



www.fosteringkids.org.nz



Annual Report 2015

Contents

Annual Report

Introduction	3
Chairperson's Report	4
Chief Executive's Report	5
Vision, Mission & Values	6
Strategic Direction	7
Critical Support Programme	8
Training Programme	9
Regional Support	9
Achievements.....	10
Associations	11

Financial Statements

Independent Auditors Report	1
State of Financial Performance	2
State of Movement in Equity	3
Statement of Financial	4
Note for Financial Statements	5-7

Fostering Kids is registered as New Zealand Family & Foster Care Federation as:

◇ An Incorporated Charitable Trust

◇ Exempt from income tax

Registered Charity CC25139

Donations to Fostering Kids are tax deductible to the supporter



Fostering Kids Annual Report 2015

Fostering a brighter future for vulnerable children through people who care

Fostering Kids is the voice of Fostering families in New Zealand. In 1976 a group of foster carers who recognised the importance of working together toward positive outcomes for children in care established our organisation, the New Zealand Families FosterCare Federation Incorporated.

Fostering Kids is the only national organisation contracted to provide services to all those caring for children not biologically their own. This includes Grandparents raising grandchildren, Whanau/ Kin carers and those providing a Home for Life.

As such we are uniquely placed to represent the views and concerns of all those involved in foster care. We do this through training, advice, advocacy, policy development, information, publications, individual projects and support services.

We also strive to inform, influence and persuade policy-makers and to improve public understanding of foster care.



Chairperson's Report

I think it is appropriate to commence my report by acknowledging our wonderful staff at Fostering Kids.

Our Head Office Staff, Regional Support Coordinators and Training Staff that drive Fostering Kids are a remarkable group of people.

We also have an amazing group of volunteers that provide essential support to our members. I am sure that I speak for the many caregivers that our volunteers have helped, when I say a big thank you.

As an organisation we have experienced exceptional growth with our current membership now exceeding four thousand. This growth has created an increased demand for caregiver support. Our staff and volunteers have stepped up to the mark and the Board sees this as a catalyst for the years ahead.

We are very fortunate to have such a capable leader in Linda Surtees. As our CEO Linda has shown a commitment to making this organisation an effective voice for caregivers. Linda has established a very positive relationship with Child Youth and Family and other non-government organisations.

Fostering Kids has mapped out a proposal to increase our support for caregivers. Linda and the team with the full support of the Board has put together what we think is a very strong case for consideration by Government.

I would also like to thank my fellow Board members for their continued input and commitment. This group of people have a wide diversity of backgrounds and skills that they have willingly provided for the benefit of our charity. As a Board we are confident that our charity is well prepared to meet the challenges ahead.

I could not finish without acknowledging the work done by our caregivers in providing a home for the vulnerable children in their care. I know that I can speak for the Board, staff and volunteers when I say that your commitment to these children is the backbone of our organisation.

Colin Hardgrave
Board Chairperson

Our Board

Colin Hardgrave	(CHAIR) Central North Rep
Edwina Poynton	(VICE CHAIR) NGO Rep
Diana Halsted	Financial Specialist
Peter Edmonds	Cultural Advisor
Dr Nicola Atwool	Sector Specialist
Liz Tere Tai	Upper North Representative
David Broderick	Lower North Representative
Racquel Lewis	Upper South Representative
Janice Purchase	Lower South Representative



Chief Executive's Message

Strategic planning and team commitment has delivered some outstanding results for Fostering Kids New Zealand in 2014-2015. Our vision is that Every Fostering Family is empowered, supported and trained to provide a safe and nurturing home. I am very pleased with the progress to date as we are firmly focused on appropriate steps toward this.

This has been another significant year for Fostering Kids with numerous achievements including the development of a business plan for "Improving Outcomes for Children in Foster Care", this was presented to the Minister of Social Development in April 2015. This plan is a major achievement for Fostering Kids and represents the voice of our caregiver membership at a high level. Research was undertaken on the state of care in Australia, with learning from past and recent changes to their care structure. An important caregiver support survey was well supported by our members that ensured the business plan truly represented the views of our caregiver members. I want to thank all those that participated in the survey, I believe 864 responses provided the largest survey of caregivers in New Zealand to date.

Our paper has made several practical recommendations for improvement to the care system. These include:

- Increasing the age of children leaving care up to 23 years to allow our young people the opportunity to undertake tertiary studies should they choose to.
- Introducing National Standards of Care to provide for appropriate support, training and oversight of caregivers.
- A structured model of wrap around support and training for caregivers that is responsive to the individual needs of the child in the context of the family, including Home for Life and Whanau care.

We are a national organisation, focusing on the care family to provide the highest possible care for our most at risk children and young people. We believe Fostering Kids is well positioned to deliver a future of high quality support and training to caregivers in a structured and meaningful way.

I am very pleased to advise we have established new community offices in Nelson, Masterton and Auckland with Christchurch due to open in October. This should provide a base for caregivers and improve access to our services.

We are also excited to announce we have entered a partnership with Te Wananga o Aotearoa and have second and third year Social Work students on placement with us. We feel this is a fantastic opportunity for students to gain a sound understanding of the caregiver experience prior to them entering the workforce.

We have a new Regional Coordinator position in the Taranaki/Wanganui region to improve support and training for this district. We plan to continue to grow our frontline team to ensure caregivers are well supported and trained.

I would like to close by thanking our incredibly dedicated and passionate team of Board Members, Managers, Regional Coordinators, National Office staff and last but by no means least, the amazing team of over 100 volunteers that keep us going. A huge thank you to our sponsors L'Oreal Paris for their incredible support, and our many wonderful supporters without whom we could not deliver half of our services.

I would also like to thank our caring families for making the biggest difference to so many. "We have the opportunity to pour into them what they were created to be; and pull out the treasure they cannot yet see" Author Momma Moon.

I look forward to the future of care and all the change it holds promise of.

Linda Surtees
Chief Executive



Vision

***Every Fostering Family is empowered, supported and trained to provide
a safe and nurturing home***

Mission

To strengthen Fostering Families by providing quality

- ◆ ***Support - emotional and physical***
- ◆ ***Training and Learning Opportunities***
- ◆ ***Information***
- ◆ ***Advocacy***
- ◆ ***Innovation***
- ◆ ***Lobbying***

Guiding Principles

WE BELIEVE

- ◆ ***The best interests of the child are of paramount importance***
- ◆ ***In focusing on the well being of Fostering families***
- ◆ ***In a collaborative approach to quality Foster care***
- ◆ ***In consulting with members and supporting them***
- ◆ ***In working with integrity and respect***
- ◆ ***In promoting excellence and professionalism***
- ◆ ***In the value of team work***
- ◆ ***In recognizing the diversity of culture, tradition and individuals***



Strategic Direction 2013-2016

Empowerment and Support of Members and their Families

Engage with Stakeholders and Partners

Promote and Develop Professional Carer Training

Sustainable Financial Viability

Effective Professional Communication and Publicity



Committed to results

Critical Support

We have had a very busy year. We have supported over 100 caregivers during the past year and answered many phone calls from members seeking information.

We have had three students so far this year from Te Wananga O Aotearoa who are undertaking their Bachelor of Social Work studies (Biculturalism in Practice). This has been an opportunity to promote caregivers and Fostering Kids to up and coming social workers and the wider community .

The training this year was really enjoyable and the bond the support workers have with each other was clearly noticeable.

We will continue working as a team supporting caregivers determined to help to keep placements stable for children in care.

Thank you to the critical support team for the generous time you give to Fostering Kids, for your sense of humour, patience, empathy and listening skills that you have and give to others. Once again I acknowledge the tireless and wonderful work of the Critical Support Workers.

Here is some feedback from a caregiver that used our support service.

Just on a personal note. I cannot thank the Fostering Kids organisation, and especially B [Critical Support Worker], enough. B stood by me when the social workers thought (a) I had gone nuts, and (b) I was something I was not. B encouraged and supported me through a very distressing time. I cannot thank her enough. Once again, I cannot thank you enough, especially B, who was always there, encouraging, supporting, listening, and holding up an emotional wreck. Can you give her a big hug, from me and from S as well? Thank you, so much.

I am looking forward to another year working together and achieving so much for children in care.

The greatest joys in life are found not only in what we do and feel, but also in our quiet hopes and labours for others."
Author Bryant McGill, *Voice of Reason*

Maureen Roche, Critical Support Manager

Fundraising

Fostering Kids relies on the generosity of thousands of individual supporters, small businesses, and trusts and foundations to help caregivers do their absolute best for children and young people in care.

With fundraising income forecasted to be around 50 percent of income, our supporters are truly making a positive impact on our members' caregiving journeys. Our heartfelt thanks and gratitude to all our supporters - you are ultimately helping to create brighter futures for some of our country's most vulnerable children and we are very grateful for your support.

Suzanne Johnson, Fundraiser

Critical Support Team (Volunteers)

Barbara Allan	Gillian Lynch	Linda Bradley
Billie Galloway	Gwenda Swinney	Pauline Rangitua
Colin Hardgrave	Heather Tuhoro	Penny Dawber
Denise Gibson	Jan Halliday	Racquel Lewis
Fransisca Fitzell	Judy Williams	Robyn Allison
Frances Ross	Justine Keene	Val Marsters

Regional Support

It's been a year full of growth, challenges and change. We have continued to support Associations and establish focused support groups from members' feedback throughout the country, and in turn have been advocating for members in their situations when areas have been grey or communication has been unclear.

Our Facebook pages continue to be populated and it is a privilege to administer one of the avenues where members can provide support to each other through them. Our membership continues to grow and yet we are aware there are still a lot of caregivers out there that haven't heard about our organisation or how we can support them.

While we were sorry to see our Nelson based Regional Coordinator, leave to pursue her studies further, we are excited to not only replace her but have been able to increase the Regional Coordinator team by 1 in the Westland Region (New Plymouth, Wanganui region).

Thanks to the team for all their work this past year in being the face of Fostering Kids New Zealand out in the regions and for continuing to provide support and service to our members.

Stephanie James-Sadler, Support Manager



Training

During the past year Fostering Kids NZ (FKNZ) have delivered 143 workshops nationwide, to 1480 attendees. Our regional co-ordinator team continue to do a fabulous job in not only delivering the NCTP programme with integrity and passion but they also offer extra support with a vast knowledge and experience of fostering.

Feedback – From Carers

“Yup was very good attending the training thank you. I enjoyed hearing all the different people’s views on how they did things as well as what we were being taught. It was a very relaxed, friendly environment to work in. Also saw one of the other members at chipmunks in the weekend, so cool to see a face in public sharing similar stories.”

Feedback - From Agency

“One of our whanau caregivers, Jo, was so excited about the course you took. [She] Ran up to office with her certificate and said it went into so much more depth than parenting courses she did. Thanks for the training you provide. She was able to tell me quite a lot today about what she learnt.”

During the year, we have also delivered 37 two hour Discussion Sessions to 332 carers. These sessions have provided a variety of useful and practical information and their flexibility of being available mornings, lunchtimes, afternoons and evenings has proved popular. We plan to develop further modules on a yearly basis to ensure we meet current care trends and needs.

The review of the three core NCTP workshops is complete and new versions are being delivered. Some of the other NCTP workshops also need an update which will hopefully commence this year.

Gaylene Lawrence, Training Manager

Highlights

- ◆ Opened three Regional offices—Masterton, Nelson, Auckland, with Christchurch opening in October 2015
- ◆ Participation in the Child, Youth & Family review
- ◆ Regional Hui's held in Central, Lower South and Lower North
- ◆ 7th L'Oreal Face Your Future Workshop where 47 teenagers were motivated and encouraged.
- ◆ 20 wonderful caregivers received Excellence Awards in partnership with CYF
- ◆ Engagement of a full-time Fundraiser
- ◆ Submission of Business Plan to CYF & Minister Tolley proposing a new model of caregiver training and support for CYF caregivers
- ◆ National office expansion
- ◆ To meet demand on our Critical Support service we have engaged a part-time Critical Support Coordinator
- ◆ We launched our new user friendly website.
- ◆ Membership has grown to 3941
- ◆ Entered into partnership with Te Wananga o Aotearoa providing Social Work placements
- ◆ 126 children received new bikes through Elevate Events
- ◆ Largest caregiver survey was held in Nov 2014 to inform Ministry decisions
- ◆ Visited Australia to research care options
- ◆ Introduction of discussion sessions
- ◆ National Conference 2014 held in Christchurch
- ◆ Re-introduction of NZ Certificate in Whanau/Family & Foster Care (Level 3)
- ◆ Support for 10 caregivers to attend IFCO Conference 2015 in Sydney
- ◆ Worked with CYF regarding additional caregiver day to day and travel payments for caregivers



Associate Members of Fostering Kids

Aoraki Family Care Association	Cave
Ashburton Foster Care Support Group	Ashburton
Bay of Plenty Foster Care Association	Papamoa
Central Otago Caregivers Support Association	Ranfurly
Christchurch Family and Foster Care Association Inc	Christchurch
Cosy Nests Kaitaia	Kaitaia
Dunedin Foster Care Support Group	Dunedin
Fiordland Foster Care Support	Invercargill
Foster Care Association Auckland Incorporated (FCAA)	Manukau
Foster Care North Shore Association	Albany
Franklin Foster Care Association	Pukekohe
Gore Foster Parent Support Group	Gore
Hawkes Bay Foster Care Association	Hastings
Kapiti Foster Care Support Group	Waikanae
Manawatu Foster Care Association Inc	Feilding
Marlborough Foster Parents Association	Picton/Blenheim
Nelson / Tasman Association	Richmond
North Otago Foster Care Support Group	Oamaru
Otautahi Foster Care Association	Christchurch
Porirua Unique Foster Carers	Porirua
Rotorua Foster Care Association	Rotorua
South Auckland Association	Papatoetoe
South Otago Foster Care Association	Balclutha
Southland Foster Care Association	Wyndham
Taranaki Foster Care Association	New Plymouth
Tararua Foster Carers	Dannevirke
Taupo & Tokoroa Foster Care Association	Tokoroa
Waikato Foster Care Association	Hamilton
Wairarapa Foster Care Association	Masterton
Wanganui Foster Care Association	Bulls
Wellington Family & Foster Care Association	Lower Hutt
West Auckland Foster Care Support Association	Auckland
Whakatane Foster Care Association	Whakatane
Whangarei Foster Care Association	Whangarei

Fostering Kids New Zealand would like to acknowledge the 100 plus dedicated Key People who run these Associations. They are some of the hardest working and highly valued members of our Team. This is a voluntary role and we cannot thank them enough for the incredible commitment they have to the organisation and Caring Families around New Zealand. **THANK YOU**

New Zealand Family & Foster Care Federation Inc.
Statement of Financial Performance
For the Year Ended 30th June 2015

	Note	2015 \$	2014 \$
Revenue			
Fundraising	9	1,612,687	1,499,725
CYF Grants Received			
Allegations		118,440	133,440
Operational		342,114	322,114
Training		324,400	274,550
Other Grants/Donations	10	32,818	30,539
Other Income		1,088	
Conference registrations		23,056	32,395
Overhead Recoveries		223,746	186,182
Grants Carried Forward		-	111,000
Membership Fees		2,160	85
		<u>2,680,509</u>	<u>2,590,030</u>
Interest Received		27,992	20,510
Total Income		<u>2,708,501</u>	<u>2,610,540</u>
Less Expenses			
Allegations Program	11	149,402	132,234
Audit Fee		4,500	4,000
Depreciation		13,547	10,390
Fundraising	12	1,022,077	1,038,243
National Caregiver Training Program	13	295,651	311,389
Operational Expenses	14	1,066,436	804,028
		<u>2,551,613</u>	<u>2,300,284</u>
Total Expenses		<u>2,551,613</u>	<u>2,300,284</u>
Net Surplus / (Deficit) For Year		<u>\$ 156,888</u>	<u>\$ 310,256</u>

These Financial Statements must be read in conjunction with the accompanying Notes and the Audit Report



New Zealand Family & Foster Care Federation Inc.
Statement of Movements in Equity
For the Year Ended 30th June 2015


	2015	2014
	\$	\$
EQUITY AS AT 1 JULY 2014	654,915	344,659
Net Surplus / (Deficit) for the Year	156,888	310,256
Total Recognised Revenues & Expenses	<u>156,888</u>	<u>310,256</u>
EQUITY AS AT 30 JUNE 2015	<u><u>\$ 811,803</u></u>	<u><u>\$ 654,915</u></u>



New Zealand Family & Foster Care Federation Inc.
Statement of Financial Position
As at 30th June 2015

	2015	2014
	\$	\$
CURRENT ASSETS		
Bank Accounts	353,218	244,180
Term Deposits	429,386	413,236
GST Refund Due	19,281	26,732
Interest Accrued	2,951	1,450
Accounts Receivable	81,352	25,086
Payments in Advance	44,254	3,160
Total Current Assets	<u>930,442</u>	<u>713,844</u>
NON-CURRENT ASSETS		
Fixed Assets as per Schedule 8	78,013	48,792
TOTAL ASSETS	<u>1,008,455</u>	<u>762,636</u>
CURRENT LIABILITIES		
Accounts Payable & Accruals	196,651	107,721
Total Current Liabilities	<u>196,651</u>	<u>107,721</u>
TOTAL LIABILITIES	196,651	107,721
NET ASSETS	<u>\$ 811,803</u>	<u>\$ 654,915</u>
Represented by;		
EQUITY		
Accumulated Funds	<u>811,803</u>	<u>654,915</u>
TOTAL EQUITY	<u>\$ 811,803</u>	<u>\$ 654,915</u>

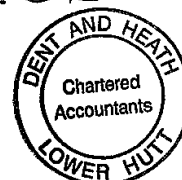
These financial statements are signed for and on behalf of the Federation by;

Chairperson 

Board Member 

Date 10 September 2015

These Financial Statements must be read in conjunction with the accompanying Notes and the Audit Report



New Zealand Family & Foster Care Federation Inc.
Notes to the Financial Statements
For the Year ended 30th June 2015

1. STATEMENT OF ACCOUNTING POLICIES

Reporting Entity

These are the financial statements of New Zealand Family & Foster Care Federation (Inc). New Zealand Family & Foster Care Federation (Inc) is an Incorporated Society registered under the Incorporated Societies Act 1908.

New Zealand Family & Foster Care Federation (Inc) qualifies as an exempt entity under the Financial Reporting Act 1993. These financial statements are general purpose financial statements as defined by the Financial Reporting Act 1993 and have been prepared using generally accepted accounting principles.

New Zealand Family & Foster Care Federation (Inc) is a registered charitable entity under the Charities Commission as at 3 June 2008.

Measurement Base

The accounting principles recognised as appropriate for the measurement and reporting of earnings and financial position on an historical cost basis have been used, with the exception of certain items for which specific accounting policies have been identified.

Changes in Accounting Policies

There have been no changes in accounting policies. All policies have been applied on bases consistent with those used in previous years.

2. SPECIFIC ACCOUNTING POLICIES

The following specific accounting policies, which materially affect the measurement of financial performance and financial position of the company, have been applied:

(a) Property, Plant & Equipment

All property, plant & equipment except for land and buildings is stated at cost less accumulated depreciation. Depreciation of the assets has been calculated at 20% DV per annum.

(b) Goods & Services Tax

These financial statements have been prepared on a GST exclusive basis with the exception of accounts receivable and accounts payable which are shown inclusive of GST.

(c) Income Tax

No provision for Income Tax has been made as there is no current or deferred tax payable due to their charitable status.



New Zealand Family & Foster Care Federation Inc.
Notes to the Financial Statements
For the Year ended 30th June 2015

(e) **Receivables**

Receivables are stated at their estimated realisable value. Bad debts are written off in the year in which they are identified.

3. **AUDIT**

These financial statements have been subject to audit, please refer to Auditor's Report.

4. **IFCO CONFERENCE 2015**

At balance date \$33,000 has been accrued as approximately 50% of the costs of care givers, Board and staff attendance at this conference. Due to the uniqueness of the ability to attend this conference given that it is being held in Australia and the high cost of attendance the cost has been spread over two years.

5. **CONTINGENT LIABILITIES**

At balance date there are no known contingent liabilities (2014:\$0). New Zealand Family & Foster Care Federation (Inc) has not granted any securities in respect of liabilities payable by any other party whatsoever.

6. **RELATED PARTIES**

There were no related party transactions during the year under review.

7. **CAPITAL EXPENDITURE COMMITMENTS**

New Zealand Family & Foster Care Federation Inc. has no capital commitments at year end.
 (2014 - \$0)

8. **FIXED ASSET SCHEDULE**

	<u>2015</u>	<u>2014</u>
<u>Office Equipment</u>		
Cost	141,798	99,030
Less Accumulated Depreciation	<u>(63,785)</u>	<u>(50,238)</u>
Closing Book Value	<u>\$78,013</u>	<u>\$48,792</u>
Depreciation for year	\$13,547	\$ 10,390



New Zealand Family & Foster Care Federation Inc.
Notes to the Financial Statements
For the Year Ended 30th June 2015

	2015 \$	2014 \$
Note		
9. Fundraising		
Telephone Fundraising - Business	761,835	740,625
Monthly Supporters	357,325	340,032
Telephone Fundraising - Individuals	493,527	419,068
	<u>1,612,687</u>	<u>1,499,725</u>
10. Other Grants/Donations		
L'Oreal	10,000	10,000
NZQA Subsidies	-	4,583
Other Donations	22,493	15,358
Fundraising - Diaries	325	598
	<u>32,818</u>	<u>30,539</u>
11. Allegation Program Expenses		
Legal	12,402	13,020
Overheads/Admin/Staff	99,525	81,531
Support Team Reimbursement	21,170	16,624
Training/Supervision	16,305	21,059
	<u>149,402</u>	<u>132,234</u>
12. Fundraising Expenses		
Telephone Fundraising - Business	499,501	515,980
Monthly Supporters	53,372	117,242
Telephone Fundraising - Individuals	297,720	292,275
Overheads / Admin. / Staff	171,484	112,746
	<u>1,022,077</u>	<u>1,038,243</u>
13. National Care Giver Training Program		
Delivery costs	124,021	136,906
Development & design	9,036	10,472
NZQA Program	964	3,328
Overheads / Admin. / Staff	151,020	145,266
Training 4 Trainers	10,610	15,417
	<u>295,651</u>	<u>311,389</u>



New Zealand Family & Foster Care Federation Inc.
Notes to the Financial Statements
For the Year Ended 30th June 2015

		2015 \$	2014 \$
	Note		
14. Operational Expenses			
Board Expenses		30,446	27,369
Diaries		22,202	14,663
Excellence in Foster Care Awards		10,127	9,745
IFCO Conference 2015	4	33,000	-
Legal Expenses		2,300	6,500
L'Oreal - Face Your Future		6,720	1,076
Local Association/Membership Expenses		30,246	21,524
Lou & Iris Family Trust Spend		-	6,000
National Conference/AGM/Regional Conferences		90,842	63,070
Office Expenses / Overheads		159,790	91,373
Red Cross - First Aid Courses		1,409	2,322
Regional Coordinators		359,894	302,783
Staff Expenses		319,460	257,603
		1,066,436	804,028



INDEPENDENT AUDITORS REPORT

To the Members of New Zealand Family & Foster Care Federation Incorporated

Report on the Financial Statements

We have audited the financial statements of New Zealand Family & Foster Care Federation Incorporated on pages 1 to 7, which comprise the statement of financial position as at 30 June 2015, the statement of financial performance, and statement of changes in equity for the year then ended, and a summary of significant accounting policies and other explanatory information.

Board Responsibility for the Financial Statements

The Board are responsible for the preparation of financial statements in accordance with generally accepted accounting practice in New Zealand and that give a true and fair view of the matters to which they relate, and for such internal control as the Board determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors Responsibility

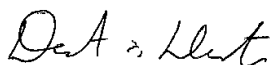
Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing (New Zealand). Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of financial statements that give a true and fair view of the matters to which they relate in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.

An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates, as well as evaluating the presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion. Other than in our capacity as auditor we have no relationship with, or interests in, New Zealand Family & Foster Care Federation Incorporated.

Opinion

In our opinion, the financial statements on pages 1 to 7 comply with generally accepted accounting practice in New Zealand and present fairly, in all material respects the financial position of New Zealand Family & Foster Care Federation Incorporated as at 30 June 2015 and its financial performance for the year ended on that date.



Dent and Heath
10 September 2015
Lower Hutt

Our Team

National Office

Linda Surtees	Chief Executive
Janine Stewart	Executive Assistant
Andeana Pilalis	Events & Communications Manager
Jennifer Hanson	Administration Assistant
Suzanne Johnson	Fundraiser
Christine Williams	Training Co-ordinator
Wendy Lowe	Financial Officer
Maureen Roche	Critical Support Manager
Kaye Wilmshurst	Critical Support Co-ordinator
Gaylene Lawrence	Training Manager
Stephanie James-Sadler	Support Manager
Wendy Kavanagh	Office Volunteer

Regional Team

Barbara McElligott	Lower South Regional Coordinator
Lynne Matthews	Central North Regional Coordinator
Mary August	Lower North Regional Coordinator
Dallas Pickering	Auckland Regional Coordinator
Denise Green	Upper South Regional Coordinator
Laura Hall	Canterbury Regional Coordinator
Judi Oliver	Upper North Regional Coordinator
Teena Bennett	North West Regional Coordinator

A huge thank you to our wonderful supporters

Fostering Kids Office

Level 3, 29 Waterloo Road, PO Box 30188, Lower Hutt, 5040

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www.fosteringkids.org.nz

