



WELLSTOP

◆ WHIRIA TE TANGATA ◆

2022/23

Annual Report



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Whakapono

Our Principles



Our Ends

WellStop aims to eliminate harmful sexual behaviour.



Our Vision

An Aotearoa of partnership, participation and protection.



Our Identity

WellStop is an innovative, forward-looking, culturally responsive organisation. We aim to eliminate harmful sexual behaviour through positive choices, stronger whānau, and safer communities.

Mātāpono

Our Values



Whanaungatanga Relationships –

“that everything we do is based on the quality of relationships with others – clients, family, whānau, community, partners and funders”.

“Ka tau te whanaungatanga ki waenganui I nga kaimahi”.



Pono Trustworthy –

“acting with integrity, respect & honesty. That we will be worthy of the trust that is placed in us by those who seek our support”.

“He tangata pono”.



Ngākaunui Compassionate –

“that we will take time to think about others, and what they are experiencing, and respond with warmth”.

“Kia ngakaunui ki e tangata”.



Manawanui Courageous –

“making a difference by taking difficult steps together. Having courageous conversations and together changing abusive practice”.

“Ka manawanui mai te tangata ki tona kaupapa”.



Hiringa Excellence –

“that we act from our knowledge of best practice and with the best outcome for all in mind. We are accountable for our actions and practice”.

“Kia hiringa I te mahi”.

Board Chair's Report



Ko wai au?

He uri tēnei ki te maunga Taranaki.

Ko Aotea te waka, ko Taranaki te maunga,

ko Taranaki me Te Ātiawa oku iwi

Ko Ngāti Haumia, me Ngāti Tawhirikura

me Ngāti Te Whiti nga hapū

Ko Waimāpihi te awa

Ko Te Aro te Pā

Ko takuta Leo Buchanan taku papa

A, ko Felicity Buchanan au.

Tū mai rā nga kaihoe o WellStop! The waka has been strengthened this year to withstand turbulent seas, the horizon guides us, the distant shore is in view, the currents at times are at odds with where we want to go. But we are relentless in our effort to make real our vision that Aotearoa will be a place free from sexual harm. It is a journey that continues.

I will leave the waka analogy there. It is apt, but perhaps overused. There are many paddlers in the WellStop whanau. I am in awe of the work that they do. The commitment, expertise and compassion are evident every day. And so is the level of ambition to achieve real change in our clients' choices and behaviours so that our communities and wider society can thrive. It is my privilege to acknowledge all WellStop staff, across all our regional teams, for the professionalism and skill shown this year. Nga mihi nui kia koutou. Truly, my sincere gratitude.

This year feels like one of consolidation — we have a very sound framework in Whiria Te Tangata, our strategy, and it is being

implemented. Staff embody the vision and values. Our partnerships with iwi have expanded. The relationships nurtured by the WellStop leadership, clinicians and support staff continue to be strengthened, and drawn on. We should all feel quietly (or loudly) confident about the work we do and the way in which we go about it. I wish to acknowledge here the outstanding leadership of Chief Executive Mark King. Your values based leadership, humility, determination and strategic clarity are such an asset.

One area of work that the Board has paid particular attention to this year has been the development of data tools to measure the outcomes WellStop delivers. It is incredibly impactful to be able to back up the rich narrative about the value WellStop delivers with hard data. The early analysis of that data is very encouraging and this will continue to be a strong focus for the year ahead. The Board acknowledges our funding partners — Oranga Tamariki, Ministry of Social Development, the Department of Corrections, the Ministry of Health and ACC. Thank you for your ongoing support and the trust and confidence you show in us.

“ It is my privilege to acknowledge all WellStop staff, across all our regional teams, for the professionalism and skill shown this year. Nga mihi nui kia koutou. Truly, my sincere gratitude. ”

Finally I wish to acknowledge my fellow Board members — Ali Tocker, George Vaeau, Rachael Boyd, Angela Cathro and Mark Woodward. We sadly bid farewell to Ange, with our best wishes, and are delighted to welcome new Board member Te Rina Leonard. You've all been wonderful colleagues this year and I know your wisdom and energy will be invaluable in the year ahead. 2024 — we are ready!

Felicity Buchanan
Chair



Te Pōari – Our Board

In June of 2022, with great sadness it was time for the WellStop Board to let it's Tāne Mahuta pass the branch to a new Board Chairperson. After 12 years of unwavering commitment and service to WellStop, Peter Bushnell retired from the WellStop Board.

Felicity Buchanan *Ngāti Haumia, Taranaki iwi, Te Atiawa* became the new WellStop Board Chairperson. Felicity brings a wealth of knowledge and experience as a career diplomat, with strong connections to Polynesia and the French Pacific.



George Vaeau



Mark Woodard



Ali Tocker



Felicity Buchanan
(Board Chair)



Te Rina Leonard



Mark King
(CEO)



Rachael Boyd



Julie Scott
(Board Secretary)

We have also been lucky enough to recently welcome Te Rina Leonard *Ngāi Te Rangī, Ngāti Ranginui, Ngāti Rangiwehī, Ngāti Whakaue, Ngāti Raukawa*. Te Rina is the Chief Executive of Te Aho o Te Kura Pounamu (Te Kura) the largest school in Aotearoa.

The Board sadly farewelled Angela Cathro, *Ngāti Raukawa, Ngāti Hāua, Te Atihaunui-a-Pāpārangi* after many years of service to WellStop, but wish her all the best on exciting new adventures ahead working in Māori Health Strategy, and a dedicated involvement with her hapū Ngāti Kikopiri.

As the “caretakers” of WellStop, the Board are always interested in the people that make up our organisation, the exceptional work we do, and the success stories we can proudly report.

CEO's Report



*Ko Hauturu te Maunga,
Ko Manaia te Awa,
Ko Mataatua te Waka,
Ko te Ngati Pukenga ki Maania te Iwi,
Ko te Ngati Maru te Hapu
Ko Maaka King toku ingoa,
Ko Te Tumu Whakarae mo te roopu WellStop,
Ko taku kupu, ko taku pono,
Kia Ora mai tataau.*

*Ko koe ki tena, ko ahau ki tenei
kiwai o te kete*

“You at that handle, and I at this handle of the basket”.

Looking back at the previous year, ongoing change comes to my mind, and this is something that we have all had to adjust to. The result of change has caused us all to take the time out to review ourselves and our core values – **Mauri Ora!!!**

I am appreciative and grateful to be able to share with you our annual report for 2022/2023, an insight into our mahi and achievements over the past 12 months. As you read the report you will gain an appreciation of our mahi and its impact on the communities that we are part of.

Most importantly I want to acknowledge the commitment, resilience, skill and ngakau of our team of kaimahi working with clients and whanau within their respective rohe to deliver WellStop's aim to “Eliminate Sexual Violence” across Aotearoa.

WellStop provides an integrated approach towards eliminating sexual violence by providing Harmful Sexual Behaviour Services, Sexual Harm Crisis Support Services and ACC Sensitive Claims Services.

This places WellStop in an innovative, transformational position, which allows us to provide both specialised and holistic delivery of client/whanau services.

Our Sexual Harm Crisis Support Service is based out of our Western Regional area and covers the rohe of Taranaki/Rangitikei, Taihape, Taumarunui/Wairoa. Our HSB/ACC Sensitive Claims services are run throughout the Lower North Island.

We continue to be guided by our Strategic Plan “Whiria Te Tangata” and have achieved significant success across our 5 Kete –

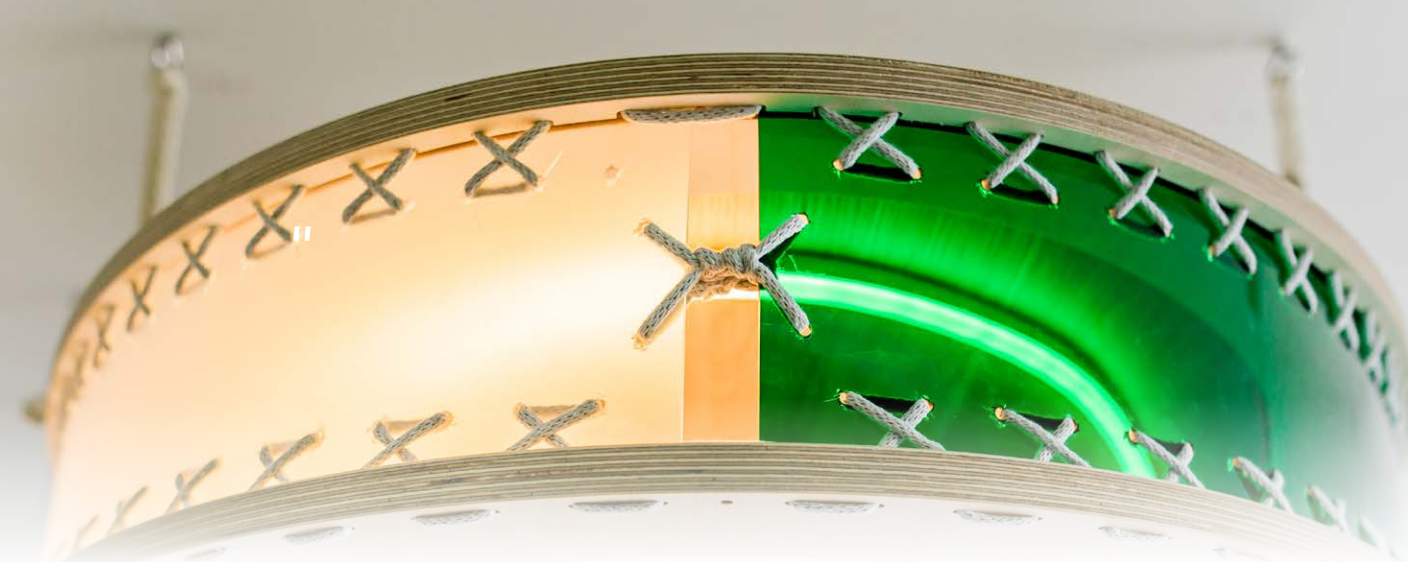
- Kete Whanaungatanga
- Kete Kotahitanga
- Kete Manaakitanga
- Kete Matauranga
- Kete Kaitiakitanga

One of our many successes has been the use of data and technology to ensure we are working from an information driven, evidence-based perspective. Our client management system (Microsoft-D365) has gone from strength to strength along with our other advancements i.e. SharePoint/ Learning Management System/ Power BI reporting, all of which is a testament to the commitment and drivers of our IT system. We will only see this area strengthen into the future as we strive for providing the highest quality of services, that we know works.

I want to acknowledge the commitment, resilience, skill and ngakau of our team of kaimahi working with clients and whanau within their respective rohe to deliver WellStop’s aim to “Eliminate Sexual Violence” across Aotearoa.

Our action orientated relationships within our communities continues along with our commitment to building a strong capable, diverse workforce. Strong prudent financial management allows WellStop to re-invest reserves back into its kaimahi supporting ongoing viability and sustainability for our organisation.

Our service users’ commitment and willingness to choose positive change is what we strive for. We understand the stigma and shame that exists towards individuals with harmful sexual behaviour, and we understand the trauma that affects our survivors of harmful sexual behaviour. We are motivated to walk alongside people,



so that our service users can seek the tautoko from an organisation that gives them the tools and skills to put into action the ability to eliminate harmful sexual behaviour/sexual violence from their lives as well as the rebuilding and empowerment of service users to lead fulfilled lives.

This focus on positive change will require all WellStop Kaimahi to continue to rise to the challenge and apply our Values/Kawa to our mahi:

- Whanaungatanga
- Pono
- Ngakaunui
- Manawanui
- Hiringa

WellStop has made a big difference in many lives, and we often did our best work when we didn’t even have a plan – but we did have a drive and that was to do the best we possibly could for our clients/whānau, and we always did that.”

Cyclone Gabrielle again asked WellStop questions around its continuation of services within our regions of Te Tairāwhiti, Ahuriri and Heretaunga. Our very own WellStop kaimahi/staff were affected by the cyclone let alone the effects that this weather event had on the people within the region. WellStop’s services closed for a period to allow our kaimahi

to sort their lives out along with the rest of the province’s people. It didn’t take us long to get back up and running not only providing HSB services but also supporting communities in communities to get back up on their feet. A big mihi to all of WellStop for your tautoko and understanding through this period.

I want to take the time also to acknowledge those people who have played an integral part in shaping where WellStop is today. For it is them that has laid the foundation for WellStop to be a leading provider within the sexual violence sector of Aotearoa.

Nga mihi nui to our Senior Leadership Team who provide the insight, motivation and commitment to achieve our set goals. To all our Kaimahi throughout all our regions who are invested in our tikanga/kawa values and direction, who turn up to mahi day in day out, I say “Nga mihi nui ki a koutou “

None of our mahi is made possible without the work of our highly skilled, experienced kaimahi with their drive passion and commitment, well supported by our funders and many stakeholder partners.

Underlying this is the guidance and leadership of our WellStop Board and their commitment to eliminating sexual violence.

Noho ora mai,

Mark King
CEO WellStop

Honouring Te Tiriti o Waitangi

Whiria te Tangata / WellStop policy recognises and respects the special status of tangata whenua under Te Tiriti o Waitangi.

Whiria Te Tangata policy and practice focuses on the articles of Te Tiriti. We honour the treaty undertakings of; honourable partnerships, recognition and respect for tino Rangatiratanga, equality and Wairuatanga.

- **Honourable partnerships** related to Article 1, Article 2, Article 3, and Article 4 of Te Tiriti o Waitangi. We must have honourable partnership to move forward towards the future for Whiria te Tangata (WellStop).

- **Recognition and respect for tino Rangatiratanga** as in Article 2, the Māori version of Te Tiriti o Waitangi guaranteed “Tino Rangatiratanga (full authority) over taonga. Māori rights and interests are protected and guaranteed.
- **Equality** relates to Article 3; the Crown guarantees equality for all New Zealanders.
- **Wairuatanga** relates to Article 4, ensures that all New Zealanders alike have the freedom and protection to practice their religion, faith, cultural customs. Tikanga is the Māori law. It describes tikanga as a system of laws that will provide predictability, it is a framework to guide action and outcomes.

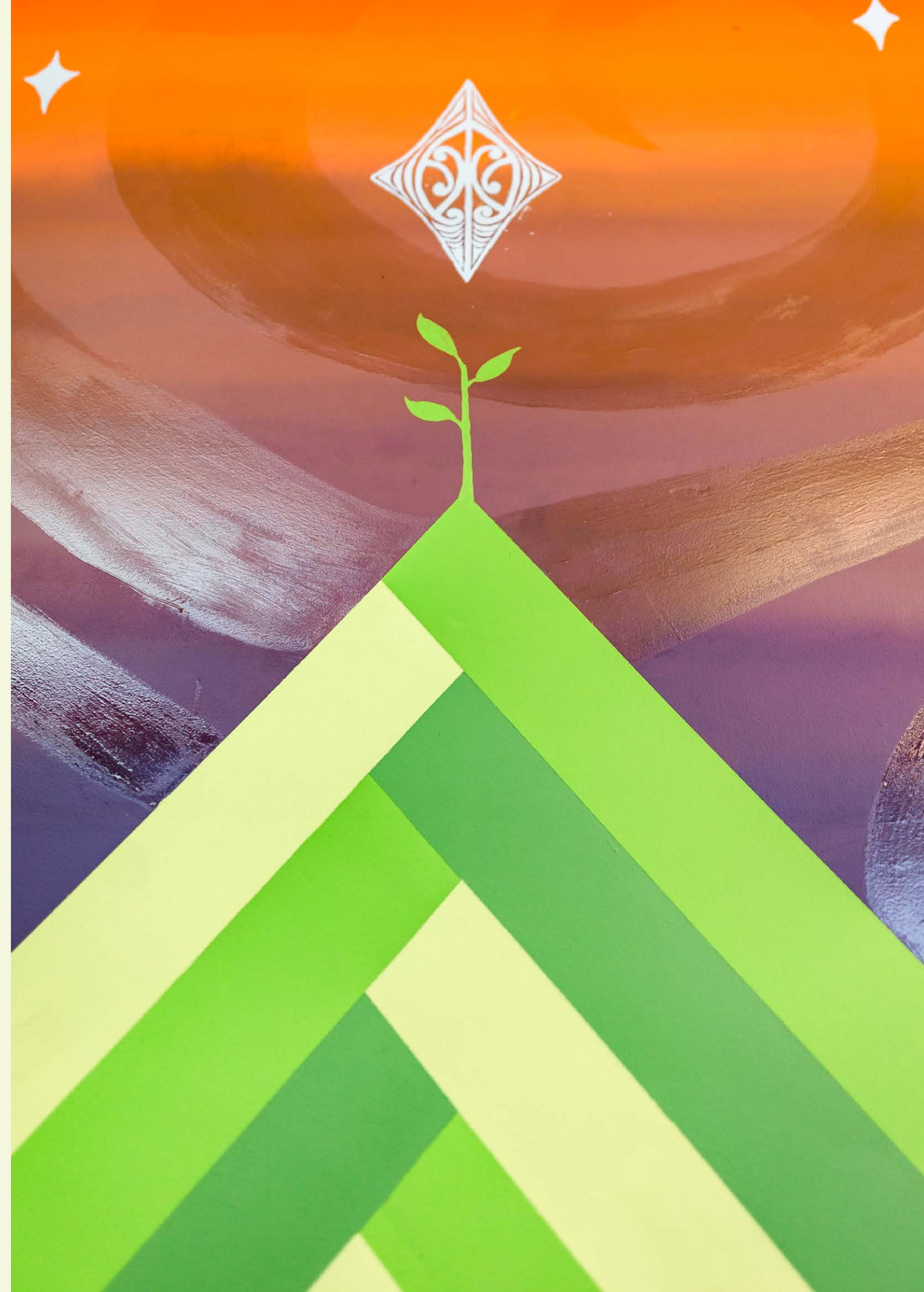
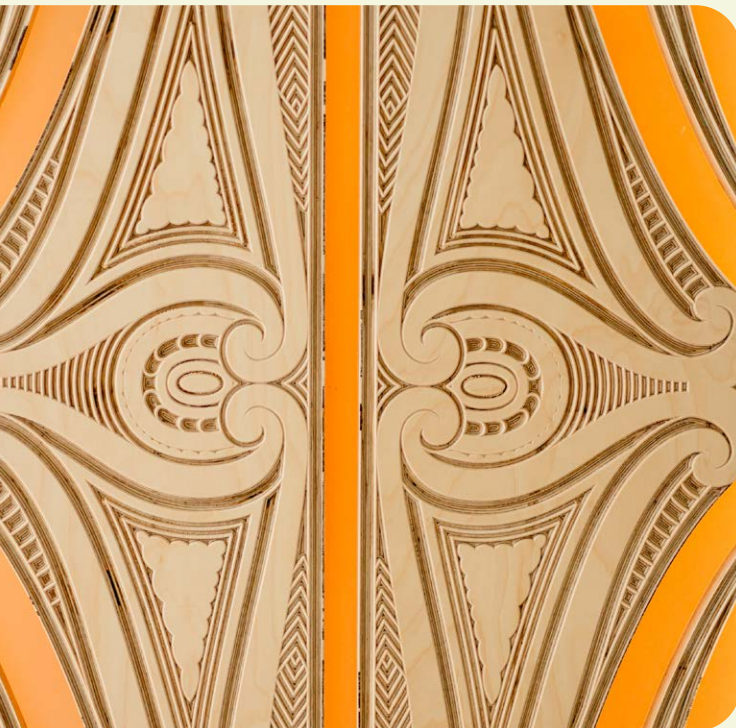
WellStop will give practical effect to Te Tiriti or Waitangi, through practice, relationship and information, with some examples below:

Practice – kaimahi are supported to learn and use te reo Māori.

Relationship – WellStop will build relationships with mana whenua and kaupapa Māori services and seek their input to ongoing development and improvement of services.

Information – ethnicity information, including hapu and iwi affiliation is gathered and used to inform service development and improvement.

Te Tiriti o Waitangi acts as a driving force for the work and future of Whiria te Tangata / WellStop.





Whiria Te Tangata

WellStop Strategic Plan (2022-27)

During 2022, WellStop developed a new strategic plan to take the organisation forward over the next five years to 2027. Whiria Te Tangata emerges foremost from WellStop's ends – to eliminate harmful sexual behaviour.

To advance our ends, Whiria Te Tangata combines WellStop's commitment to Te Tiriti o Waitangi with our aspirations across five Kete of *Whanaungatanga, Kotahitanga, Manaakitanga, Mātauranga, and Kaitiakitanga*.

Within each kete sit challenging objectives and milestones for the short, medium, and long term.

Kete Whanaungatanga

Strengthen relationships with Māori and community

Whanaungatanga represents relationships and connections between people. In Whiria Te Tangata, Whanaungatanga is our focus on developing relationships with tangata whenua and the wider community.

Kete Kotahitanga

Develop our workforce

Kotahitanga represents unity and working together. In Whiria Te Tangata, Kotahitanga is our focus on working together towards the same goals and developing a capable, collaborative, and diverse workforce.

Kete Manaakitanga

Enhance service quality and responsiveness

Manaakitanga represents care, support, kindness, generosity, and hospitality. In Whiria Te Tangata, Manaakitanga is respect and care for our clients, enhancing their mana and the delivery of our services.

Kete Mātauranga

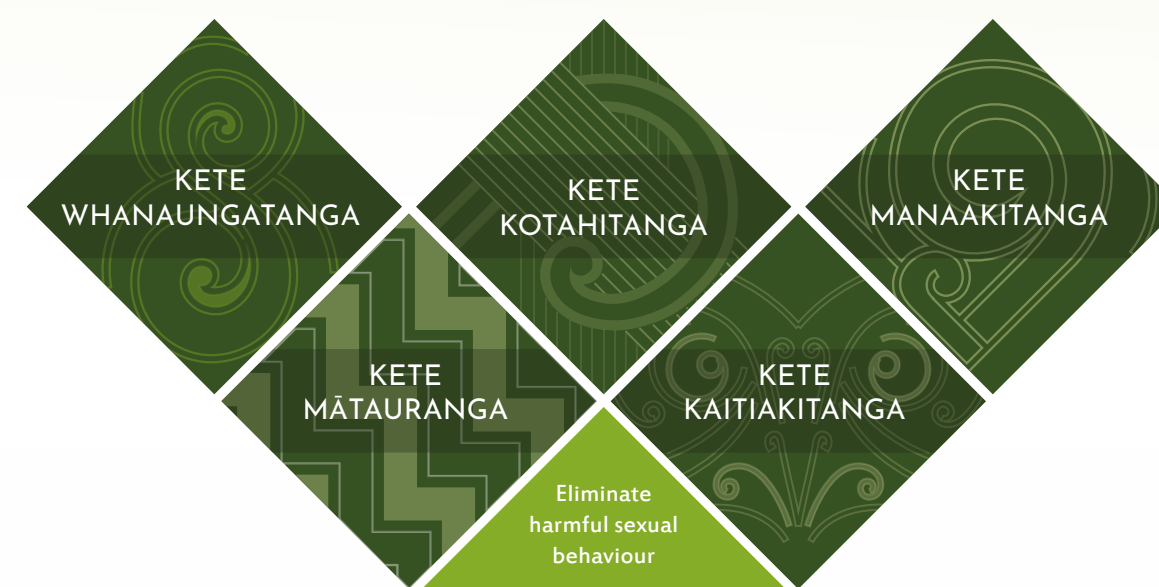
Drive practice with evidence

Mātauranga represents knowledge. In Whiria Te Tangata, Mātauranga is our focus on supporting the work we do with evidence and new technology.

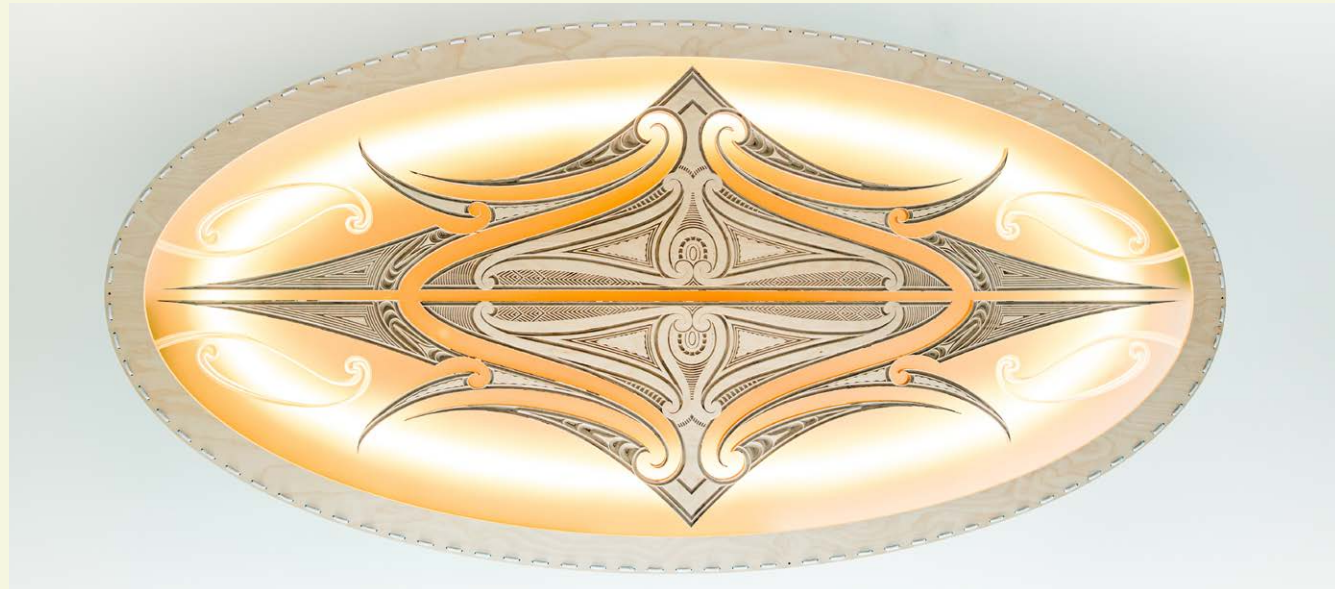
Kete Kaitiakitanga

Strengthen our organisation

Kaitiakitanga represents guardianship. In Whiria Te Tangata, Kaitiakitanga is our responsibility to maintain a strong, sustainable organisation for now and into the future.



Artwork and Narratives in Lower Hutt



Ingoa o te taonga: Eke kia noa.

It's a word play on the whakatauki "He waka eke noa" which describes through collaboration we can achieve our goals. This taonga embodies that thinking and so the word play is "eke - we are on board with he waka eke noa" "kia noa - so that our body, heart and mind can be at peace".

The central body carving symbolises the four winds that bring you to where you are today. Through the use of koru pattern, they eventually interconnect through the middle of the piece, which is your line of sight.

The mahi that happens in this whare/ space is reflected in carvings within the four wind boundaries; this is where tangata ki te tangata takes place. Seeing people as equals enables greater understanding from both sides.

The vertical acrylic panels (green and translucent) symbolise the healing and light created for the community that WellStop serves (the green acrylic represents WellStop, and the translucent is the community). The lashing concept is from the lashing of a waka; this is to symbolise the journey. You will notice that the lashing isn't perfect and that there are cracks that lead from the holes in the acrylic; this is intentional to bring light to the hurt that we go through in life. I really wanted to highlight that nothing or no one should be seen as perfect, which is also a part of this aspect. There is also Taniko design in the acrylic, which symbolises protection.

The vertical timber panel symbolises whanau; they are a vital component to the success that goes on in this space. It's essential that whanau understand that WellStop plays a facilitator role on this journey, helping navigate the path for whatever success is for the individual.

Artist - NOAH EDMONDS



Inspired by the purakau about healing, forgiveness and letting go of mamae. A form of healing or ritual that we practise as Māori, known as a pure, (to ritually remove tapu), which connect us with tangaroa. This purakau starts off with Kaukau; Kaukau is found in the shallows of the waters or the foreshore where the waves come in and as we stand at the foreshore and release our mamae Kaukau takes that mamae to Tangaroa. Tangaroa sits where the waves form and break so while Tangaroa sits there he waits for the seventh waves because within that seventh wave is Ngataiorangawhenua, where all the healing is done which is connected to Rangawhenua who are the summer swell and represents wellness, wellbeing and good fortune.

Tangaroa will take that mamae from Kaukau and take it out deep to Hinemoana. Hinemoana resides in the depths of the ocean and she takes the mamae from Tangaroa to the depths of the sea and that's where it will stay.

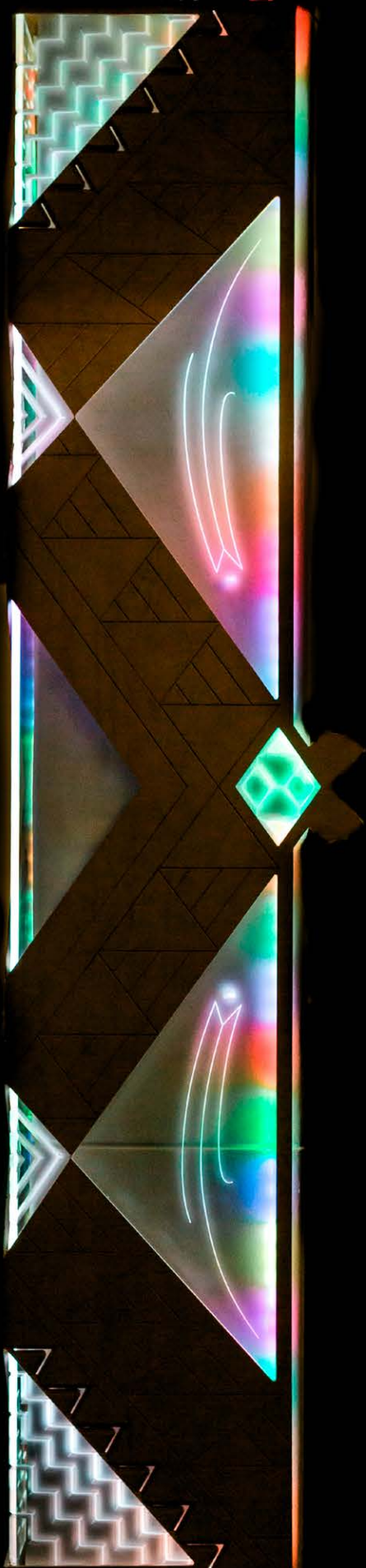
Another practise is to write your mamae or pouri in the sand and wait for Kaukau to come and take it to Tangaroa who will then take it to Hinemoana and she will take it to the depths of the sea.

The reason I chose this purakau is because I see a connection and/or similarity with the services WellStop provides for the people. I see them (WellStop) as the atua. Our whanau start their journey with WellStop, and so that is the connection starting as it does with Kaukau, the start of the healing process in the shallows. And then Tangaroa; the safe space to speak and to let go and release, and Hinemoana is the last step to their next journey, the letting go and healing and moving forward.

Artist - LATEESHA LERM

Te aitanga-A-hauiti Nga ariki kaiputahi Te atihauui-A-papa Rangi

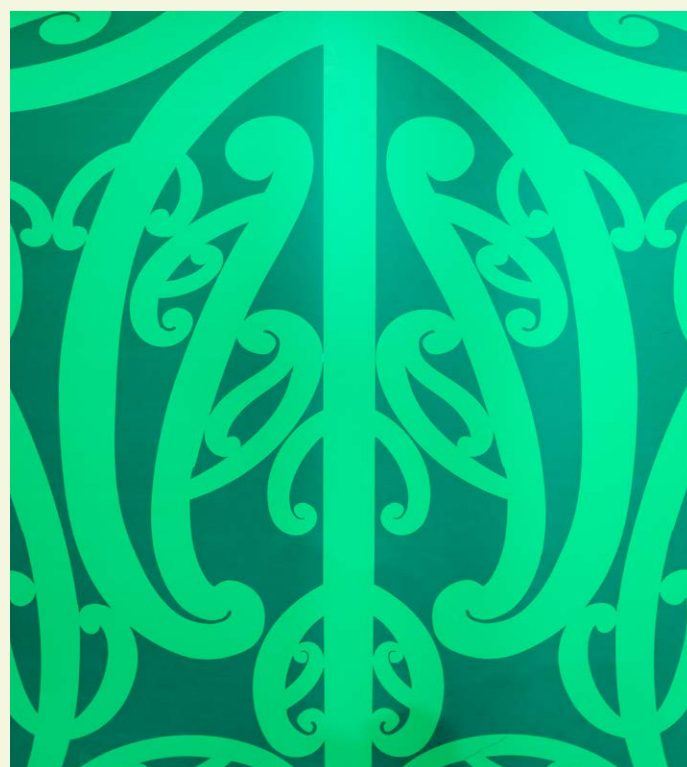
"Inspired by the purakau about healing, forgiveness and letting go of mamae."



◀ The pou design holds the mauri of the space to keep everyone safe. It acknowledges the kaimahi and all that they do with our whanau, the poutama represents a journey in which they walk alongside whanau until they reach their destination of healing. The manu is shown in a way where it takes flight in either direction it may need to go in order to get to where they feel they need to be.

Artist - LATEESHA LERM

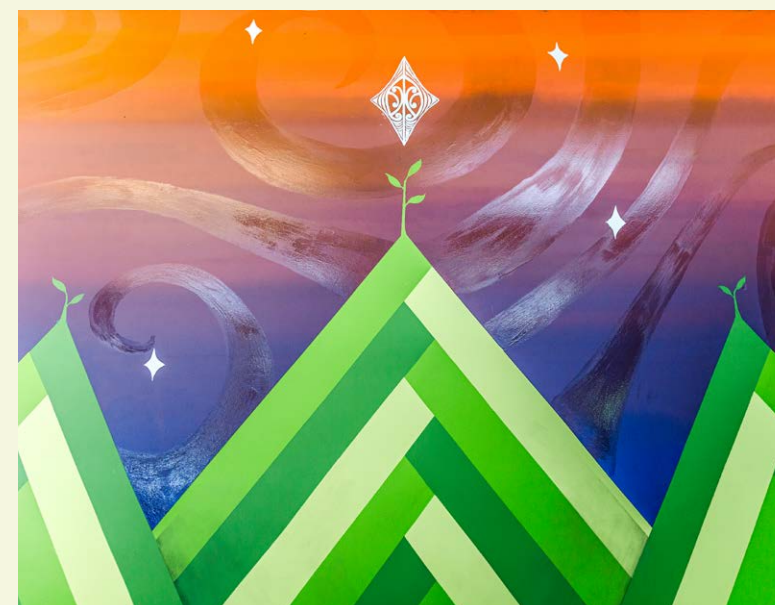
*Te aitanga-A-hauiti Nga ariki kaiputahi
Te atihaunui-A-papa Rangi*



▲ Hinemoana, Female aria of the sea. Entrance -Kaukau & Tangaroa, atua of the moana.

Artist - LATEESHA LERM

*Te aitanga-A-hauiti Nga ariki
kaiputahi Te atihaunui-A-papa Rangi*



▲ With faith in healing and trust in our people we will continue our journey of life enjoying the new growth that will forever sprout up around and within us.

This piece represents the ethos that WellStop puts forward into the community.

The Maunga made up of Harakeke shows that through community comes strength, and the importance in guiding each other through difficult times towards a brighter day.

The Koru placed atop the Maunga, along the bottom and amongst Ranginui bring forth new growth, and fresh beginnings. they show the forward pushing effects of time and all the opportunities that will inevitably sprout up, around and within us.

The brightest and largest star that is seen in the centre of Ranginui is Rehua, Whilst starting on the concept for the mural I began noticing many things associated with Rehua throughout my days. I was washing the dishes thinking about Rehua and the mural, and as I looked up, I saw the small white flowers of his daughter Puawaananga, peeking out at me through the leaves. Whenever I was outside thinking of the mural I would catch Manu watching me, I have never seen as many Kereru or Tui as I did at this time.

These Tohu did not go unnoticed and so he holds a very high position on this mural. Reading his stories ignited my love and relationship to Te Ao Māori that in recent years has been distant due to personal hardships and mental health struggles.

He represents a path to healing and wellness. He is who you call when times are difficult for your health. I believe that mental health is one of the most important health concerns we have in Aotearoa and that places such as WellStop are a safe haven and a blessing for our community.

I have adorned him with two Koiri inside of a Mangopare. The Mangopare derives from the hammerhead shark and represents strength, power, leadership, determination, courage and wealth. The Koiri represents nourishment, to flourish and to self-reflect, this Kowhaiwhai originates from mine and Charlie's iwi, Rongowhakaata in the Tairāwhiti region, we are happy that a part of our whakapapa holds a place in this mural.

Nga Mihi, Mauri ora.

Artist - SAMMY URQUHART

Whakatauki:

*Ehara taku toa i toa takitahi Engari,
He toa takitini.*

*My successes are not mine alone,
they are ours.*

*The greatest successes we will have
are from working together.*

*Maa te whiritahi, ka whakatututuki ai
ngaa puumanawa aa taangata.*

*Together weaving the realisation
of potential*

*E tu kahikatea, hei wakapae uroroa
awhi mai, awhi atu, tatou e.*

*Kahikatea stand together; their roots
intertwine, strengthening each other.
We all help one another and together
we will be strong.*

Whātaimai

In the story of whātaimai and ngake, whātaimai to me speaks of the importance of whānau and community, that these are our foundations and from where our strengths lie.

His dedication and sacrifice for his brother brought safety and stability to the whenua and tangata within. His care for his brother displays itself all around us and holds our community providing safety and abundance.

The maunga displays a woven pattern representing rararanga, this represents the knowledge and abundance that's within the maunga.

Whātaimai is nestled amongst the peaks showing the importance of being grounded with the whenua and to take in the messages it provides.

I have adorned him with kōwhaiwhai that furthers these ideas as to show how connected and intertwined we are with our whakapapa.

I'm so happy to have the two brothers together in the same space, even though they took very different journeys, together they show that life looks very different to every person. But there is value and lessons in all things, especially whakapapa

Artist - SAMMY URQUHART

“ In the story of whātaimai and ngake, whātaimai to me speaks of the importance of whānau and community, that these are our foundations and from where our strengths lie. ”



Ngake

This piece honours Ngake. To me, he represents the strength, courage and bravery needed in order to live your truth and break into your journey of freedom. This creates a ripple effect, inciting change and new possibilities.

Ngake's leap resulted in a pathway, Te Awakairangi, connecting communities in the valley and creating opportunities for mana whenua.

I have adorned Ngake with:

Koru

These show his journey and growth.

Koiri

These show Ngake's self-reflection on his goals, and his follow-through on them.

Mangōpare

His strength to go forth and create an opening for the valley.

Pākati

These show the challenges he faced on his endeavour to the ocean: Whātaimai's objections, manoeuvring himself into position, and executing his plan.

Tāniko

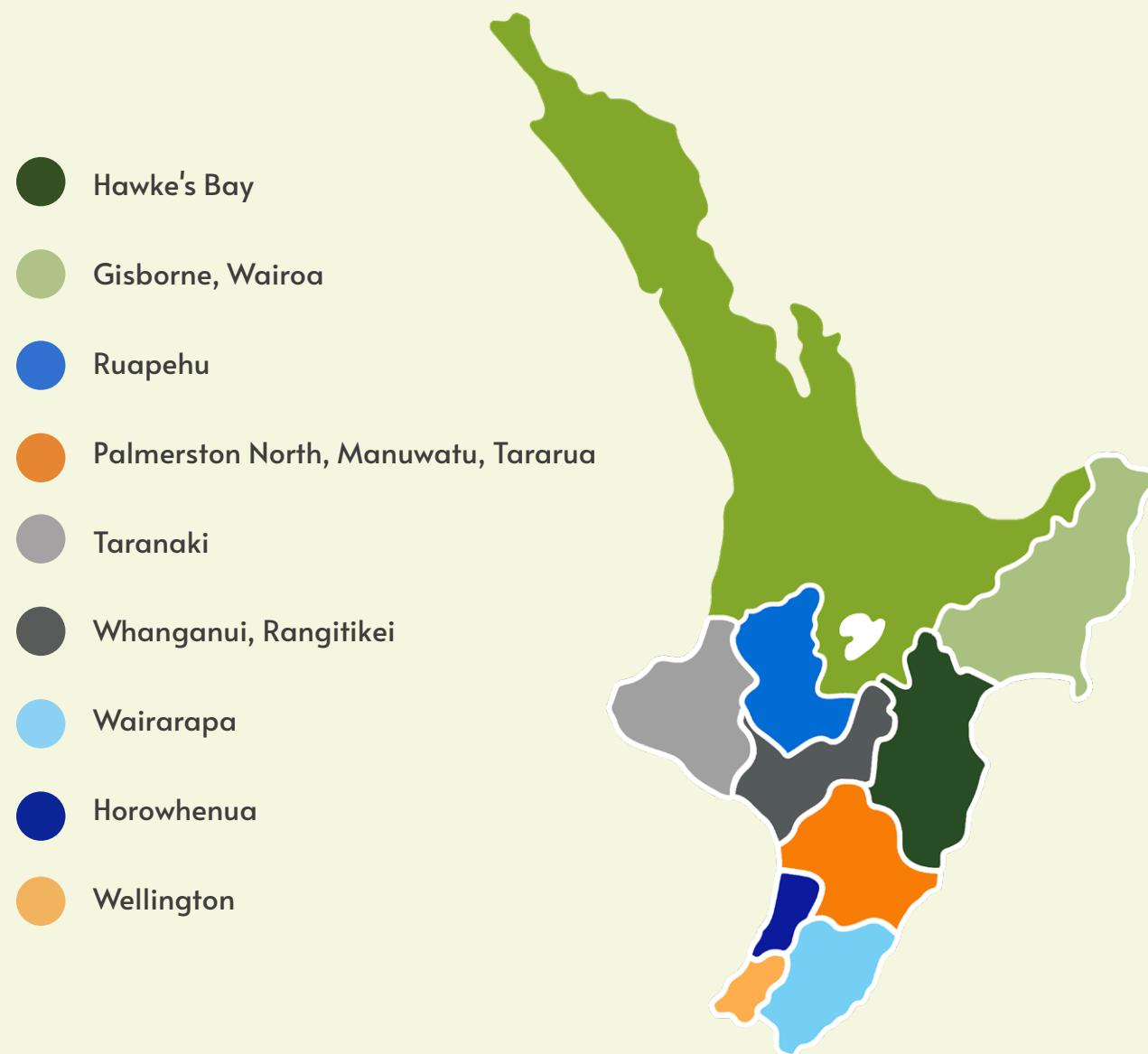
These represent the whenua that is connected because of Te Awakairangi, inspired by the korowai used for the Hutt's RiverLink project.

Artist - SAMMY URQUHART

“ ... strength, courage and bravery... ”



WellStop Services Locations



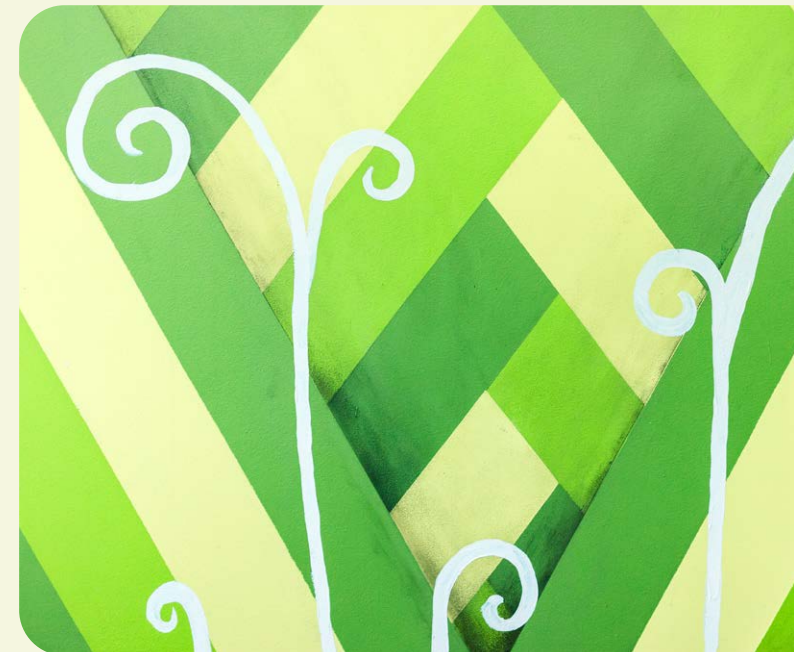
WellStop Integrated Services

WellStop continues to provide and develop an integrated service based out of the Western Region – the Western Region covers all of Taranaki, Ruapehu, Rangitikei, Whanganui, and Wairoa. For the clients/whānau we work with, this allows them to receive the help they need in one place and is not split between HSB and survivor agencies.

For example, in the New Plymouth office, we have two Sexual Harm Crisis Support Service (SHCSS) social /support workers, 1 fulltime ACC staff member and 4 clinicians that work with those who have harmful sexual behavior. In addition to this we have 16 ACC providers who work with us to ensure that those who need longer term counselling, as a result of being sexually harmed, can receive it.

In South Taranaki we have two SHCSS staff based in Hawera and our HSB clinicians and ACC clinician travel a combined three days every week to support this area. We also have four ACC providers that service this area to enhance and support our work. In Whanganui we have two HSB clinicians and an ACC provider.

Taumarunui also has two SHCSS workers, who have the ability and skills to work with those who have harmful sexual behavior.



Our Sexual Harm Crisis Support Service is often the first point of contact for our integrated service. Whānau/clients that use this service often want to engage with longer term counselling (ACC). With ACC providers available throughout the Taranaki region, we have significantly reduced the waiting time for whānau/clients wanting to engage in this service. In the past 11 months we have had 76 whānau across Taranaki referred to ACC counselling.

This model of working with Sexual Harm is unique and great care is taken to ensure the safety and wellbeing of all whānau/clients that come into our office. WellStop is committed to ensuring that our isolated offices and whānau have services available that address and support those affected by sexual violence.



Mahi up!

Strengthening Connections Kimiora Trust

Kimiora Trust (Whanganui) and WellStop have formed a collaboration to provide education, and resources to whānau and the wider community.

Together we are developing a programme using a Mana Whānau, Te Ao Māori focus and approach, with the aim of eliminating sexual violence within the Whanganui rohe. Kimiora Trust's vision is to have productive, positively focused, vibrant tamariki, rangatahi and whānau who will achieve

their potential and contribute confidently to society now and in the future. Kiritahi Firmin (Board Chairperson) has worked hard with us to ensure all the whānau we work with in the Whanganui region are offered the opportunity to connect with Kimiora at their papa Kāinga next to the Whanganui awa. Kimiora Trust provides connection to self and takes our whānau back to te Taiao.

Working alongside Kimiora Trust means we have the scope to provide our clients/whānau in the Whanganui rohe a holistic, healthy, nurturing space to address the effects of harmful sexual behaviour.



Break time

As quoted in their brochure
“Our Taiao is one of our greatest teachers and understanding that we all belong within this space develops ‘Kaitiakitanga,’ our obligations to care for, protect and heal our environment, each other, and ourselves. We can heal ourselves this way.”

Noho marae Te Pumaomao

Kaimahi from across WellStop attended Te Pumaomao Nationhood Building Course at Te Rangimarie Marae in Palmerston North in June.

Te Pumaomao is an immersive and holistic experience which takes participants on a transformative journey to convey a new depth of insight into the Māori world. A cultural conscientisation programme which deepens understanding of Māori world views, laws, and philosophies. In the evaluation forms the feedback was very positive, as they gave staff a unique perspective and understanding Te Tiriti o Waitangi.

The two day course was run by Takawai & Chris Murphy who are amongst the Nation's most popular and accomplished cross-cultural facilitators.



Wairua time



Planning time

Takawai and Chris had this to say:

“Thank you for the time we had together. We hope you reflect on the information and think about how you can apply it personally and at work. We hope that you all make your plans ‘walk off the paper’ as they will help the organisation to move forward and help to influence change within the community. There is still so much work to do. We look forward to hearing about how you have implemented your ideas.”

Te Roopu Kaiārahi

Senior Leadership Team

E te hui

Whāia te mātauranga kia mārāma

Kia whai take ngā mahi katoa

Tū maia, tū kaha

Aroha atu, aroha mai

Tātou ia tātou katoa

In early July of this year, the Senior Leadership Team welcomed aboard a new team member, with a newly created role within WellStop – Merryck Anderson, our Service Delivery Manager.



Merryck Anderson
Service Delivery Manager



Hamish Lindstrom
Finance Manager

At the same time, the Senior Leadership Team welcomed back Tina Gulliver, in the position of WellStop Clinical Manager.

By the end of July, Maree Meehan replaced the outgoing General Manager.

With this smaller leadership team in post, the inaugural meeting saw the team excited about ensuring WellStop is on target in their aim to eliminate harmful sexual behaviour.

While each senior team member has a clear area of responsibility, they also work together to support kaimahi to do their hard mahi. A compelling strategy, quality systems and simple yet effective processes support our people to succeed.

The Senior Leadership Team's goal going forward is to support our kaimahi to spend their time on the work they do best. And to include, to encourage, to upskill, to invite, to communicate.

Ki te kotahi te kākaho, ka whati.
Ki te kāpuia, e kore e whati.

If a reed stands alone, it can be broken. If it is in a group, it cannot.



Tina Gulliver
Clinical Manager



Mark King
CEO



Maree Meehan
General Manager



Julie Scott
Ops & Executive Support



He Tangata

Our People

The compassion, dedication, skill, and professionalism of our staff make everything we do at WellStop possible. For this year's annual report, some of our team shared a bit about their mahi and what motivates them.

Ki te kotahi te kakaho ka whati,
ki te kapuia e kore whiti.

When a reed stands alone, it can break,
but when it is bound together, it is unbreakable.

Cathy and Trina

Kia ora, my name is Cathy Rosser, I have been with WellStop since 2019 as a Sexual Harm Crisis Support, Social Worker in the Hawera Office.

Born and bred in Taranaki, I am a mother to 5 adult children and am blessed with 15 grandchildren.

I studied in Hamilton and worked for the Salvation Army in varying Social Work roles. Was able to return to Taranaki in a SWiS role for 3 Hawera schools before joining the WellStop Whanau.

Trina has been in the Hawera Office for nearly 6 months, we complement each other in many ways and enjoy the same things. Although she doesn't drink as much tea as me, however she does have a drawer full of snacks.

Tena Koutou Katoa, Ko Kataraina Seu toku ingoa, Noo Rotorua ahau, Ko Tarawera te maunga, Ko Tuhaurangi te iwi, Ko ahau Te Support Worker ki Wellstop.

Hi, my name is Kataraina Seu (Trina), originally from Rotorua however I have been in Taranaki since I was 5 and consider Taranaki my home as I whakapapa to parihaka through my



Cathy



Trina

Takarangi whanau. I love all things Kapahaka Zumba and Kanifit. I have an extensive work history within the psych and addiction sector within both clinical and community settings. I came to WellStop about 6 months ago and work in the Hawera office as a Support Worker with Cathy in the sexual harm crisis support service.

I have 3 sons, 3 grandies, a husband who is blessed to have me lol 3 dogs and a cat so the cat and I are surrounded by males hahahaha "who runs the world GIRLS GIRLS".

Working with Cathy is amazing she has so much knowledge and I love how I can tap into her whenever I need to.

Joy

Kia Ora, my name is Joy van der Sar. I have a background of study in psychology, criminology, secondary teaching, and social work and love learning new things. I hope to do a PhD in social work in a few years' time. I love spending time with my husband, girls, and extended whānau at the beach.



I work in the New Plymouth office, throughout the Taranaki region as a social worker with all age groups and prefer a strengths-based approach. I am passionate about helping clients to seek restoration and healing within themselves, and with their family and friends.



Linn

I am a senior clinician in WellStop's Southern Office based in Lower Hutt. I am passionate about the rights of animals and people. I work with adult clients, and I believe it a privilege to be allowed into someone's life, so it is my job to ensure our clients are treated with dignity and respect.

I am a registered Social Worker. Before coming to WellStop I held various roles within the Department of Corrections for 23 years. I have worked as a therapist in the Violence Prevention Unit as a group therapist, Senior Advisor in National Office with Psychology and Programmes, Practice Supervisor and Probation Officer.

I enjoy learning and have I appreciated the opportunity to join the WellStop team and develop skills and knowledge in Harmful Sexual Behaviour.

I enjoy life and a good laugh. I am lucky to be surrounded by people who have a great sense of humour and a sound set of clinical skills.

Tanya

Tēnā koutou katoa,

My name is Tanya, I'm a registered Social Worker and a Clinician in the Southern Team based in Lower Hutt Wellington.

I mostly work in the child and adolescent space but do see a few adults for psychosocial support. I see mostly 14 - 19 year olds and have recently been co-facilitating a group of 7-11 year olds, which is mostly guided by an Art Therapy approach. I have found this group to be challenging and informative in a really fun way to building on my practice here at WellStop. My one on one practice is informed using a mixed



modalities method drawing on the reflective learning model, CBT, narrative and ecological systems theory to name a few.

I worked with HSB and youth a number of years ago in a residential facility then spent 6 years working in the areas of employment rights, human rights, legislative change, healthy workplace culture, health & safety, professional supervision and adult social work. I'm early days here at WellStop and am excited to be back in this space and looking forward to growing my kete and learning and sharing with my colleagues.

Nāku noa, nā,
Tanya

Becca and Bryleigh

Hello, I'm Becca; I am the child and youth clinician for Hawkes Bay based out of the Napier office. I have been in New Zealand for 7 (nearly 8) years now and grew up on the land of the Quandamooka Nation of Minjerribah where I spent most of my time at a beach or at Theme Parks. I have worked with children and youth throughout my time as a social worker working through a play and individual led lens. I enjoy sharing my knowledge and thinking within my team and collaborating to find individualistic approaches to learning.

Kia ora, I'm Bryleigh. I'm originally from Palmerston North and I moved up to Napier mid-2022. I'm a social worker and have worked with many different groups of people in multiple areas. I am a clinician in the Napier office, working with adult and youth. My passion for working with people began at an early age, coming from a big multi-cultural family with many dynamics. Through my current practice, I hope to work in a way that allows people to be vulnerable with their needs and use their own current strengths to achieve their personal goals.

We work together in sharing thoughts and ideas on ways to move forward within clinical work, open our spaces for each other to comfortably discuss any concerns or needs within our professional work, and we advocate for each other and us as the clinical team.



Becca



Bryleigh

We consistently provide each other with resources and conversation about these and how they can be adapted to fit within our individual working approaches.

For us, in order to be able to work together effectively, we have had numerous open and honest discussions. This has allowed us to be more attuned to each other's needs, and more confident in being vocal for ourselves.



Lewis

He uri ahau nō ngā kāwai whakapapa o Ngāti Kahungunu ki Ahuriri, Ngāti Kahungunu ki Wairoa, Kai Tahu, Kati Mamoe, Waitaha, Ngāti Raukawa ki te taonga. Ko Lewis ahau.

I was born and bred in Napier. I whakapapa to Marangatūhetaua (Ngāti Tū) and Ngāi Te Ruruku of Tangoio Marae and Ngāti Matepū of Petane Marae. I was raised to embrace tikanga, kawa and whanaungatanga. Equipped with these values my life's work has been to help others. I am passionate and experienced

about working with individuals and their whānau who are experiencing issues and difficulties.

I am the Kaiarahi Maori Development Manager based in the Napier Office. I bring diversity to the role.

I believe my qualities align with Whiria te Tangata strategic plan and Mātāpono (values). As the Kaiarahi position involves effective communication and traveling around the regions of WellStop. This role is about self-development of our service and how we plan and provide for the future of WellStop, ensuring continuous improvement. My connection to the community enhances my ability through partnership involving "kanohi ki te kanohi".

"Ehara tāku toa takitaki, Engari he toa takitini" My strength is not as a single warrior, but as many.

Mauri Ora



Key Statistics Who We've Helped

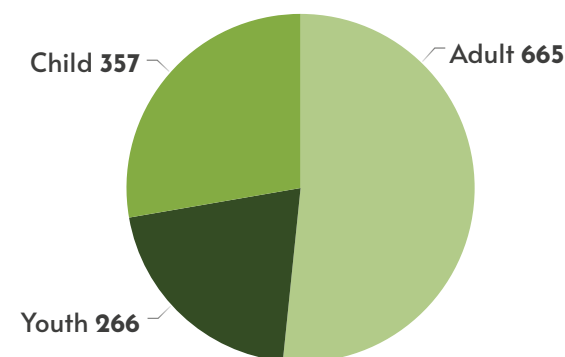
PowerBI reports, includes all contracts, 1 July 2022 to 30 June 2023

672 | Total number of people supported

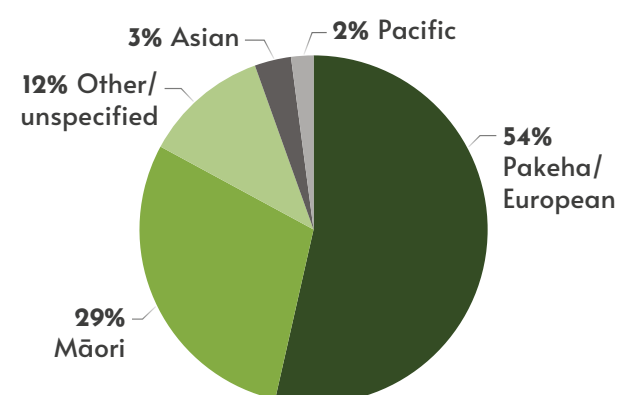


Western
Eastern/
Central
Southern

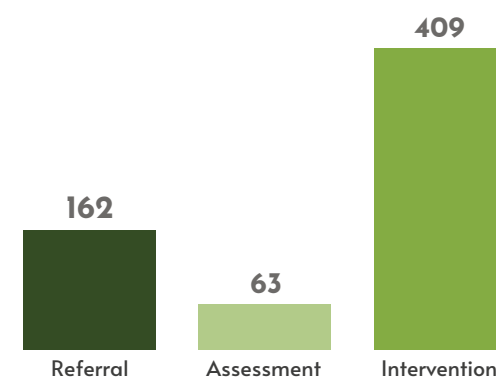
Client type



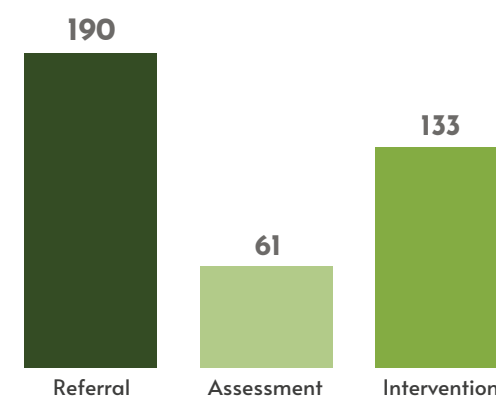
Ethnicity



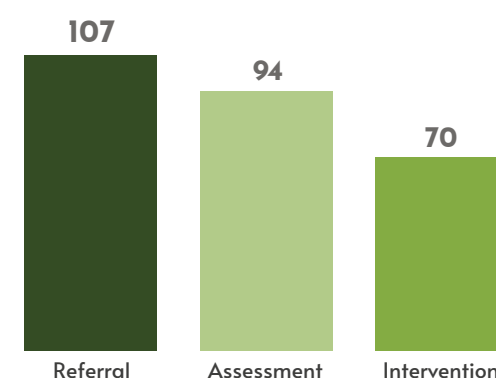
Western Region



Eastern/Central Region



Southern Region



"Jackson's" Story

We first met "Jackson" in 2020 when he self-referred to WellStop following his engagement with the Family Court.

Although not formally charged for his HSB, Jackson acknowledged the behaviour and the harm caused. He also presented with substance use difficulties, financial hardship, trauma and relationship difficulties. He was motivated to be a good father to his daughter and was willing to engage in treatment to address his difficulties. Jackson had employment commitments, and therefore flexibility was taken to ensure he could attend all sessions.

During assessment, Jackson disclosed further HSB throughout his life, as well as his own experiences of abuse as a child. This has had a big impact on the way he saw himself and the world.

From the assessment a number of treatment goals were developed in consultation with Jackson. These included:

- Good life planning
- Building self-efficacy and self-esteem
- Healthy relationship skills Developing better coping and emotion management skills
- Understanding his pathway to HSB
- Healthy sexuality and boundaries
- Safety Planning



Jackson was seen weekly over a period of seven months and successfully completed treatment. He applied himself well in sessions. During treatment Jackson started a new relationship, with his partner becoming pregnant.

Jackson reported that he was feeling confident and ready for the next phase of his life, so treatment ended, and he was encouraged to make contact in the future if needed.

Jackson contacted in October 2023 to say he would like to do some maintenance work.

Jackson and his partner now have a small family, and he is completing further education. He has received a promotion at his work, and continues to have a positive relationship with his ex-partner and daughter. Jackson reported he continues to struggle with unhelpful thoughts and would like to engage in a few maintenance sessions with WellStop. He will be seen under out psycho-social contract.

Ngā Tauāki Pūtea

Summary Financial Information

Summary statement of comprehensive revenue and expense for the year ended 30 June 2023	2023 \$000	2022 \$000
Revenue		
Total revenue	6,519	5,858
Expenditure		
Employee related costs and contractors	4,991	4,319
Depreciation	88	113
Other	1,008	858
	6,087	5,290
Total surplus for the year	432	568
Total comprehensive revenue and expense for the year	432	568
Summary statement of financial position as at 30 June 2023		
Current assets	4,362	4,086
Non-current assets	206	178
Total assets	4,568	4,264
Current liabilities	806	934
Net assets/Total equity	3,762	3,330
Summary statement of cashflows for the year ended 30 June 2023		
Net cashflows from operating activities	440	1,155
Net cashflows from investing activities	(2,310)	(63)
Net increase in cash and cash equivalents	(1,870)	1,093
Cash and cash equivalents at 1 July	3,909	2,816
Cash and cash equivalents 30 June	2,040	3,909

* Audited Financial Statements are available on the Charities Services Register website at <https://register.charities.govt.nz/CharitiesRegister/Search>. Charity Registration Number CC52259



WELLSTOP

◆ WHIRIA TE TANGATA ◆

Thank You