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# ANNUAL REPORT 2019

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**Child  
Matters**

EDUCATING TO PREVENT CHILD ABUSE

# THE ROLE OF CHILD MATTERS



Unlike many other countries, Child Protection training is not mandatory in New Zealand for professionals or volunteers who work with children and young people. This means teachers, sports coaches and even social workers may never receive training relating to child abuse, or training on how to recognise the signs of abuse, or training regarding how to respond if a risk is identified.

This is the reason Child Matters exists – to upskill those working and interacting with children, young people and their families and whānau, so they are able to identify risks

concerning vulnerability and abuse, and have the knowledge and confidence to take appropriate action.

Child Matters works with all sectors, including professionals, community organisations, and families and whānau to deliver training, provide advice on policy and procedures, and consultation regarding child protection issues.

Educating all sectors of our community how to protect our tamariki is essential to reducing abuse and neglect in New Zealand.

## Purpose

Effecting change to prevent abuse and neglect

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“There can be no keener  
revelation of a society's  
soul than the way in which  
it treats its children”

– Nelson Mandela



## Chair's Report

During my time on the Board of Child Matters I have seen the organisation continue to develop its capacity to offer Child Protection services and support. The Child Matters team have always strived to assess, evaluate and learn to ensure they are delivering the best possible training and consultancy services.

“Under the Board’s leadership the strategic direction is a more holistic approach that is reliant on strong partnerships, which has increased the capacity and reach of the organisation.”

Maintaining financial stability has been achieved alongside the delivery of new initiatives. Under the Board’s leadership the strategic direction is a more holistic approach that is reliant on strong partnerships, which has increased the capacity and reach of the organisation. Community focused work with Ngati Porou, and work within the disability sector have been new and exciting directions for the organisation.

The Board members gave significant time and expertise to this process and I wish to thank them for this and their continued commitment to Child Matters.

On the 10th August 2019, Child Matters had been delivering Child Protection Services for 25 years. I am proud to say the organisation is well positioned to continue for many years to be a voice for children and young people in Aotearoa New Zealand.

Ngā mihi,

Edgar Wilson  
Chair



## Chief Executive's Report

For 25 years Child Matters has worked to ensure professionals and volunteers working with children and their whanau are able to identify and respond to the signs of child abuse and neglect. This will continue to be a core piece of the work we do. This last year Child Matters has also consolidated how to develop and deliver support to communities to assist them to design how they collectively protect their children and young people.

I am proud of the diverse expertise of the Child Matters team and am excited about the way we continue to assess and adapt the services we deliver, so they support the development of regional and sustainable solutions.

I am appreciative for the strategic direction provided by the Child Matters Board and am fortunate to have the support of a Board that bring their collective expertise to our cause. I thank them for the commitment that they bring to that role.

Partnership is an important part of how Child Matters works. Real solutions cannot be designed and delivered in isolation. Strong partnerships with organisations that have shared values and objectives is an essential part of our continuing strategy. I thank those organisations that have the trust in our team to work with us on a daily basis.

New Zealand faces growing and complex social issues. Now is a time for organisations working in the social sector to be informed, connected and strategic in the way we work to meet these needs. We also need to ensure government is fully informed about the issues facing our communities. Child Matters will continue to work in the sector to meet these objects and work for constructive and positive change for our children.

*“The secret to change is to focus all your energy not on fighting the old, but in building the new”- Socrates*

Nāku noa nā,

Jane Searle  
Chief Executive

# STRATEGIC DIRECTION

## Whanau

Working with community collaborations that support whanau to create safe environments for tamariki, and counter the impact of child abuse and neglect.

## Workforce

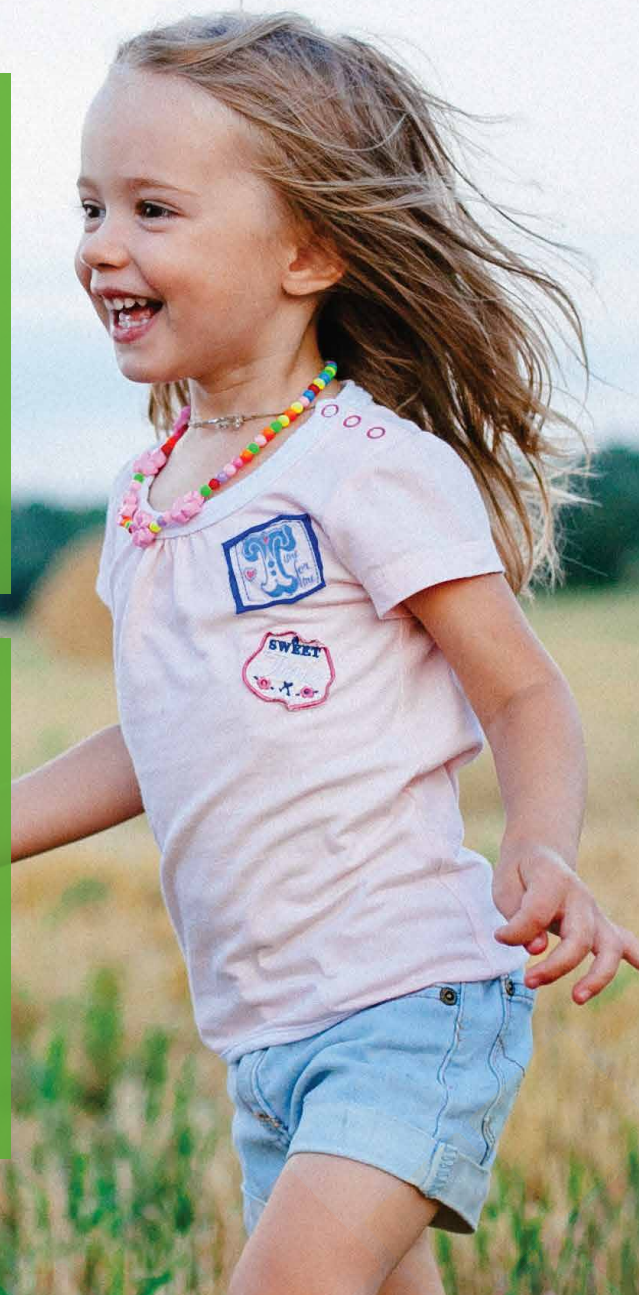
Child protection training, policy and consultancy services to upskill organisations and volunteers working directing with at risk children, young people and their families.

## Community

Assisting community organisations to implement child protection policies, processes and safe working practices, including recruitment of staff and volunteers.

## Government

Support Government to meet their obligations under the United Nations Conventions on the Rights of a Child.



## New Team Members

### Megan West, National Services Manager

Megan was thrilled to step into the role of National Services Manager at Child Matters earlier in 2019. Megan says that Child Matters' purpose is in line with her own values and belief systems about prioritising the safety and rights of children. After qualifying as a social worker, she had roles in the paediatric department of Waikato Hospital and at Oranga Tamariki (formerly Child, Youth and Family) as a child witness interviewer and supervisor. This previous experience has given her a privileged insight into childhood trauma and she wants to use her current role to give those children a voice regarding the wider social issues that impact them, their families and whanau.

### Sarah-Jane Tiakiwai, Trustee

Dr Sarah-Jane Tiakiwai has recently joined the Child Matters Board as a Trustee. Sarah-Jane is the Deputy Vice-Chancellor Maori at the University of Waikato. Sarah-Jane brings a wealth of knowledge, governance experience and research credentials. Her knowledge of issues facing Maori is vast, and her fresh perspective is a much welcome addition to Child Matters.

## Our Training Footprint

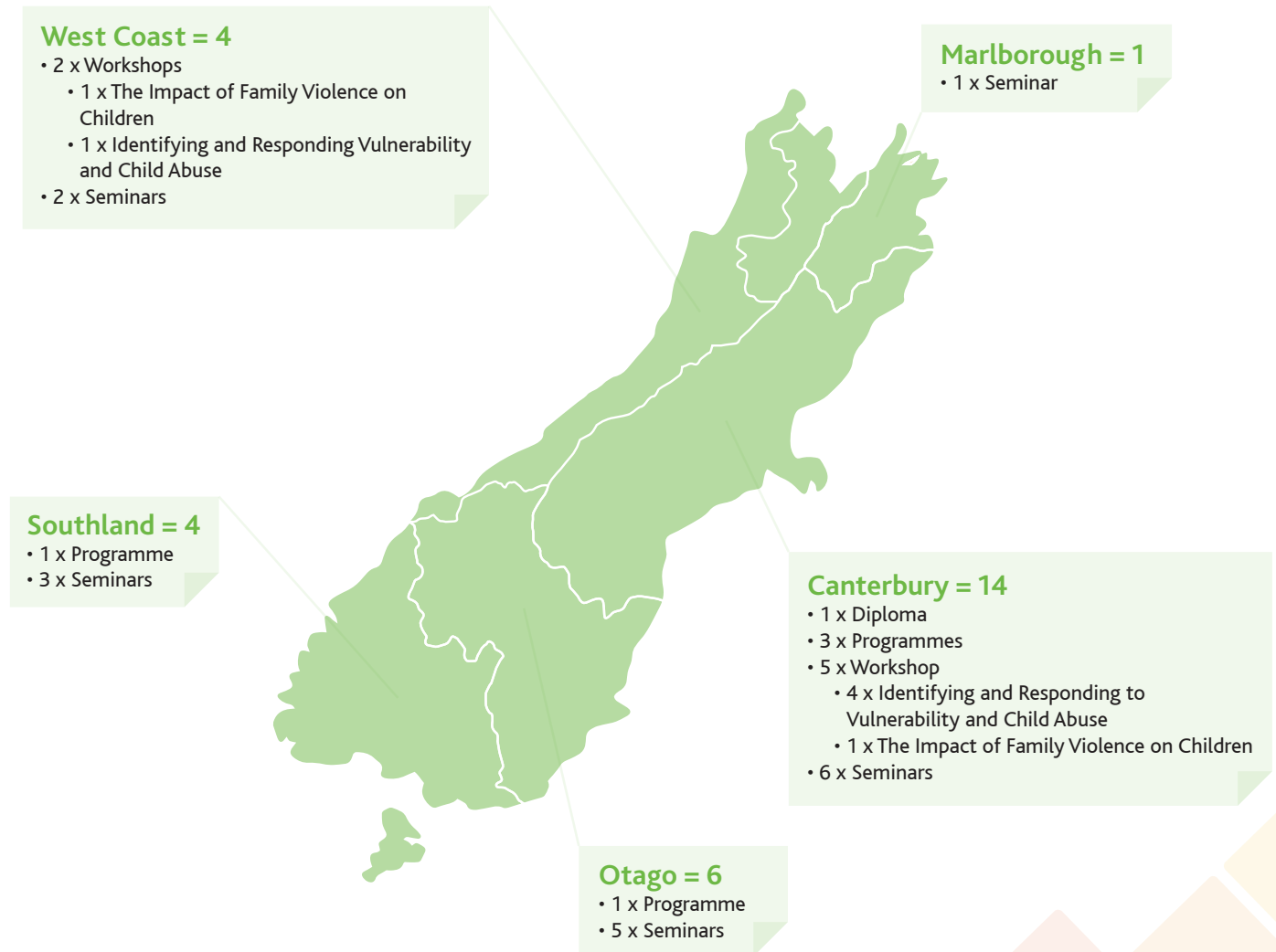
Child Matters has made every effort to make child abuse prevention training available to as many people as possible, providing courses throughout the country.

The adjacent map shows data collected from July 2018 – June 2019. Child Matters has run 139 child protection training diplomas, programmes, workshops and seminars during this period.

## Child Matters Child Protection Training



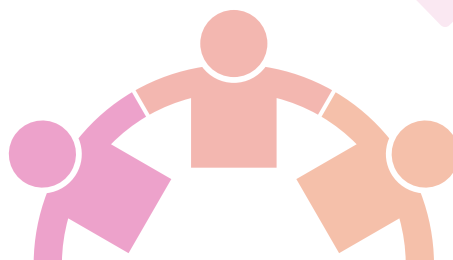
## Child Matters Child Protection Training...



## Building Capacity of Those on the Front Line

In the last year, Child Matters has focussed on collaborations that support all aspects of social need such as mental wellbeing, drug and alcohol addiction, poverty and homelessness.

1,179 people who work in the social services sector were trained.



**1179**  
**SOCIAL**  
**SERVICE**  
**WORKERS**  
**TRAINED**

### Disability Sector Project

Responding to risk, abuse and neglect

Child Matters is working in partnership with Waikato disability sector organisations Life Unlimited, Aspire, and Community Living. The purpose of this partnership is to evaluate rates of abuse within the disability community, and to develop child protection training that is meaningful and relevant for the sector to build expertise and capability.

“Community Living is indebted to Child Matters for facilitating and sharing their expertise to enable this inaugural training to occur in New Zealand – Marese McGee  
Chief Executive, Community Living”

### Wintec Strategic Partners

Child Matters is a member of the Wintec Strategic Partners collaboration. Child Matters is working alongside a number of organisations to build an inclusive society that brings people together, and enhances the health and wellbeing of thriving communities. The partners’ visions and values align with each other, and all the organisations are committed to the Treaty of Waitangi.

### Modern Slavery and Worker Exploitation Advisory Group (founding member)

CE Jane Searle is a founding member of the Modern Slavery and Worker Exploitation Advisory Group. This cross-sector group meets with Government and other stakeholder groups to identify risk and develop strategy to combat human trafficking and worker exploitation in New Zealand.

### The Good Collective

Child Matters is a proud member of The Good Collective whose mission is to transform the all-round effectiveness of Waikato’s charitable sector by leveraging the collective might of the local business community.





NDING TO  
LD ABUSE



In partnership with Whanau Oranga Services at Te Runanganui o Ngati Porou, the Child Matters team developed training to support those working with whanau in rural areas. Predominately these workers were dealing with issues of family harm, abuse and neglect but without easy access to support from other agencies. This pilot project was delivered to professionals and volunteers in the community.

The attendees include kaiako and kaimahi including kohanga reo staff, social workers, managers, health workers and administrative staff. Each training consisted of two full days of discussion, facilitation and training on Child Protection issues.

Each training was largely led by the participants and delivered in a discussion type model as opposed to a traditional lecture style of training. The consultant used te ao Maori analogy and korero to deliver key messages and to facilitate learnings within each group.

Phase two of this project begins in September 2019.

The learning objectives are:

- Understand the context of child abuse in Aotearoa including the current national approach to preventing and addressing child abuse and neglect.
- Understand the concept of vulnerability and factors that contribute to vulnerability and risk.
- Understand the barriers to intervening when children are at risk.
- Understand the nature and effects of trauma specifically focusing on family violence, child abuse and neglect.
- Be able to identify the different types of child abuse and neglect including exploitation of children, and recognise indicators and signs of child abuse and neglect.
- Know how to identify and intervene early when tamariki and rangatahi are vulnerable to child abuse and neglect.
- Know how to respond to tamariki and rangatahi when abuse is suspected or disclosed.
- Understand policy and legal requirements and processes for responding to, and reporting, child abuse and neglect.
- Identify where to refer tamariki, rangatahi and their whānau for support.
- Have the opportunity to implement new learning in practice through the use of case scenarios.

## Participant Learning

*"I came here not knowing much, and am leaving more aware and confident."*

*"I know what to do if I suspect abuse of any kind"*

*"[I will] be more alert, listen to our children more, consult others"*

## OUR PEOPLE



### Jane Searle, Chief Executive

Jane started her career as a barrister and solicitor, before joining the New Zealand Police. During her career with the New Zealand Police, Jane worked as a Detective on the Child Abuse Team. Jane has also worked as a counter fraud specialist in the United Kingdom, where she led a team responsible for fraud detection and investigation in the National Health Service. After returning to New Zealand, Jane worked as a trainer and investigator for local government, financial institutions, insurance companies and the health sector, before joining Child Matters in 2015.



### Amanda Meynell, National Services Manager (outgoing)

Amanda joined Child Matters in 2010. Amanda is a registered social worker who previously worked at Child, Youth and Family, as a social worker, supervisor and site manager, as well as practiced statutory social work in the United Kingdom. She is a member of the Waikato Child Youth Mortality Review Committee and has recently completed a part-time secondment as a Senior Advisor in the Tamariki Advocate Service Design team at Oranga Tamariki – Ministry for Children.



### Megan West, National Service Manager (incoming)

Megan is a qualified and registered social worker. Prior to coming to Child Matters in 2019, Megan worked at Oranga Tamariki for a number of years as a social worker, then a Specialist Child Witness Interviewer, which included progressing to a National Assessor and co-trainer for Child Witness Interviewing. As the National Services Manager, Megan is responsible for leading a team of Child Protection Consultants and the delivery of the child protection trainings, consultancy and policy advisory services.



### Gudryn Meyrick, Finance Manager

Gudryn is the Finance Manager of Child Matters. She qualified as an accountant in 2003 and has previously worked as an auditor for PwC and as an accountant for Heathcote Appliances. Gudryn has also held accounting and auditing positions in Ireland. Gudryn enjoys working at Child Matters with people who are passionate about educating adults to make a difference to the lives of vulnerable children.



### Moyna Fletcher, Child Protection Consultant

Moyna joined Child Matters in 2007 after spending 22 years working in child abuse and neglect prevention. She has been the tutor for Child Matters' Child Protection Diploma qualification for the past eight years. She has a special interest in preventing abuse of children with disabilities. Moyna also provides child protection training to the British High Commission for all officials and professionals who travel to Pitcairn Island and has travelled to Pitcairn Island twice for this purpose.



### Alan McGlade, Child Protection Consultant

Prior to emigrating to New Zealand, Alan worked in the United Kingdom Prison Service. In New Zealand, Alan has 25 years' experience with the New Zealand Police. After he qualified as a detective, Alan specialised in serious child abuse investigation. Additionally, Alan spent five years as the domestic violence mentor to Vanuatu, spending time both in-country and remotely driving improvements in legislation, policy and best practice.



### Helen Heta, Child Protection Consultant

Helen has 18 years' experience working with perpetrators of abuse, their victims, and their whānau and children, including positions with Te Whakaruru Māori Women's Refuge, Waikato Women's Refuge, Family Works Waikato and the Department of Corrections. Helen joined Child Matters in January 2018 and draws on her immense experience working with both perpetrators and victims of abuse when developing and delivering her training.



#### **Anaru Gray, Child Protection Consultant and Cultural Advisor**

Born, raised and educated in the Waikato, Anaru is strongly linked to mana whenua tribes associated with Hamilton. Steeped in bicultural concepts and frameworks, Anaru enhances and supports Child Matters services, particularly from a tangata tiriti - 'people of the treaty' - perspective. He has 25 years of community and social work experience, mostly with government and non-government services, including 16 years at Te Wānanga o Aotearoa.



#### **Petra Musekiwa, Child Protection Consultant**

Petra Musekiwa is a qualified and registered social worker and Child and Adolescent Mental Health Clinician. Petra is originally from Zimbabwe and spent a period of time living in the United Kingdom before moving to New Zealand 16 years ago. Petra has worked in Child and Adolescent Mental Health in New Zealand for the last 13 years holding the positions of Mental Health Clinician, Clinical Co-ordinator and Clinical Educator. As a Child Protection Independent Contractor for Child Matters, Petra is responsible for delivering child protection training in Auckland.



#### **Kathryn Adams, Child Protection Policy Consultant**

Kathryn's role involves writing and reviewing child protection policies for organisations, schools and agencies throughout the country, as well as providing advice and guidance on all child policy related matters. Prior to working at Child Matters, Kathryn practiced as a barrister and solicitor in Porirua where she specialised in family and criminal law, representing clients who came from a wide range of socio-economic and cultural backgrounds.



#### **Tracey Goodrick, Relationship Manager**

Originally from Zimbabwe, Tracey spent 11 years in banking in Johannesburg, South Africa. In 2003, Tracey immigrated to New Zealand and was involved in a family business on the North Shore in Auckland. In 2007, Tracey returned to the corporate world, spending a number of years in sales and business development. With her sales and business background, Tracey joined the team at Child Matters in 2015, to focus on marketing the child protection courses and building strong relationships with clients.



#### **Jan Marr, CRM and Systems Manager**

Jan has been at Child Matters for over four years and is now the CRM and Systems Manager responsible for analysing and assessing Child Matters' processes and systems, so the organisation is able to work "smarter not harder". Jan started her career in travel, and after travelling extensively overseas, has worked for local utility and network distribution companies and the University of Waikato, where she was often involved in process improvement.



#### **Yvonne Milroy, Sponsorship Co-ordinator**

Yvonne has recently returned to Child Matters as a part-time Sponsorship Co-ordinator after covering maternity leave for the Executive Assistant in 2017. Yvonne secures the funding that allows us to run our child protection courses nationwide throughout the year. Yvonne has a marketing degree, a background in law, and a long association working with not-for-profit organisations, particularly in the arts and education sectors. A published author, Yvonne is also a freelance copy writer and an aspiring historian.



#### **Ainsley Day, Executive Assistant**

Ainsley is the Executive Assistant to Jane (Chief Executive) and Megan (National Services Manager). She has a degree in Communications and a strong administration and human resources background. Ainsley has worked with a number of not-for-profit organisations, including Hospice Waikato. She has worked for Child Matters since March 2016, with a short maternity break in 2017.

# PARTNERSHIPS WITH BUSINESS

It is with thanks to ongoing partnerships with community-minded local and national businesses that allows Child Matters to increase the reach of our services. These relationships have an important role to play in the delivery of our services.

## Kiwi Commercial Cleaning

Two years ago Child Matters was approached by the management of Kiwi Commercial Cleaning who were seeking a cause that their team would connect with. We welcomed a partnership with this socially minded business that exhibited a commitment to play their part in finding solutions to the issues of child abuse and neglect. Kiwi Commercial Cleaning has continued to offer financial support to assist with the operational costs of delivering training which has been of significant benefit to Child Matters.



## The Verandah Café

The team at The Verandah Cafe have been an ongoing support to the delivery of Child Matters training over a number of years. They offer practical support such as use of their beautiful venue, free catering and have even put on an amazing Christmas function for the Child Matters team. Child Matters has used this support to deliver training that would otherwise not have been possible. We are privileged to be supported by a business that uses its expertise in the hospitality industry to generously give back to the community.



## The NAR Foundation

Child Matters would like to acknowledge the NAR Foundation whose generosity assists with the publication of How Can I Tell? It is a wonderfully practical book that provides basic information on how to recognise abuse or potential abuse. Our sincerest thanks to NAR Foundation for their continued support. How Can I Tell may be ordered via our website.





## FINANCIAL MATTERS

“The knowledge and confidence I now have has enabled me to seek, and secure, appropriate support for children and parents.”

– Rosemary Crockett,  
Redwoodtown School Teacher



In the 2019 financial year, Child Matters had an income of \$1,368,191 and made a contribution to equity of \$257,773. Child Matters has undertaken extensive cost cutting to increase efficiency which has contributed to this surplus. These funds will be used to develop and deliver community-focused projects in partnership with like-minded organisations.

### Six Year Surplus

2014	2015	2016	2017	2018	2019
\$34,788	\$33,484	\$78,550	\$175,083	\$341,742	\$257,773

For the last four years, over half of Child Matters' income has come from contracts to deliver training and advisory services. Clients purchasing these services, which include training workshops, presentations, policy development services, child protection courses and other advice and support, comprise a mix of public agencies, private companies and not-for-profit organisations. Student fees account for nearly a quarter of Child Matter's income.

### Sources of Income 2019

Student Fees	\$401,099	29%
Grants and Scholarships	\$299,382	22%
Government Funding	\$233,192	17%
Fee for Service	\$400,581	29%
Other	\$33,937	3%
<b>Total</b>	<b>\$1,368,191</b>	

### Sources of Income

	2015	2016	2017	2018	2019
Student Fees	11%	21%	20%	24%	29%
Grants and Scholarships	19%	18%	27%	20%	22%
Fee for Service	47%	40%	38%	39%	29%



### **Edgar Wilson, Chair and Trustee**

Edgar Wilson has 28 years of teaching and management experience in secondary schools throughout New Zealand and the United Kingdom. For six years, he was the Regional Manager for the Tertiary Education Commission in Waikato and was head of the Education and Social Development School at Waikato Institute of Technology (Wintec). Currently, he is the Regional Engagement Manager at Wintec. He is also the Deputy Chair of Trust Waikato, Chair of Trust Waikato audit and finance committee, and Chair of K'aute Pasifika Trust.

### **John Bailey, Trustee**

John Bailey has a master's degree in education with a focus on children with special needs and educational leadership. John is retired from the student support team with the Ministry of Education. John's teaching background has been in primary schools, spending 20 years as a school principal in rural and city schools.

### **Andrea Twaddle, Trustee**

Andrea Twaddle is a director, specialist employment and health and safety lawyer at Davidson Twaddle Isaac Lawyers. Andrea is frequently sought as an educator on legal issues, presenting to industry seminars and conferences, including the New Zealand Law Society, as well as providing guidance to other professional advisors, directors, and leadership teams. Andrea is a guest lecturer at the University of Waikato, and co-convenor of the Waikato / Bay of Plenty branch of the New Zealand Law Society Employment Law Committee.

### **Andrew Clements, Trustee**

Andrew is a trust and business lawyer who has been New Zealand's editorial advisor to the British Trusts and Trustees Law Journal. He has managed national and local training providers and consulted at board level on management systems and strategy in the educational and non-government organisation sector (New Zealand and cross-border). A partner at Grayson Law, he has a developing focus on governance and leadership in addition to private client work and business structuring.

### **Anthea Simcock, Trustee**

Anthea has a background in both education and child therapy. She is a member of the Aotearoa New Zealand Association of Social Workers, the Institute of Directors and the Paediatric Society of New Zealand. Anthea was the founding Chief Executive Officer of Child Matters, a role she held for 23 years. Anthea now brings her knowledge and experience to a governance role on the Child Matters Board.

### **Brendon McLean, Trustee**

Brendon McLean is the International Business Manager at Prolife Foods. Brendon has extensive experience in the fast-moving consumer goods industry in New Zealand, Australia and Asia, bringing with him strategic and commercial knowledge. Brendon has a Bachelor of Commerce in marketing and management. He was also a member of the Community and Enterprise Leadership Foundation programme in 2016, whose mission is to build future leaders who can reimagine a stronger Waikato from a social, environmental, cultural and economic perspective.

### **Rachel Karalus, Trustee**

Rachel has practiced as a litigation lawyer for over a decade, in Auckland, Wellington and Waikato. During that time, Rachel has been committed to serving the community through various governance roles, including on the boards of K'aute Pasifika Trust and Lifeline New Zealand. Rachel is currently the Chief Executive of K'aute Pasifika Trust.

### **Moko Tauariki, Kaumātua**

Moko is a social worker with many years' experience working within government and non-government organisations. Although he is no longer a full time practitioner in the field, he continues to advocate for vulnerable tamariki and whānau. This includes working with the Department of Corrections and the reintegration of prisoners back into society, as well as the formation of the Mokopuna Ora strategy, a partnership between Waikato Tainui and Oranga Tamariki - Ministry for Children that looks to keep children within whānau care. Moko recognises the importance of tikanga (custom) and kawa (protocol) within all tribal regions throughout Aotearoa.



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