a supplementary and complementary educational nature for all sectors of the defined rural community, across Early Childhood, Primary Secondary and continuing education, which will enhance, promote and provide lifelong learning opportunities, community development and personal development in a manner that is equitable, appropriate, effective and efficient.</p> <p>The programme is one of co-ordinated educational activities to improve rural education across all educational sectors by supplementing and complementing activities which cannot be carried out adequately by existing rural education facilities. From time to time basic services may need to be provided, for example in Early Childhood Education.</p> <p>REAP is based on the belief that the local community is best able to identify its own special needs and to reassess continually those needs in relation to REAP's purpose.</p> <p>REAP is thus a community based, flexible educational resource providing formal, informal and non-formal learning opportunities for the whole community.</p> <p>Community involvement means that each REAP can be responsive, flexible and appropriate. Each can therefore also be innovative, developmental and experimental in education programmes it fosters. Continuing community participation is vital.</p> <p>The basic principles of REAP activities and programmes are that they should:</p> <ul style="list-style-type: none"> <li>Reflect the type of community in which the REAP is based</li> <li>Be based on a range of individual and group perceptions</li> <li>Be based on knowledge of community composition and processes of decision making</li> </ul> <p>In the case of ACE, align with the national priorities for Adult and Community Education</p>													
<b>Entity Structure:</b> <b>Incorporated Society with a governing Board, Manager and Programme Delivery staff</b> <b>Organisational Structure and Staff Directory – 2021</b>													
<b>Board -</b> <table border="0"> <tr> <td>Chairperson</td> <td>Michelle Spencer</td> </tr> <tr> <td>Deputy Chair</td> <td>Simon Gaines</td> </tr> <tr> <td>Board Member</td> <td>Barbara Rocco</td> </tr> <tr> <td>Board Member</td> <td>Vicki Templeton</td> </tr> <tr> <td>Board Member</td> <td>Jennyth Spence</td> </tr> <tr> <td>Board Member until May 2021</td> <td>Pera Wills</td> </tr> </table>		Chairperson	Michelle Spencer	Deputy Chair	Simon Gaines	Board Member	Barbara Rocco	Board Member	Vicki Templeton	Board Member	Jennyth Spence	Board Member until May 2021	Pera Wills
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<b>Administration Staff &amp; Programme Delivery</b> <table border="0"> <tr> <td>Manager</td> <td>Sharon Blount (1)</td> </tr> <tr> <td>Administration</td> <td>Karen Stace (0.733)</td> </tr> </table>		Manager	Sharon Blount (1)	Administration	Karen Stace (0.733)								
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## Marlborough Rural Education Activities Programme (REAP) Incorporated

### Entity Information

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

For the year ended  
31 December 2021

#### 6. REAP Board (from REAP Marlborough handbook)

REAP Marlborough has a new constitution which has been provided as a separate document.

#### Main Sources of the Entity's Cash and Resources:

- Ministry of Education Distributed by REAP Aotearoa NZ
- Tertiary Education Commission Distributed by REAP Aotearoa NZ

#### General Description of the Entity's Outputs

The objective of Reap Marlborough is to identify gaps in the provision of education for rural communities for all ages and develop strategies to fill the gaps either through REAP programmes or in collaboration with other providers.

REAP Marlborough supports Early Childhood Education, Schools, Tertiary and Adult Community Education and transitions between these levels. The focus is on gaps resulting from geographical isolation and isolation relating to age, disability, language or other factors.

REAP Marlborough promotes community development, integrating education and the provision of information with activities in other sectors including health, social services, community organisations and local government. REAP Marlborough can act as the independent initiator and facilitator of community change but more commonly works collaboratively with other agencies.



### 2021 Statement of Service Performance

REAP Name - MARLBOROUGH  
Early Childhood

Number of EC services supported	63	Number of children engaged/participated	1967
Number of events/activities/initiatives	81	Number of teachers/educators engaged /participated	370
Number of parents/whanau engaged/participated	244	Number of hours delivered	437

#### Schools

Number of schools/sura supported	34	Number of students engaged/participated	200
Number of events/activities/initiatives	11	Number of teachers/educators engaged /participated	285
Number of parents/whanau engaged/participated	50	Number of hours delivered	203.5

#### Adult and Community Education

Contracted Total Learner Hours	5092	Actual Total Learner Hours	5675
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Date Report Approved:	30/04/2022
Approved By Signature:	
Approved By Name:	Michelle Spencer
Physical Address:	19 George Street, Blenheim
Postal Address:	PO Box 448, Blenheim 7240
Phone:	Ph 03 578 7848
Email/Website:	<a href="mailto:admin@reapmarlborough.co.nz">admin@reapmarlborough.co.nz</a>

## Audited Accounts & Financial Performance continued

### Marlborough Rural Education Activities Programme (REAP) Incorporated

#### Statement of Financial Performance

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

For the year ended

31 December 2021

	Note	Actual This Year \$	Budget This Year \$	Actual Last Year \$
<b>Revenue</b>				
Funding from central or local government	1	499,145	490,000	449,256
Revenue from non-governmental sources for providing goods or services	1	81,869	23,200	53,584
Donations, fundraising and other similar revenue	1	3,750	-	-
Interest, dividends and other investment revenue	1	2,245	-	4,673
Other revenue	1	17,706	16,500	9,585
Surplus on disposal of property		628,000	-	-
<b>Total Revenue</b>		<b>1,232,715</b>	<b>529,700</b>	<b>517,098</b>
<b>Expenses</b>				
Employee related costs	2	545,888	361,935	354,028
Costs related to providing goods or services	2	186,835	144,350	136,450
Other expenses	2	20,357	19,500	19,289
Expenses on disposal of property		42,343	-	-
<b>Total Expenses</b>		<b>795,423</b>	<b>525,785</b>	<b>509,767</b>
<b>Surplus/(Deficit) for the Year</b>		<b>437,292</b>	<b>3,915</b>	<b>7,331</b>

## Audited Accounts & Financial Performance continued

### Marlborough Rural Education Activities Programme (REAP) Incorporated

#### Statement of Financial Position

"What the entity owns?" and "What the entity owes?"


As at

31 December 2021

	Note	Actual This Year \$	Budget This Year \$	Actual Last Year \$
<b>Assets</b>				
<b>Current Assets</b>				
Bank accounts and cash	3	28,070	79,976	56,561
Debtors and prepayments	3	888,135	7,771	7,771
Investments	3	101,380	181,412	181,412
<b>Total Current Assets</b>		<b>1,017,585</b>	<b>269,159</b>	<b>245,744</b>
<b>Non-Current Assets</b>				
Property, plant and equipment	4	69,085	338,963	358,463
<b>Total Non-Current Assets</b>		<b>69,085</b>	<b>338,963</b>	<b>358,463</b>
<b>Total Assets</b>		<b>1,086,670</b>	<b>608,122</b>	<b>604,207</b>
<b>Liabilities</b>				
<b>Current Liabilities</b>				
Creditors and accrued expenses	3	12,481	8,788	8,788
Employee costs payable	3	19,782	25,921	25,921
Other current liabilities	3	59,763	6,073	6,073
<b>Total Current Liabilities</b>		<b>92,026</b>	<b>40,782</b>	<b>40,782</b>
<b>Non-Current Liabilities</b>				
Other non-current liabilities	3	9,616	15,689	15,689
<b>Total Non-Current liabilities</b>		<b>9,616</b>	<b>15,689</b>	<b>15,689</b>
<b>Total Liabilities</b>		<b>101,642</b>	<b>56,471</b>	<b>56,471</b>
<b>Total Assets less Total Liabilities (Net Assets)</b>		<b>985,028</b>	<b>551,651</b>	<b>547,736</b>
<b>Accumulated Funds</b>				
Accumulated surpluses or (deficits)		985,028	551,651	547,736
<b>Total Accumulated Funds</b>		<b>985,028</b>	<b>551,651</b>	<b>547,736</b>



# 2022 - 2024 Strategic Plan

<p><b>OUR VISION</b></p> <p>Thriving &amp; resilient communities</p>	 <p>2022 - 2024 STRATEGIC PLAN</p>	<p><b>OUR MISSION</b></p> <p>Reap Marlborough will respond and adapt to support our communities through developing trusted partnerships</p>
<p><b>Our Values</b></p> <p>Te Tiriti o Waitangi Manaakitanga - mutual respect, integrity &amp; kindness</p> <p>Whanaungatanga - relationships Ako - everyone is a learner</p>		
<p><b>Strategic Priorities</b></p>		
<p>Strengthen Iwi relationships across all Iwi in Marlborough &amp; Kaikoura</p>	<p>Increasing trusted relationships across the community and promoting social cohesion</p>	<p>Contribute to intergenerational wellbeing through developing knowledgeable communities</p>
<p>Respectful &amp; culturally appropriate communications and relationships with all Iwi in Marlborough &amp; Kaikoura</p> <p>Te Tiriti o Waitangi is embedded in all REAP Marlborough activities</p>	<p>People, whanau &amp; communities in Marlborough &amp; Kaikoura thrive through having respectful, connected, and collaborative relationships where diversity, resilience and inclusion are valued</p>	<p>A diverse range of knowledge based methods are available, accessible, valued, relevant &amp; utilised</p> <p>Supporting and empowering staff to be creative &amp; innovative</p> <p>Having robust systems and finances to grow a sustainable future focussed organisation</p>
<p><b>How we will achieve our outcomes</b></p>		
<p>Through hui with Iwi leaders to gain Iwi trust to be included in future korero relating to learning opportunities for all Maori</p>	<p>Being the "connector" or "go to hub" in our community</p> <p>Responding to, and encouraging respect for diverse communities</p>	<p>Provide educational programmes that promote change for individuals and groups in our community</p> <p>Strengthen innovative connections with stakeholders &amp; to increase awareness of our services for our communities</p>
<p><b>Indicators of Success (over 3 years)</b></p>		
<p><b>Kaumtua associated with RM</b></p> <p>Cultural Advisor regularly including Te Ao Maori &amp; Te Reo into our mahi</p> <p>Staff increasing use of Te Reo &amp; embedding Te Ao Maori into courses / activities and daily operational aspects</p>	<p><b>Feedback from community</b></p> <p>Numbers of community who are using REAP Marlborough the go to hub</p> <p>Increased engagement by a broader demographic of the community</p> <p>Increase in our provision of courses/ activities</p>	<p><b>Responses from courses / activities from participants</b></p> <p>Outcomes from programmes</p> <p>Feedback from community</p> <p><b>Governance &amp; Management</b></p> <p>Staff capability / satisfaction levels</p> <p>Embedding of Te Tiriti o Waitangi into everyday</p> <p>External audits confirm operational excellence</p>



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Report compiled by Sharon Blount, Chief Executive Officer,  
and Jyn Cunningham (Moonlit Media).