

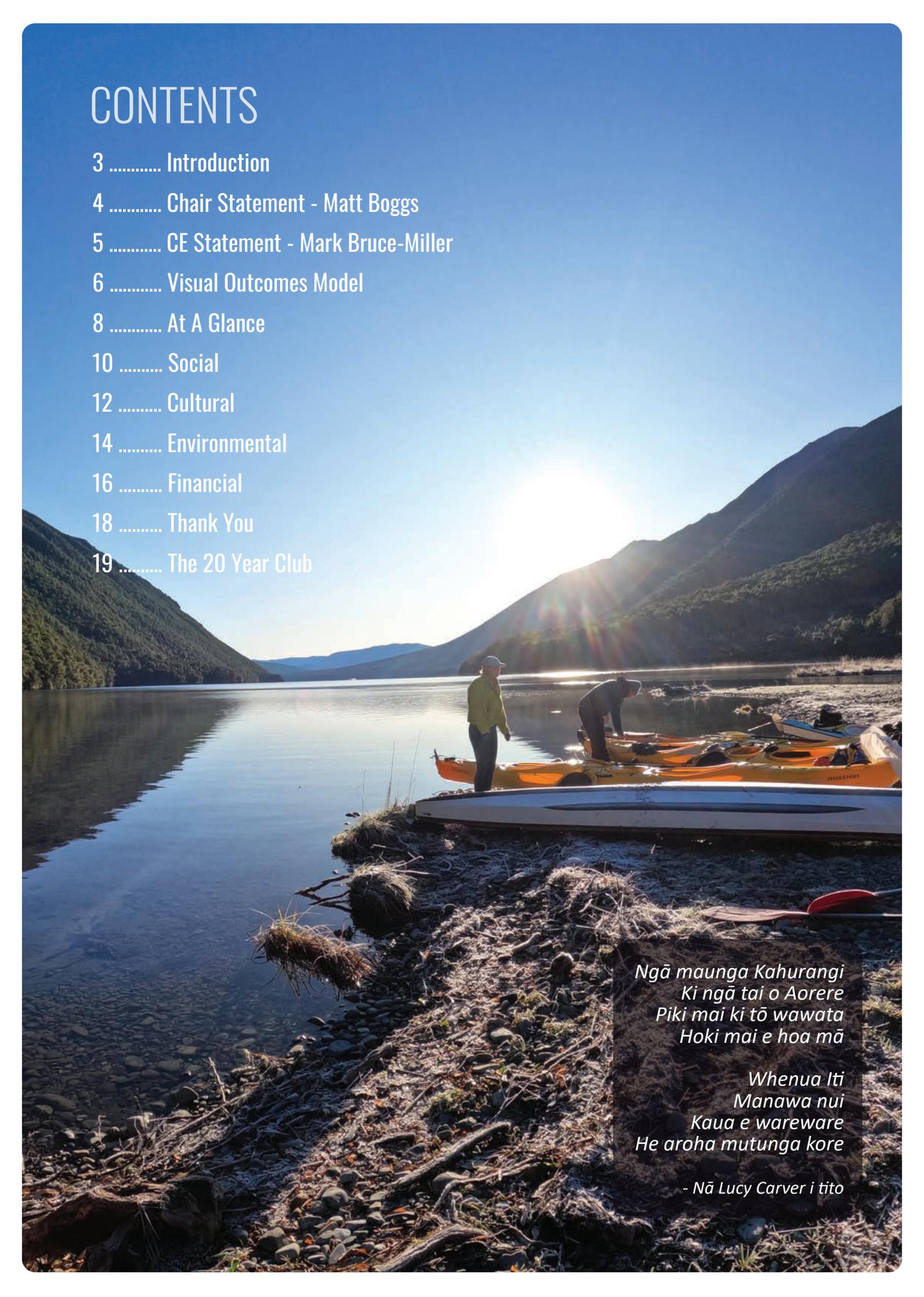
2023 ANNUAL REPORT

Social • Cultural • Environmental • Financial



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*Ngā maunga Kahurangi
Ki ngā tai o Aorere
Piki mai ki tō wawata
Hoki mai e hoa mā*

*Whenua Iti
Manawa nui
Kaua e wareware
He aroha mutunga kore*

- Nā Lucy Carver i tito



NGĀ MIHI MAIOHA

Ko Tū-Ao-Wharepapa te maunga rangatira
 Ko Pukeone te puke whakakururuhau
 Ko Motueka te awa whakahirahira
 Ko Riuwaka te puna waiora
 Ko Te Tai Aorere te moana
 Ko Ngāti Rārua me Te Ātiawa ngā iwi mana whenua
 Ko Te Āwhina te marae
 Ko Moutere te whenua
 Ko Whenua Iti te wānanga
 Ko Hazel Nash te kaiwhakaū
 Tēnā koutou, tēnā koutou, tēnā koutou katoa

WHAKAMANA

We inspire, we encourage, we instil confidence

KAITIAKITANGA

We model guardianship, stewardship and trusteeship of our land and our people

MANAAKITANGA

We show respect, generosity and care for others

WHANAUNGATANGA

We share experiences and together we strengthen each other and our communities

OUR VISION: Experiential Learning Inspiring Positive Change

OUR MISSION: To Achieve Positive Change in Individuals & Communities

INTRODUCING WHENUA ITI TRUST INCORPORATED

Whenua Iti Trust Inc (WIT) was established in 1986 and trades as Whenua Iti Outdoors (WIO). WIO delivers programmes that incorporate adventurous, environmental, wellbeing, cultural and community elements. Through personal challenge and development, we create opportunities for long-term, positive change in participants' everyday lives. Our focus on educational, hauora (holistic health), employability and community outcomes builds strong people, whānau and communities. We work predominantly across Te Taihū (Top of the South Island) and Te Tai Poutini (West Coast). WIO was founded by the phenomenal Hazel Nash.

2023 WIT Board members: Matt Boggs (Chair), Nicki Bensemman (Secretary), Amy Dalton, Eli Grace-Webb, Cheryl Heta, Pip Lynch, David Ross and Phil Sharpin.

OUR REPORTING APPROACH

Our reporting approach reflects the broad and holistic nature of our impact. This Quadruple Bottom Line report covers four key areas: Social, Cultural, Environmental and Financial.

FROM THE WHENUA ITI TRUST BOARD

Kia ora koutou,

What a difference a year makes! This time last year the Chair's report was one where the burden of Covid and its impact dominated the commentary and our results - results that with Covid as context were excellent. This year the report's theme is one of achievement and success without this burden; where good people have delivered great results for our participants, our community and Whenua Iti.

The results presented in the Annual Report for 2023 demonstrate that we continue to deliver great outcomes socially, culturally, to our environment and now, after many years of financial challenges, financial surplus. While 2024 and beyond will prove whether we are on the right track from a consistency perspective, it is the Board's view that we are.

This report shows that in 2023, Whenua Iti found the right mix to be successful and thrive. This success is attributable to a variety of factors, including: good leadership and passionate staff with great skills who deliver safe and enriching programmes; validation from three major external audits; working with mana whenua in a way that is collaborative, genuine and tailored; working with youth in inspiring natural environments to help them develop resilience and unlock their potential; and recognising that not-for-profit does not mean no profit.

Smart decisions made in recent years bore fruit last year with the growth of Experiential Education New Zealand (ExpedNZ), our social enterprise arm. This, combined with huge energy in fundraising and programme development, has seen financial surplus complete the missing piece of our success profile. This has enabled us to deliver pay rises to our team, something they all thoroughly deserve and which we are committed as a Board to repeat in the years to come.

From a Board perspective, 2023 represented an outstanding result for Whenua Iti – one which we are very proud to be part of. Thank you to all the team at Whenua Iti, to our partners, supporters and sponsors and of course our participants – your support has made 2023 a special year.



Matt Boggs, Whenua Iti Trust Board Chair





FROM THE CHIEF EXECUTIVE

Kia ora koutou,

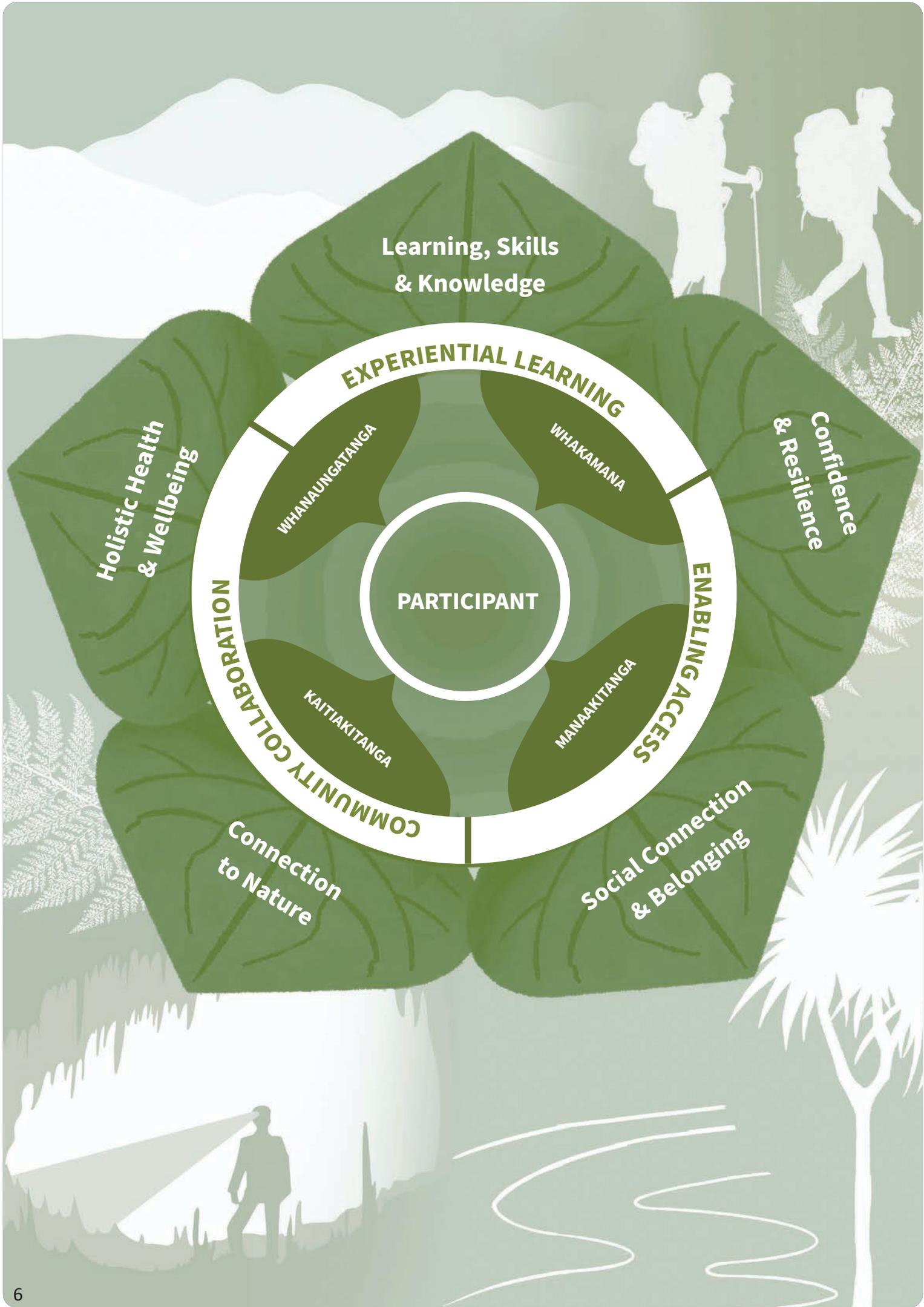
2023 offered an operating environment that was markedly more stable and less disruptive than the previous three years. This allowed for the successful delivery of an extremely broad, diverse and impactful mix of programmes to upwards of 5,000 individual participants. With a more stable operating environment came opportunity to plan more strategically, keep to Plan A more often and offer a more sustainable working environment for the team. It also allowed for a return to a year end profit and a remarkable positive swing from the challenges 2022 had presented. WIO's professionalism, skill and strength of systems was robustly tested with external audits in the form of the four-yearly External Evaluation and Review for the New Zealand Qualifications Authority (NZQA), our Adventure Activity Regulations audit through WorkSafe and our Social Service Sector Accreditation through the Ministry of Social Development. All three of these major reports were highly complimentary of WIO and provide a breadth of endorsement for not only the value and impact of our work but the effectiveness of our systems, and the programme and quality management that underpin them.

The successful re-launch of international school programming through ExpedNZ was very welcome after the pandemic disruptions. Schools and universities from Seattle, San Diego, Michigan, Ohio and Portland completed programmes with us and the forward demand for 2024 and 2025 looks very strong. With every dollar of ensuing profit feeding into further programming for our local communities we look forward to how this can amplify our impact. The team's continued positive, 'can-do' approach to furthering our impact was recognised by the Sport Tasman Disability and Inclusion Award. This celebrated the successes of a series of multi-day active recreation experiences the team developed and delivered in partnership with Sport New Zealand and the Halberg Foundation. After many years of planning it was fantastic to finally see WIO launch and deliver a very well received series of Professional Learning and Development opportunities, "Supporting Cultural Capability and Enriching Local Curriculum" for the 160 schoolteachers in our local Kahui Ako. We recognise that the impact our programmes have across the community can be both strengthened and enriched if we are able to inspire a change in the way learning is delivered within the primary, intermediate and secondary schools across our region.

Looking ahead to 2025, WIO is entering an environment that is likely to hold less funding support for our programming and there will naturally be associated challenges to overcome. Thank you as always for all the continued support we receive across the community. We certainly would not be in a position to deliver the breadth and depth of impact that we are so proud of without this support.



Mark Bruce-Miller, Chief Executive



WIO IMPACT MODEL

The page opposite shows a visual representation of the intended outcomes for every participant who attends our programmes. It represents the holistic and integrated nature of the outcomes that participants experience. It is unlikely, for example, that confidence and resilience happen in isolation from a sense of belonging. Each programme has benefits unique to each individual, and a strength of our programme design is that it allows for a student-centred approach — each participant is at the heart of what we do. We work towards individual growth that will ultimately benefit the school or whānau and community our participants return to after our programmes. This growth is likened to the growth rings of a tree, which builds strength, developing ‘leaves’ of positive outcomes as each individual flourishes under our guidance.

PROGRAMME OUTCOMES



CONFIDENCE & RESILIENCE

Participants have the chance to overcome a range of challenges, be it mental, physical or emotional, in a safe and supportive environment, building resilience & confidence, proving to themselves that they are capable of adapting to change.



SOCIAL CONNECTION & BELONGING

Shared experiences in the outdoors form strong bonds and lasting friendships, without distractions from technology. Activities chosen for programmes encourage teamwork, leadership and community connection to develop a sense of purpose & belonging.



LEARNING, SKILLS & KNOWLEDGE

Experiential learning in the outdoors improves learner confidence, skills and knowledge. We are NZQA accredited to support classroom learning and can offer NCEA assessments for transferable & practical skills needed for employment and participants’ futures.



CONNECTION TO NATURE

Immersed in wilderness settings, participants learn both Western and Te Ao Māori perspectives of te taiao. This opens up new ways of thinking, deepens an understanding & connection to this land and promotes wellbeing & kaitiakitanga.



HOLISTIC HEALTH & WELLBEING

Being active in the outdoors, away from devices in a supportive & safe setting that enables social connection is the ultimate boost for participants’ wellbeing. They will leave feeling more confident, capable and able to accept life’s challenges.

OUR MAHI

We provide experiential learning programmes in the outdoors as the platform for positive change. We enable access to our programmes by removing barriers that exist to participation — whether these are social, financial or cultural.

We facilitate community collaboration alongside partner organisations to identify community need, and respond to that need with programmes that successfully achieve the intended outcomes.

OUR KAUPAPA

Our values are incorporated into each of our programmes to provide a safe and supportive environment for personal growth, where we instil confidence, nurture positive relationships and provide the opportunity to connect with and care for our environment.

AT A GLANCE

PARTICIPANT REACH

14072
TOTAL
PARTICIPANT
DAYS*

5243
UNIQUE
PARTICIPANTS*

7171
PARTICIPANT
NIGHTS IN TENTS



WIO PROGRAMME ELEMENTS



ADVENTURE



COMMUNITY



CULTURAL



ENVIRONMENT



WELLBEING

"I learned more than I thought possible and I may not be radically changed on the inside and out, but the state of my heart is different and the things I have learned will stick with me long term. It was the best [choice] I've ever made to take the Trades course and so far the most enjoyable and insightful experience I've ever had."

- Trades Academy Participant

41
STAFF

21
INSTRUCTORS

32
FTE

*Data based on bookings; adjusted for day to day absences

TOTAL PARTICIPANT DAYS



"Instructors are experienced, capable and excellent role models for my students. WIO is organised, easy to communicate with and accepting of diverse learners. Very rich learning."

- Teacher, Ākonga Programme

PARTICIPANT ORIGIN

*Region of origin for participants as per school region.

Te Ika-a-Māui North Island 1.24%

USA 1.58%

Mōhua & Te Tai o
Aorere
Tasman 50.85%

Te Tai Poutini
West Coast
10.39%

Whakatu Nelson
29.71%

Wairau, Waitohi &
Waikawa
Marlborough 4.97%

Waitaha Canterbury 1.26%

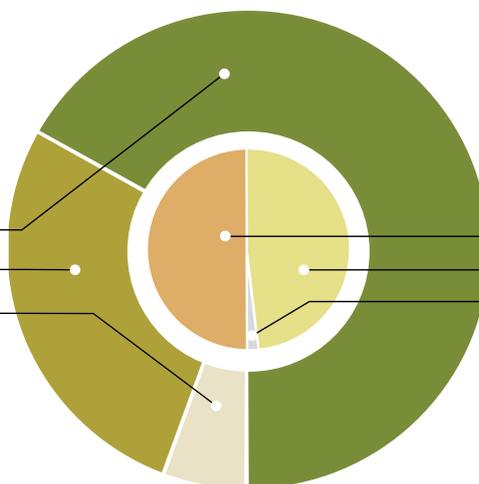
“Strong values-based governance and leadership underpins successful delivery of experiential learning activities... Students are well supported in a safe and inclusive environment. Safety is a key aspect of the student experience, and this is well managed. Social connection and personal development are key outcomes of the training. Tutors have a positive, youth-focused approach that supports students to meet challenges and succeed.”

- External Evaluation & Review, NZQA

OUR PARTICIPANTS

ETHNICITY

NZ European / Pākehā 68%
Māori 26%
Other Ethnicity 6%



GENDER

Male 49.1%
Female 47.9%
Other Gender 2.9%

PROGRAMME TYPE



195 MULTI-DAY PROGRAMMES

95 SINGLE-DAY PROGRAMMES

23 MENTORING SESSIONS

KAUPAPA MĀORI PROGRAMMES

41 KAUPAPA MĀORI PROGRAMMES

242 HOURS OF CULTURAL PROFESSIONAL LEARNING & DEVELOPMENT DELIVERY

502 CULTURAL PLD PARTICIPANTS

AUDITS & ACCREDITATIONS



CATEGORY 1
HIGHLY CONFIDENT IN EDUCATION PERFORMANCE
CONFIDENT IN CAPABILITY IN SELF-ASSESSMENT

OutdoorsMark ✓

Adventure Activities

25 NZOIA QUALIFICATIONS GAINED OR REFRESHED BY STAFF, INCLUDING ROCK, BUSH, MTB, CAVE, SEA KAYAK

3 NZOIA LEADER QUALIFICATIONS GAINED IN ROCK & ABSEIL

SAFETY

14 STAFF COMPLETED SAFEGUARDING CHILDREN TRAINING

19 STAFF COMPLETED PRE-HOSPITAL EMERGENCY CARE TRAINING



MAINTAINED REGISTRATION WITH WORKSAFE

“Whenua Iti shows a strong commitment and intent to deliver a safe working environment and activities. The instructors are well supported with trainee instructors supported in their development up to lead instructors.”

- Adventure Activity Audit Report

SOCIAL

The value of active outdoor recreation has been proven to have a positive impact on the physical, mental and emotional health of young people and we see this every day with our participants. WIO provides opportunities for participants to disconnect from the digital world and their everyday environments in order to reconnect with the natural world and each other. We make great efforts to align our social impact to wider regional, national and international frameworks to support the wellbeing of the individuals, whānau and communities we work with. Working collaboratively with a range of partner organisations further amplifies this impact and builds on clear pathways for the future. Key programme outcomes include:

Educational achievement - access to NCEA credits in an experiential setting supports student success & confidence.

Employability skills - equipping students with recognised essential employability skills improves their chance for success in future employment.

Community contributors - voluntary community service activities & leadership programmes grows each participants' capability, awareness, responsibility & sense of belonging, leading to engaged young people who actively care for our communities.

2023 OUTCOMES & HIGHLIGHTS

- As per our milestone NZQA External Evaluation and Review this year, successful completion rates for our Trades Academy students are consistently above the national average, with high rates of NCEA credit achievement. This year 235 students took part in our longer four-week Trades Academy programmes. Feedback from schools, whānau and other stakeholders, is consistently positive with high value outcomes for learners and their communities.
- Designed to address the increasing issue of students disengaging from school, we delivered nine Ākonga programmes focused on reengaging Year 9 and 10 students positively with school and creating pathways for success.
- This year marks five years of the Ignite programme for boys from Motueka High School, challenging each of the 34 participants to build leadership and adventure skills for future success in study, work and life.
- Halberg Foundation ran an intensive training session for our instructors, focused on learning how to work with people with different physical abilities. Our instructors were challenged to think about how they could adapt and change the focus of their lessons, stimulating innovative ideas and practical solutions to make our programmes even more inclusive.
- We hosted the Nelson Young Parents' School for a day programme of challenge, laughter, and community building.
- The West Coast Employability Life Skills programme for rangatahi of various disabilities and their carers provided outdoor experiences to improve their confidence and independence.

98%

NZQA CREDIT
PASS RATE



This is the percentage of standards attempted & achieved by students who completed their programme



133

ADVENTUROUS
JOURNEYS

completed in 2023 for the
Duke of Edinburgh's Award

3606

NCEA CREDITS
AWARDED



in partnership with Top
of the South and West
Coast Trades Academies



32

PROGRAMME
DELIVERY DAYS

to geographically isolated communities
including Kawatiri (Buller), Māwhera
(Grey District) and Riwhitana (Reefton)

"I don't have just one high-light, I enjoyed everything and it was definitely the best camp I've been on with school. I never saw myself as much of a leader, however working with my team has helped me to gain confidence."

- School Camp Participant



CASE STUDY

A real highlight this year has been our Disability and Inclusion Project, developed in partnership with Halberg Foundation. We ran two camps, funded by Sport NZ, the first of which was an overnight programme for a small group of youth and their parents. The beach day was particularly popular, with activities tailored to participants' abilities, including an adaptive stand up paddle board. The parent of a participant reflected, "Having these experiences for our kids is huge. Our kids miss out on so much, they want to be involved, they want to be in the outdoors. They want to be doing what every other child their age is doing. Any support, big or little, makes such a difference in the lives of our children!" Our work in this space has been highlighted as an example of best practice, and we were humbled to be the 2023 recipient of the Rātā Foundation Award for Diversity and Inclusion at the Sport Tasman Awards!



LOOKING FORWARD

We continue to actively seek partnerships to ensure we can support as many participants as possible to develop, grow and value the lifelong health and wellbeing benefits that a stronger connection to self, peers, whānau, community and the natural world can offer. It's important to us as an organisation that we can make our programmes accessible to everyone and so we will continue to put great effort into reducing barriers to accessing our programmes through strategic partnerships with the likes of Halberg Foundation. Continued development of our evaluation methods will be important to gaining further insight and understanding of our social impact. We continue to support our interns with training and work experience, helping to multiply and deepen the impact of programmes as well as grow the next generation of leaders and facilitators.

CULTURAL

Cultural connection is a cornerstone of identity and wellbeing. WIO actively seeks to work alongside Te Tiriti o Waitangi partners to develop an organisation that supports Māori to thrive. Our kaupapa Māori programmes go from strength to strength, resulting in clear positive outcomes for rangatahi Māori, and supporting participants of all cultural backgrounds to connect to our environment and each other in mana-enhancing ways. Our kaupapa Māori programmes such as Waka Journeys and Manaaki Tāpoi are designed and led by Kaiako Māori, building rangatahi skills and knowledge and enabling them to achieve their aspirations. Elements of tikanga are woven to various degrees throughout all our programming to support all participants and to provide a springboard to further pathways in Te Ao Māori. We offer ongoing te reo and tikanga workshops to our staff and Board to build organisational capability and continue to look for ways to make our organisation and programmes more inclusive and relevant to people of all cultures and identities.

2023 OUTCOMES & HIGHLIGHTS

- In partnership with Ngāti Koata Trust we delivered a wānanga in Te Aumiti, French Pass for rangatahi Koata. Rangatahi got to experience holding a tuatara at Natureland (a Koata taonga species), staying on Whakatū Marae, fishing in Te Aumiti/ French Pass with kaumatua Bill Webber, sea kayaking, making hei taonga from pakohe (argillite), and practicing mau rakau on the wharf.
- In partnership with local iwi Te Ātiawa o Te Waka-a-Māui we ran the first rangatahi waka wānanga Te Hoe Tū. The wānanga explored the unique whakapapa and history of Te Ātiawa, focusing on reconnection to the whenua and the moana, building self-confidence, cultural connection and belonging.
- We delivered a series of MOE-approved PLD workshops to the Motueka Kahui Ako, network of principals, to support Te Tiriti and te ao Māori competency development within schools. This culminated in a waka journey experience, allowing teachers to immerse themselves in a responsive, relationship-based learning space exploring strength-based approaches that they can integrate into their classrooms.
- Six rangatahi had the opportunity to join our waka journey cadetship programme, providing a valuable opportunity to flex their leadership and facilitation skills under the guidance of our Kaiako Māori.
- We established staff whānau groups to provide an additional layer of staff support and camaraderie.
- We received a precious set of taonga pūoro (Māori musical instruments) from Brian Flintoff, that are being used on programmes.
- We hosted a three-day wānanga in partnership with Education Outdoors NZ, welcoming 20 active and outdoor recreation professionals from across NZ to learn how we embed bicultural practice across our programmes.

99%

NZQA CREDIT
PASS RATE
FOR MĀORI
STUDENTS



This is the percentage of standards attempted & achieved by students who completed their programme

13



HANGI PREPARED

on kaupapa Māori programmes



23

NOHO MARAE

for participants on programmes

96%

OF WAKA
JOURNEY
PARTICIPANTS

said their confidence had grown as a result of taking part in the kaupapa



“What changed for me has been stepping out of my comfort zone and stepping up as a leader, being off my phone and connecting with my tupuna and te taiao.”

– Waka journey Participant



CASE STUDY

Our Fostering Futures Project supported six trainee instructors, including two rangatahi Māori, to further develop their facilitation, planning and other hard and soft skills connected to successful programme delivery. Our two trainee kaiako Māori developed and delivered a highly successful Cultural Curriculum pilot programme, Haka Pōwhiri, to students at Māpua School. “I’ve definitely grown a lot in the past year, especially within leadership roles,” says trainee kaiako Taylor. “Until now I’ve never really had an experience leading a group of kids or adults. While there have been some learning curves there have been some awesome rewards as well.” As CE Mark reflects, “the results of this project have been phenomenal; it has allowed us all to grow and has positively changed the culture of our organisation.”

LOOKING FORWARD

As an organisation we remain committed to strengthening our bicultural practice and growing our organisational capacity to support taurira Māori. We will continue the development of our iwi partnership programmes with Ngāti Koata and Te Ātiawa, in recognition that this by Māori for Māori leadership development approach makes all the difference to rangatahi, supporting equitable future pathway opportunities. As a team we are actively working individually and collectively to grow our capability in te ao Māori. This includes looking at ways to embed respectful tikanga, te reo and mātauranga Māori across all of our programmes.

ENVIRONMENTAL

Nature is a powerful leveller. For this reason, it is an essential aspect of every programme at WIO and we have a vested interest in looking after the natural environment and safeguarding it for future generations. At WIO we recognise the unique opportunity we have to educate and inspire behaviours amongst our participants that can contribute to local, regional, national, and international efforts to work towards positive environmental impacts. Furthermore, connection to nature is a powerful contributor to wellbeing, supporting positive health outcomes for participants.

We divide our environmental activity into three categories – what we do on our programmes, what we do on our site to support programmes, and organisation wide activities that enable us to track and deliver on our environmental goals.

2023 OUTCOMES & HIGHLIGHTS

- We installed a new Nature Trail featuring special locations of learning onsite, including the nursery, kai garden, composting station and beehives.
- We continued the development of our rongoā garden featuring a variety of native Māori medicine plant species. The new fire pit is used for group debriefs at the end of a long day of activities.
- Our kitchen equipment got an upgrade, creating a space where participants can learn about nutrition, food safety, manaakitanga, kai preparation, local ingredients, sustainable harvesting and healthy food choices.
- We upgraded our waste management practices with more separating bins onsite to increase the percentage of recyclable waste we capture.
- Our participants worked with over 13 conservation groups spanning the Top of the South region from Healthpost Nature Trust Eco-Sanctuary at Farewell Spit, to the Brook Waimarama Sanctuary, to the Te Hoiere Bat Recovery Project. A highlight for our Environmental Sustainability students was the discovery of an endangered powelliphanta snail thought to have been wiped out by prior extreme weather events whilst undertaking weed control in the Te Hoiere Pelorus River catchment.
- Our onsite community nursery produced 7332 trees in total and contributed 6862 trees to local wetland development projects. Engaging with these sites will enable our participants to revisit in future years and see the transformation of these ecosystems.
- We hosted the Tasman District Council's Tasman Mission festival, which attracted 240 tamariki, whānau & teaching staff from around the district for the day. Primary school teams competed in, and completed, a great mix of fun environmental and sustainability themed challenges.

186
TRAPS
MONITORED



across 69 hectares by students on our programmes



2375
NATURE
CONNECTION
EXPERIENCES

delivered to participants

2190+
KG OF FOOD
WASTE



diverted from landfill and into our new Bokashi composting system



7322
ECO-SOURCED
NATIVE SEEDLINGS

propagated in our community nursery

"I formed new friendships, reconnected with nature, learnt more about it and how to protect it. I enjoyed taking a rest from the stresses of everyday (school). I learned more about myself and where I want to go. I loved all the activities, especially the beach day and the giving back day."

- Enviro Action Camp Participant



CASE STUDY

Feeding participants on our programmes is a big task! This year we upgraded our onsite composting systems to three commercial bokashi bins and one worm farm, to effectively compost all the food waste generated throughout our programmes. With this system we diverted more than 2190 kg of food waste from landfill. Food Coordinator Brad says, “the bokashi system has been creating amazing compost, which is black gold for our vegetable garden and newly developing rongoā area.” With the help of our newly installed nature trail signs, this system provides an educational opportunity for participants as they return food waste to WIO at the end of their programme. We also upgraded our recycling system to reduce the amount of rubbish that ends up in landfill.

LOOKING FORWARD

Continuing to nurture the relationships we have formed with a diverse range of established local environmental groups will enable us to provide meaningful learning opportunities for our participants into the future. This will also provide enduring conservation and restoration outcomes. It is not lost on us that our strategic financial goal of expanding our international programming in the coming years makes us more reliant on international air travel for our participants. However, the profits we are able to generate from these programmes will be used to underpin sustainable engagement on local environmental initiatives for local participants. It remains a priority for us to formalise a framework for the whole organisation that will help us define, measure and reduce our environmental impact, and increase environmental education, awareness and action across all of our programmes.

FINANCIAL

We operate in a financial environment that continues to pose significant change and uncertainty for our sector. Fortunately, we are an organisation that continues to demonstrate the nimbleness required to tailor our programming to the needs arising within our communities, and we have built a diverse funding base that provides us with some resilience to our at-times fickle funding environment. The effort we have invested in the last year towards our social enterprise for international schools, Experiential Education NZ (ExpedNZ), is starting to pay dividends, boosting our funding base and promising to provide more stability for our future budgets.

Earlier this year we were able to increase staff wages, acknowledging our team members' dedication to our work despite the rising cost of living. We continually seek ways to demonstrate appreciation of our staff, while facing increasing costs of running programmes. It is our staff who enable us to deliver high-quality programming, safely.

This year marked the end of our multi-year Kaimahi For Nature funding. This is one of two funds that had become significant income streams for WIO. The other was our highly successful Ākonga programme that has had a positive impact on at-risk youth. The loss of these two funding streams is once again an opportunity for us to adapt our programming.

“The Board thanks Whenua Iti for the clear and excellent report on the Rangatahi Journeys programmes, is heartened by the positive impact on the rangatahi and wishes the team well for the future.”

- Te Rau Puawai Trust Board

“My son had such an amazing time and came home full of stories about his adventures, confident and proud of all that he was able to achieve. It was so nice to see the light in his eyes when he discussed all the activities they went on. He loved the abseiling the most. Thank you so much for running this programme and for helping us to receive the scholarship so that he could attend. He was able to make fun memories, gain confidence in his abilities and learn valuable skills that will help him in the future.”

- Parent of a Scholarship Recipient



962

FULLY FUNDED
PLACES ON
PROGRAMMES

60

FUNDING
CONTRACTS
HELD



61

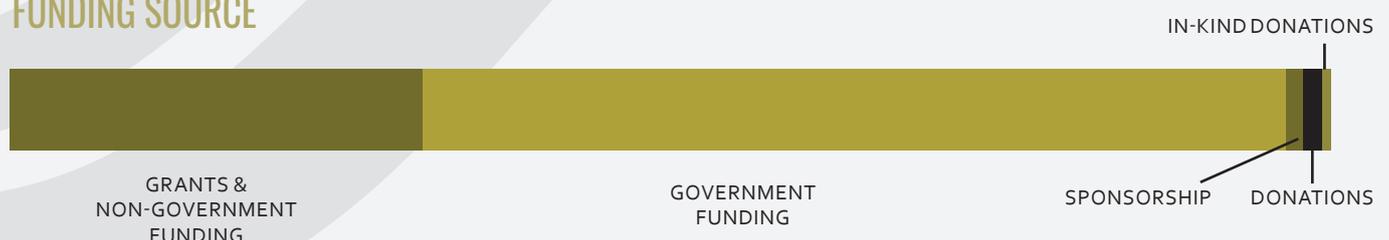
FUNDING
ACCOUNTABILITY
REPORTS COMPLETED

1380

STUDENT REPORTS
GENERATED BY OFFICE
AND FIELD STAFF



FUNDING SOURCE



FINANCIAL SUMMARY

STATEMENT OF COMPREHENSIVE REVENUE & EXPENSE	2023	2022
Donations	45,063	56,035
Grants and other similar revenue	1,249,396	783,761
Other non-exchange revenue	452,502	242,187
Total Revenue from Non-Exchange Transactions	1,746,961	1,081,984
Trades Academy Income	1,112,940	850,756
Course Fees	601,403	421,470
Hire of Facilities	2,800	11,821
Sponsorship	-	4,500
Interest, dividends and other investment revenue	5,492	1,012
Revenue from providing goods or services	142,564	-
Total Revenue from Exchange Transactions	1,865,199	1,289,558
Volunteer & employee related costs	2,646,750	2,112,208
Operating Expenses	771,265	487,787
Grants and donations made	2,547	1,634
Depreciation	142,702	102,233
Other expenses	26,991	28,850
Total Expenses	3,590,255	2,732,712
Surplus / (Deficit) for the Year	21,905	(361,170)

STATEMENT OF FINANCIAL POSITION	2023	2022
Current Assets	252,405	457,944
Non-Current Assets	1,038,163	1,062,740
Total Current Liabilities	346,463	598,484
Total Non-Current Liabilities	73,000	73,000
Total Assets less Total Liabilities (Net Assets)	871,105	849,200
Accumulated surpluses (or deficits)	781,105	759,200
Reserves	90,000	90,000
Total Accumulated Funds	871,105	849,200

LOOKING FORWARD

Our focus continues to be consolidating income streams in the face of delivery and inflationary pressures. Our goal is for our ExpedNZ income stream to reach 30% of our total revenue within the next two years, whilst maintaining our current responsibilities and suite of community programming. Any associated profit from this Social Enterprise will be channelled back into supporting local tamariki and rangatahi to attend programmes at WIO, creating opportunities to respond to local need in our communities through direct, targeted local investment. We are looking to bolster our 2024 income gaps with a suite of multi-day camps for local schools and Exped NZ programming for international schools and universities.

NGĀ MIHI NUI TO OUR FUNDERS & SUPPORTERS



Abel Tasman Education Trust | Golden Bay Workcentre Trust | Grapevine | John Ilott Charitable Trust | McKee Charitable Trust | Moutere Catchment Group | NZ Mountain Film Festival Charitable Trust | Rural Communities Trust | Rural Women NZ | Sarau Community Trust | WR Kettle

NGĀ MIHI MAIOHA TO OUR STAFF



THE 20 YEAR CLUB

20 YEARS WORKING AT WHENUA ITI OUTDOORS

2023, the year of the legend! At least that was the sentiment this year as we paused to celebrate our instructor Johnny Johnson as he marks 20 years working at Whenua Iti Outdoors!

Johnny is a steady and good-natured character, respected by fellow staff members for his calm and positive demeanour. His patience strikes an approachable tone with participants, supporting them to harness life lessons and resilience from the physical and mental challenges of adventure activities.

“I’ve seen WIO change a lot over the years,” says Johnny, “growing from quite small to big, busy and successful. I have lots of good memories of the people who have come and gone and are still here. The positive workplace culture and the variety of work with lots of different groups are what have kept me working here for 20 years.”

Johnny joins instructor Charlie who has been working at Whenua Iti for 22 Years. “It’s been awesome to work alongside Johnny over the years,” Charlie says. “He’s a natural at leading outdoor adventure activities. We often reminisce about old times like the Infinite Possibility programme and joke about having an ‘All Stars’ course with some of the hard case people we’ve worked with over the years.”

Naturally, we think Johnny and Charlie are the true All Stars!





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