Deaf
AOTEAROA
TĀNGATA TURI

ANNUAL REPORT
2020-2021

For NZSL versions of these stories and reports:

Scan this QR code, to see the Annual Report on our website.

Or, visit https://www.deaf.org.nz/2021/11/annual-report-2020-2021/.

Contents

A Year in Numbers	2
Strategic Direction	3
President's Report	4
Deaf Aotearoa Holdings Ltd Chair's Report	5
Chief Executive's Report	6
Evan's Story – Life Changing	7
Gemma's Story – Equal Opportunities at Novotel	8
Pursuing Possibilities with Māori Deaf	9
Robyn's Story – From Whāngarei to Niue	10
David's Story – Increased Independence and Fitness sees David Soar	11
Cheryl's Story – Families First	12
NZSL Week	13-14
Learning Together – ACE	15
Financial Performance	16-18
Funding Acknowledgements	19

A Year in Numbers

This has again been a challenging year for us all with the ongoing COVID-19 pandemic however Deaf Aotearoa has continued to provide services, information and advice to the Deaf community. We are grateful for, and proud of all our staff for their flexibility and continued commitment to the community and to delivering high quality services. In this annual report we will share with you some of this year's achievements which demonstrate the impact Deaf Aotearoa's work has had on Deaf people and the community.

2,190 enquiries for information and advice

1,904 individual service users

79 Hearing Assistive Technology assessments

197 First Signs families

401 taster classes

4,562 taster class participants

52 NZSL week events

311 TV ad screenings of the Wellington Paranormal on TVNZ1, TVNZ2, Three, Choice, Discovery and Living Channels

131,00 views of Prime Minister Jacinda Ardern's 2021 Leaders' Challenge video on Deaf Aotearoa's facebook page

1,000 facebook shares of the Prime Minister's video

75 people in 35 NZSL Leaders Challenge videos

NEW ZEALAND SIGN LANGUAGE WEEK
TE WIKI O TE REO TURI
NZSLWEEK.ORG.NZ
10 TO 16 MAY 2021

SOCIAL MEDIA FOLLOWERS:

as of 30 June 2021

25,069 Facebook

2,582 Twitter

2,081 Instagram

635 Linkedin

MORE THAN **100** NZSL Video translations

226 COVID-19 translations since February 2020

ACE Learning:

946 participants

106 workshops

Deaf AOTEAROA TĀNGATA TURI

Our Strategic Direction

2021▸2030

VISION

Deaf people have full access.

MISSION

Deaf Aotearoa is an advocate for positive change supporting the Deafhood journey of identity and culture.

VALUES & BELIEFS

NZSL & Deaf culture are our mana.

People are at the centre of everything we do.

We communicate and collaborate with the Deaf community.

We embrace diversity.

Community Collaboration

Te mahi tahi a nga hapori

Honour the Treaty of Waitangi by partnering with Māori Turi.

Develop and strengthen relationships with other organisations working for the benefit of the Deaf community.

Increase the Deaf economy while ensuring Deaf Aotearoa achieves its own financial targets.

NZSL

Akana te reo rotarota hei oranga ai nga tangata

Promote early access to NZSL.

Promote access to NZSL everywhere as a basic right of Deaf people.

Organisational Sustainability & Relevance

Kia whai kiko te te ropu whakahaere ki nga kaupapa whaitake

Develop a strong values-based culture. Promote Deaf leadership and celebrate success.

Deaf Aotearoa President's Report

Kia ora koutou,

We have much to celebrate this year and I am very proud of the achievements we have made over the past year.

I am very happy to see the work that the Deaf Aotearoa Maori Advisory Group are doing and also the work the New Zealand Sign Language Board and the Office for Disability Issues are doing with Māori Deaf.

I was pleased to attend the opening of two new Deaf Aotearoa offices in South Auckland and Napier.

I would like to thank the Deaf community for their involvement in the development of Deaf Aotearoa's new Strategic Direction. Our new strategic direction sets out our key goals for the next 10 years, 2021-2030 and there will be many opportunities for the community to be involved in this.

Thank you also to those of you who contributed to the Deaf Way review that has been underway over the past 12 months. I look forward to receiving the report early next year and to making improvements in how we carry out our work.

A huge thank you to Lachlan, and Deaf Aotearoa's staff and the NZSL interpreters for their hard work, continued flexibility and adapting their styles of working to accommodate the ongoing COVID-19 situation whilst maintaining high levels of service delivery and support to the Deaf community

To my colleagues on the Executive Board, who give up their time to lead this organisation, I thank you for all your efforts and I acknowledge, on their behalf, the hard work of the DAHL Board who make sure that the business of Deaf Aotearoa and their delivery of services to the Deaf Community are successful. Thank you to Oliver Ferguson who stepped down as president in March this year for your hard work and commitment over the past 10 years. Thank you also to David McKee for your five and a half years as chair of the DAHL Board. The DAHL Board plays a very important role in ensuring Deaf Aotearoa's financial, legal and health and safety obligations are met and provide great support to Lachlan and his team.

Finally, I would like to acknowledge and thank all our funders and supporters for their continued partnership and collaboration with Deaf Aotearoa.

Nga mihi maioha (thank you with appreciation)

Joanne Klaver
President

Deaf Aotearoa Holdings Ltd Chairperson's Report

Kia ora,

Firstly, wow, congratulations to everyone in the Deaf Aotearoa team. We know it has been yet another difficult year navigating through the COVID-19 pandemic. The team's resilience has seen the organisation continue to effectively provide services to the Deaf community, collaborate with key stakeholders such as the Government, and iSign has continued to successfully provide access to NZSL interpreters. Our full-hearted thanks extend to Chief Executive, Lachlan Keating, for his continued successful management of this organisation, its services and people.

The Deaf Aotearoa Holdings Limited Board (DAHL) looks after the business interests of Deaf Aotearoa, safeguarding the financial viability and sustainability of the organisation. This work ensures that we can continue to successfully provide and develop services to benefit the Deaf community. In the 2020/21 financial year, Deaf Aotearoa has returned an operating surplus of over $300,000. We are in the black and not the red - as with previous years Deaf Aotearoa has managed its finances well.

DAHL reports to the Executive Board, who leads the organisation's strategy and performance, and appoints the members of the DAHL Board. I would like to acknowledge my fellow directors on the DAHL Board for sharing their expertise, from marketing and communication to fundraising and finance, and for the significant time they spend overseeing DAHL.

I would also like to thank Oliver Ferguson, Sam Te Maari, Craig Findsen and Joanne Klaver, current and previous members and representatives of the Deaf Aotearoa Executive Board. These dedicated individuals have put in many hours contributing to the work of the DAHL Board. The team's support and collaboration has been excellent and appreciated.

Finally, after a great five and a half year journey I am stepping down from the DAHL Board. This is my last report as Chair and it is time to make way for a new person. I wish everyone well, and keep up the hard work and commitment in strengthening and developing the Deaf community and Deaf Aotearoa.

David McKee
Chair, DAHL Board of Directors

Chief Executive's Report

The past year, as with the previous 12 months, has been a successful time for Deaf Aotearoa, despite the difficult situation we have all faced working through the lingering pandemic. Our staff turnover remains low, as it traditionally has been. Our revenue has remained solid, and we have secured all existing contracts for services and been successful in all tender processes we have participated in. We have opened new offices in South Auckland, Dunedin and Hawke's Bay and recently moved our National Office to new premises in Wellington.

We recently welcomed Lara Draper into the new role of General Manager – Adults & Seniors, and her impact has already been felt. Lara brings with her a long and varied history of working in organisations making a difference for Deaf people and as we place more focus on Deaf adults and senior citizens Lara will provide real strength to our work in this area.

It is pleasing to see the work commissioned by the NZSL Board on developing a Collective Impact approach within the Deaf community. There is an immense wealth of knowledge, skills and wisdom across the community and as this is harnessed, the outcomes for all will be enhanced.

The Deaf Way review that is being undertaken by Tricia Fitzgerald is drawing to a close and we look forward to the report which will capture the progress and achievements made over the past decade and make recommendations on areas for development and improvement. Thank you to all of you who have contributed to this work.

I would like to thank two people whom I have worked alongside for many years and who have departed in the past year. Oliver Ferguson served the community with distinction on the Executive Board for 10 years, the last five years as president, the longest term of any Deaf Aotearoa president in history. Whilst he had a public-facing role, meeting with prime ministers, ministers and visiting overseas dignitaries, his contribution was often also behind the scenes, carried out in a humble, respectful and effective manner. He was also well regarded internationally and established strong links, particularly in the Asia-Pacific region.

Victoria Manning left us earlier this year to take on a senior manager role with the Ministry of Justice, after six years with Deaf Aotearoa. Victoria's advocacy work was outstanding on many levels and her vision that Deaf people should be treated equitably and given the same opportunities as everyone else ensured her efforts were focussed on creating sustainable change. The results of her work will be evident for many years to come.

Our dear colleague and friend Lisa Alexander passed away in October, after a courageous 19-month battle with cancer. Lisa worked with us for eight years and touched all of us with her kindness, sense of humour, positivity and overall ability to contribute to Deaf Aotearoa's success. Lisa's legacy lives on and we benefit from her work every day.

Our staff who come to work every day, determined to succeed and deliver outstanding results deserve our praise. With over 50% of our staff being from the Deaf community, and many more having worked at Deaf Aotearoa for a decade or more, our workforce is committed, knowledgeable and capable of providing bespoke solutions to our diverse Deaf community.

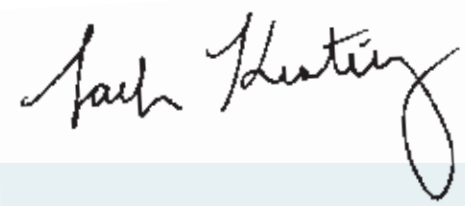
Our two boards, the Executive Board and the Deaf Aotearoa Holdings board, govern Deaf Aotearoa with care, skill and wisdom. They work many hours, providing advice, monitoring performance, offering solutions and ensuring the long-term sustainability of Deaf Aotearoa.

We must acknowledge David McKee who has given five year's outstanding service to Deaf Aotearoa as chair of the DAHL Board. A knowledgeable, passionate and committed member of the Deaf community, David always ensured we kept Deaf people forefront of mind in our decision making.

The recently announced transformation of the disability system, along with confirmation that the Accessibility for New Zealanders Bill will be introduced, provides us with confidence that Deaf people will soon have full access and greater opportunities. The establishment of a new ministry for disabled people will place issues that are important to Deaf people on the table for discussion at the highest level. The national rollout of Enabling Good Lives will open up new opportunities for Deaf people to access services in new and different ways.

2022 is sure to be another year of change, challenge and opportunity – I look forward to driving Deaf Aotearoa on its ongoing journey of development, growth and success.

Lachlan Keating
Chief Executive



EVAN'S STORY – Life Changing

Harnessing the full potential of Deaf people is at the core of what we do at Deaf Aotearoa. Through our Employment service, we work alongside individuals to identify their career goals and develop plans to achieve them, with support into sustainable employment and enhancing employer confidence.

Evan came to Deaf Aotearoa for support with finding work as he was facing difficulties living week to week. Evan's last stable work was almost 10 years ago. He had previously worked in packhouses but he finds this work unsuitable now and wanted to find his way into a better financial position. With no access to a computer or internet at home, updating his CV was already a challenge and he needed extensive support with looking and applying for jobs online.

One of our Facilitators met with Evan weekly to better understand his needs, goals and how the team could support him in his process of finding employment. Evan has experience using garden power tools, and expressed interest in applying for jobs that involved lawn mowing and gardening. The Facilitator kept in regular contact with him via text and videocalls to support his job search.

A promising opportunity popped up - a busy small local business Express Lawn Mowing was looking for someone to join their team. They held a meeting with Evan, the Facilitator and a NZSL Interpreter to discuss the opportunity. After a run through of the role and better understanding of how communication would work on the job, Evan was successfully offered a job on the spot. He started work the following week.

Evan's employer is impressed with his work ethic and says Evan is proving to be a great asset to his business.

"Evan has fitted in with me well and knows the customers and procedures so we move along quite smoothly and effectively. I have picked up signs for a few words so we get by pretty well for what we need to do. I think things suit both of us well."

The reliable work and income have been life changing for Evan. He is pleased to now be able to live more comfortably financially, and he is even planning to buy his own gardening power tools to maintain his own lawns.

GEMMA'S STORY –

Equal Opportinities at Novotel

Working collaboratively and building relationships with other organisations is important for Deaf Aotearoa and our service users across the wide range of services we provide. Our strong partnership with the teams at Novotel and Ibis hotel chains has been invaluable for a motivated Deaf woman, Gemma Billing, seeking an opportunity for employment. Gemma came to Deaf Aotearoa for assistance to be work ready. Through our Employment service as well as advocacy and advice guided by Facilitator Jessie Grigg, Gemma was successfully offered a Housekeeper role at one of the world's leading hospitality companies, Novotel, in Christchurch.

Novotel and Ibis Talent & Culture Manager, Jason Viljoen, said "Jessie put Gemma forward for a possible vacancy at the Novotel. When we interviewed Gemma, she came across as a wonderful person. She was fun, energetic and really motivated to get back into the workforce."

Settling into a new job and having a supportive inclusive environment is crucial to an employee and their team's experience and engagement. A great range of resources and advice on NZSL and Deaf Awareness were shared with Gemma's managers to support the transition- from how to apply for funding for New Zealand Sign Language interpreters and how to use New Zealand Relay Services for staff meetings, to suggestions on embedding safe and inclusive emergency procedures in the workplace. Learning how to communicate with Gemma day-to-day was also supplemented with information on the annual NZSL Week Taster Classes and where management and staff can learn NZSL.

Jason was pleased to welcome Gemma into their team, furthering their values of diversity and a culture of inclusion.

"Once we offered Gemma the role, she very quickly became an asset to the company. Her friendly personality saw her making many meaningful relationships with her colleagues".

"To help promote better communication and understanding, we have signed up annually to Deaf Aotearoa's NZSL Week Taster Classes, which have been incredibly beneficial for all."

As a result, Gemma feels happier in her job. Not only has NZSL Week helped her colleagues with understanding Deaf people's needs, the support provided has made her feel equal with everyone else.

"Over time I built a lot of confidence at work, because of the positivity, professionalism and team work in the workplace. We all understand each other and accept our differences, and it's all about putting our hearts into the workplace."

As we face COVID-19, there is a lot more need to overcome daily challenges and ensure clear communication. Employment support was extended through the COVID-19 lockdown, with document translations and ensuring Gemma was well-informed of the impacts of COVID-19 at work.

Jason expressed his gratitude for Deaf Aotearoa's guidance which has helped make the whole process of recruitment, onboarding and training with Gemma seamless.

"Even during lockdown when communication is so important and sometimes quite difficult, Jessie was there to assist and set up a Zoom meeting to explain the lockdown and subsidy processes… Having Gemma on the team has helped us to challenge the way we see and do things"

"Gemma has certainly become part of our family at work and once we have more vacancies available, we will definitely approach Deaf Aotearoa for candidates."

Pursuing Possibilities with Māori Deaf

Deaf Aotearoa's Māori Advisory Group was established in September 2020, initially set up with a focus on whānau with Deaf tamariki (children) in our First Signs service, and the work is now growing.

Growth in Māori Deaf leadership is vital and part of our vision, with Deaf Aotearoa staff Richard Peri and Miiria Storey taking the lead. Richard is the Māori Deaf Development Officer for the community - he is involved in resource development and guiding the work that the Māori Advisory Group are doing with whānau with Deaf tamariki. For many years he has advocated for the Māori Deaf community. Miiria, who is also proud to identify as Māori Deaf, provides services to community members of all ages throughout Aotearoa.

The Group meets weekly and arranges fortnightly 'Zui' gatherings - a hui (Māori get-together) held online through Zoom - for whānau with Deaf or hard of hearing children aged 0-5years. Each session is family-centred and accommodates what the whanau want to learn, including fun activities in NZSL in a Māori context, from pepeha (sharing one's traditional Māori introduction) to waiata (singing, or in our case sign-singing). Facilitating these meetings gives our people insight into where support is needed, and gives whānau opportunities to meet, explore, and learn from role models including our Māori Deaf employees and leaders.

Stephanie Awheto, one of few Māori trilingual interpreters in Aotearoa, is equipped with many years of experience working between English and Aotearoa's two official languages, NZSL and Te Reo. She is a valuable advocate for the Māori Deaf community and takes a regular part in the Zui meetings. Other members of the Group include First Signs Facilitator and NZSL Interpreter Beryl "Harri" Harrison whose father is fluent in Te Reo, and she is currently in her fourth year studying Te Reo; First Signs Team Leader Natasha Cloete, a support to the Group with her strong advocacy for Deaf leadership, and whānau with Deaf tamariki; and NZSL Information and Resources Team Leader Daniel Harborne, who brings in different perspectives and coordinates resource production.

The team are proud and dedicated to working with Māori whānau to support their Te Reo and NZSL development at home.

It is critical to support the families' foundation of knowledge, weaving Deaf culture, Māori culture and their Māori identity together, through exchanges of skills, experiences and stories. Connections formed through the Zui are highly valued, with more whānau all around Aotearoa asking for further opportunities to join and learn together. The Zui has been opened up to new families who are not fluent in Te Reo but have a commitment to develop Te Reo alongside NZSL. We have received a wealth of positive feedback on the Group's work so far.

"One thing I have valued on this journey was the importance of communication and the building of relationships. This platform has given my whānau and myself a way of expressing our relationship with Te Ao Māori in the form of reo rotarota (New Zealand Sign Language)."

"It is a platform where I can interact with other Māori whānau striving to support their Deaf tamariki. It's important to me to be a part of a community in this journey and this is the only place I feel I am able to do this specifically for Māori. I have found it really inspiring and insightful. Without these hui I often feel isolated as a parent of a Deaf child."

"This learning style is amazing for all of us… we have felt hunger, we have felt weakness, and we know that our children and grandchildren are silent. They are unable to feel the depth of the language, the intricacies of the language. But through these lessons, they will hear… now is the time for adults to stand up and support children and grandchildren so that their language is not silenced."

Families have expressed they want to see more Māori Deaf adults in mentor positions as well as more trilingual interpreters in places like the marae. We would love to welcome more whānau, with Deaf tamariki, from all over Aotearoa to join First Signs, connect with others on a similar journey, and develop further possibilities for the future of Māori Deaf individuals. We continue to work on resources ranging from waiata (songs) and karakia (prayers), to Matariki, which New Zealanders will first experience as a public holiday next year.

ROBYN'S STORY –

From Whangārei to Niue

The requests we receive at iSign are incredibly varied but we can usually predict the type of bookings we might receive. On this occasion however, an unusual request to support one of our Pacific Island neighbours arrived in our inbox. Former Deaf Aotearoa staff member Robyn Ogatau approached the team for support, all the way from remote Niue. Robyn had worked with us for several years in our Whangārei office before she left New Zealand twelve years ago, to live with her husband in his homeland.

She became involved with the community on the island and got to know Rock Vets' veterinarian, Sasha Farr. Sasha visits regularly to care for animals on the island and assists with maintaining the overwhelming population of cats and dogs. Unfortunately, due to the effects of COVID-19, Sasha was unable to make her regular visits to Niue. But as one door closes, another one opens - Robyn and Sasha put their heads together and agreed on getting Robyn trained up to microchip local animals and help control the ever-growing animal breeding problem. A great opportunity for Robyn to develop new skills and knowledge while assisting the local animals and community.

iSign received a request to provide interpreters for this training - unfortunately this type of interpreting was not covered by government funding in Niue. While unusual to receive this type of request, it was not the first time. iSign strives to enable effective communication, access and participation for Deaf people and works closely with funders to make this happen. In this case, Deaf Aotearoa was more than happy to cover the interpreting costs for the full 12-hour vet training.

New Zealand's High Commissioner to Niue, Helen Tunnah, was pleased to hear of the cooperation and collaboration between Rock Vets, Robyn, and Deaf Aotearoa.

"We are delighted that Robyn is being assisted to further develop her skills in the care of animals."

"We would also like to thank Deaf Aotearoa for its generous support to Robyn and Rock Vets that will help facilitate this training."

Deaf Aotearoa and the iSign team continue to enhance Deaf people's access to NZSL interpreting services, supporting their rights and access to communication, education, training, employment, communities and so much more.

DAVID'S STORY – Increased independence and fitness sees David soar

Deaf Aotearoa's Hauora service has helped make a substantial positive difference for David Clark, who has been Deaf all his life.

While living in a motor camp in Hawke's Bay several years ago, David's family began to notice he had more and more facial injuries with little explanation. Tests showed that David had been experiencing severe blindness with no sight at all in one eye and limited sight in the other. His facial injuries were from falls with no safeguards or supports in place at home. Acknowledging the extent of the situation, David agreed to seek assisted living options that would help make his day-to-day life more comfortable, safe and accessible.

Lee Bullivant from our Hauora team became involved and immediately supported David with an assessment and action plan - not only to ensure important safety measures were put in place, but to also make sure he has as much independence as possible to live his life. First, David moved into his new home, Otatara House in Taradale, where he can get the best access to regular in-home support. Through a Hearing Assistive Technology (HAT) assessment with the Ministry of Health, Deaf Aotearoa helped David secure crucial safety equipment, including a specialised doorbell, pager, flashing light, and bed shaker that lets David know when someone is at the door or if there is an emergency.

The equipment also helps allow for personal privacy, which is important to David.

"I love the specialised Deaf equipment because the staff now know that if they need to pop into my room, they need to press the doorbell."

Implementing a comprehensive approach to his life goals and practical support, Lee worked with David to maintain a greater level of personal fitness, starting by signing him up to Pettigrew Green Arena Gym. Areas in the gym were identified for where David can do a workout safely without falling over or bumping into things.

Despite his relatively short sight, David has learned the safest walking route to and from his home and the gym for his twice weekly sessions. He has also developed his own training plan alongside gym staff.

David is now a regular and they continue to jointly identify any potential safety risks.

"I have been going to the gym for over a year now and I am loving it because it's helping me become more independent and I'm constantly learning how to use the equipment and clean it properly afterwards."

When the gym closed during lockdown, it didn't hold David back- he made good use of weights at his home instead. Saying the 56-year-old was thrilled to see the gym doors reopen is an understatement.

David continues to receive ongoing support from Lee and the Hauora team.

CHERYL'S STORY –

Families First

The first five years of a Deaf child's life is vital to their development - from the use of language and communication, to building a network of family, friends and the community that can support one another through life's obstacles. Deaf Aotearoa's First Signs Facilitators have supported over 600 Kiwi families and whānau with Deaf children aged between 0 to 5 years old. First Signs has a substantial impact on the wellbeing, identity, and communication skills of Deaf children through:

- Teaching families and their Deaf children on best communication practice, including using NZSL
- Providing greater awareness of Deaf people's experiences, abilities and potential
- Making families feel more positive and confident about their child's future
- Ensuring children start school with age-appropriate language, including spoken language
- Developing strong self-esteem in children.

First Signs Facilitator in Hawke's Bay, Cheryl Spykermann, shares how COVID-19 has had an impact on families' access to First Signs. Cheryl had worked at Deaf Aotearoa in Auckland for nearly seven years across the Employment and Hauora services, before she left her job to relocate to Hawke's Bay. A year later when she saw we were looking for someone to join the First Signs team in the area, Cheryl was excited to apply and successfully received the role.

The Hawke's Bay region stretches up to Gisborne, at least a three-hour drive away on narrow winding roads, and regular travel to provide First Signs sessions in person proved a challenge. Ten to twelve families receiving this service found the monthly visits were not enough, and expressed their struggles to retain what they had learned in the sessions. Many families in remote areas lack access to technology devices let alone reliable Internet to be able to participate in online sessions - some visit their local library to access the resources sent to them.

With Cheryl in the role now, passionate and driven to ensure these whānau receive critical support, families look forward to her regular fortnightly visits. Resources like posters and videos are sent to the families each week for the families to learn and practice until Cheryl's next home visit, where she models the use of the vocabulary in conversation.

"I drive up to the area and visit them over two days. This enables families to feel more confident in their use of NZSL. Families have commented that it is so much better, they feel more positive about their child's language and their future."

COVID-19 lockdowns presented further barriers for families, especially those who are unable to access online sessions - Cheryl sends them physical resources through the post.

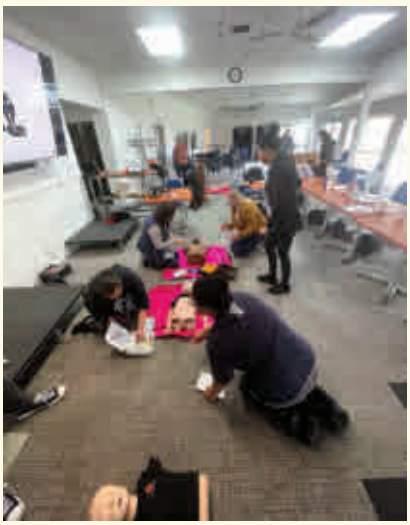
"It is hard and I really feel for the families during lockdown. The families who did receive the resources via email commented that they couldn't wait for in-home visits."

Seeing the impact of First Signs on Deaf babies, toddlers and children as well as their families is powerful, and it's what keeps Cheryl and the rest of the team going.

"I love my work, I love meeting and connecting with whānau and building a relationship with them. Working with the Deaf child and the wider family to develop their use of NZSL helps connect them all."

Learning Together - ACE

In 2020/21 we had **946** learners/participants, provided **3,769.5** learner hours held **106** Adult & Community Education workshops



First Aid // Auckland

"I enjoyed learn new things update, good tutor nice pace explain us details, fantastic thanks."

Diabetes // Nelson

"Bit muddly at start. Once course got going excellent. Having set question time (s) would make course flow better. But overall excellent course and presentation."

Buying your First Home // Christchurch

"Worth learn about how buy house and worth more information. Very clear speech and good explain."

Candle Making, Glass Painting and Soap Making // Hawkes Bay

"Very interesting about making candle, glass and soap."

"Was mind blowing at how simple and anyone can do it from home - can't wait."

"Awesome."

"I've learned a lot, really interesting."

"Really enjoyed the information, creativity and company."

Fabric Painting // Hamilton

"The course was really good. Susan was the most amazing tutor we ever had! We are so lucky to have someone like her teaching us."

Upholstery // Wellington

"Tutor was very excellent and good details."

"Really great practical workshop."

Barista and Food Safety // Palmerston North

"I had an awesome four days course there. Learnt so many new things I didn't know before."

"Hope to see you soon. Keep up the good work"

Painting with Palette Knives // Whangārei

"I really enjoyed this day and applying my skills from previous courses to challenge myself to do more and just try!"

To ensure we were keeping the Deaf community engaged with our planning, we sent out a survey following last year's NZSL Week, which was held in September due to COVID-19 disruptions, and asked the Deaf community whether they wanted to continue with NZSL Week in September, or to return to our usual timing in May. A significant majority supported the return to May, which meant we had a short timeframe to organise this year's NZSL Week, however it was successful in its national campaign to continue raising public awareness and respect for our language, NZSL.

The week kicked off with our biennial NZSL Week Breakfast held in the Banquet Hall in Parliament hosted by the Minister for Disability Issues, Hon Carmel Sepuloni. We also had another successful NZSL Week Leaders' Challenge, with Prime Minister Hon Jacinda Ardern leading it for the third time. Over 70 leaders from across the country took part in the Leaders' Challenge this year.

We delivered a new initiative, with NZSL Week Community Events Grants funding provided by the NZSL Board, to provide funding for local Deaf community events. This enabled Deaf clubs, Deaf businesses and other community groups to organise their own NZSL Week events. It was exciting to see the enthusiasm from the organisers doing their own events for their local communities. Seventeen events were organised by these community groups all over New Zealand with 547 participants involved. Some events included a Deaf-led tour of the lower South Island by Deaf Adventures and Deaf Deaf World events inviting NZSL learners to experience briefly what Deaf people face every day. Additionally, 29 events including family fun days and activities were organised by Deaf Aotearoa staff throughout New Zealand - from NZSL inspired art, to walk and bike adventures and Mega Air Trampolining, as well as cultural tours and building relationships with local services.

NZSL Week also coincided with Youth Week this year and we took the opportunity to collaborate with Ara Taiohi, the peak body for Youth Development. We created fun NZSL Week stickers and created a youth-focused video busting myths about Deaf people, which was posted to our social media platforms.

We were excited to collaborate with Garage Project for the third year running, with a new edition of ***Talk to the Hand*** beer launched for the occasion. Six events were held at bar venues with staff on hand to teach NZSL and celebrate the end of the week with a NZSL Week beer.

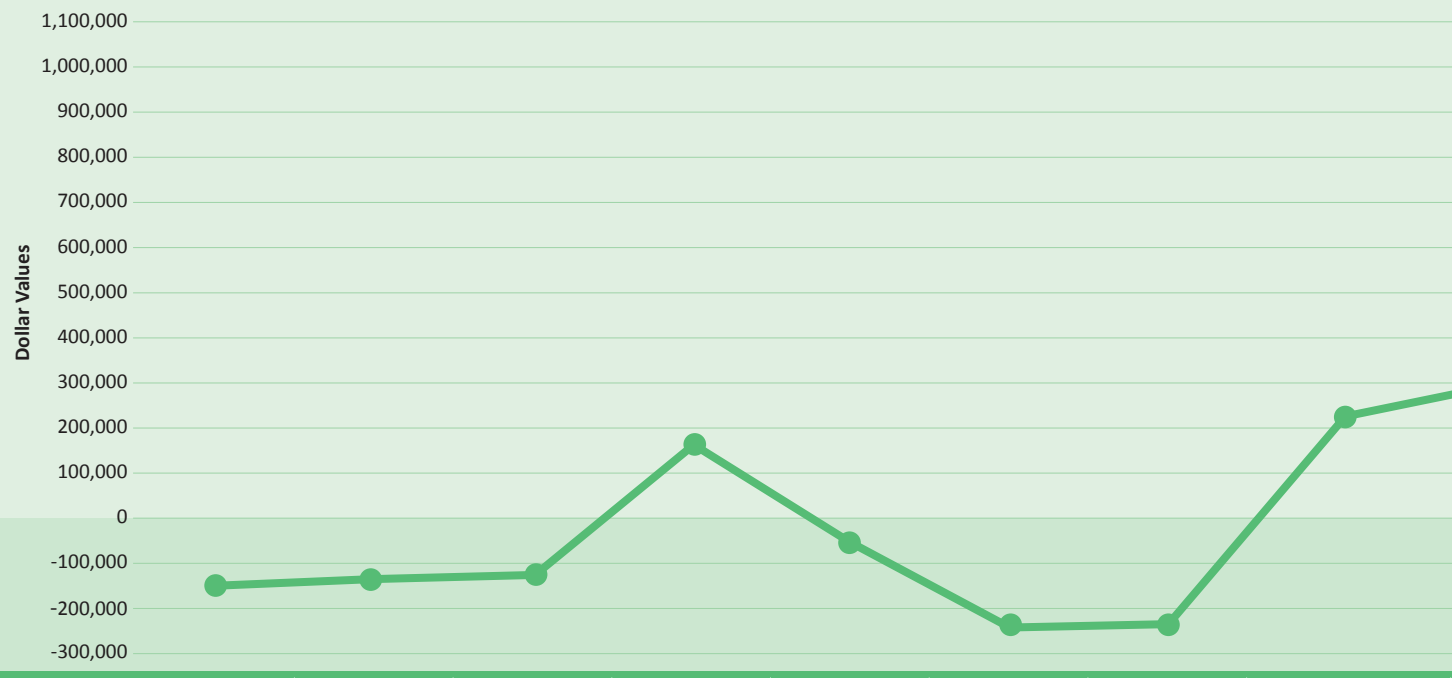
Over 400 NZSL Taster Classes were delivered at council libraries, schools, businesses and government organisations. This year, our Taster Classes were supported by 50 NZSL Tutors and were attended by over 4,500 people.

This year we have established a new group – the NZSL Week Advisory Group. There are six members, three from the Deaf community and three Deaf Aotearoa staff. This group will provide feedback and advice for future NZSL weeks.

We look forward to NZSL Week 2022, which will be held in the second week of May - a tradition for many years and still appreciated today.

Financial Performance

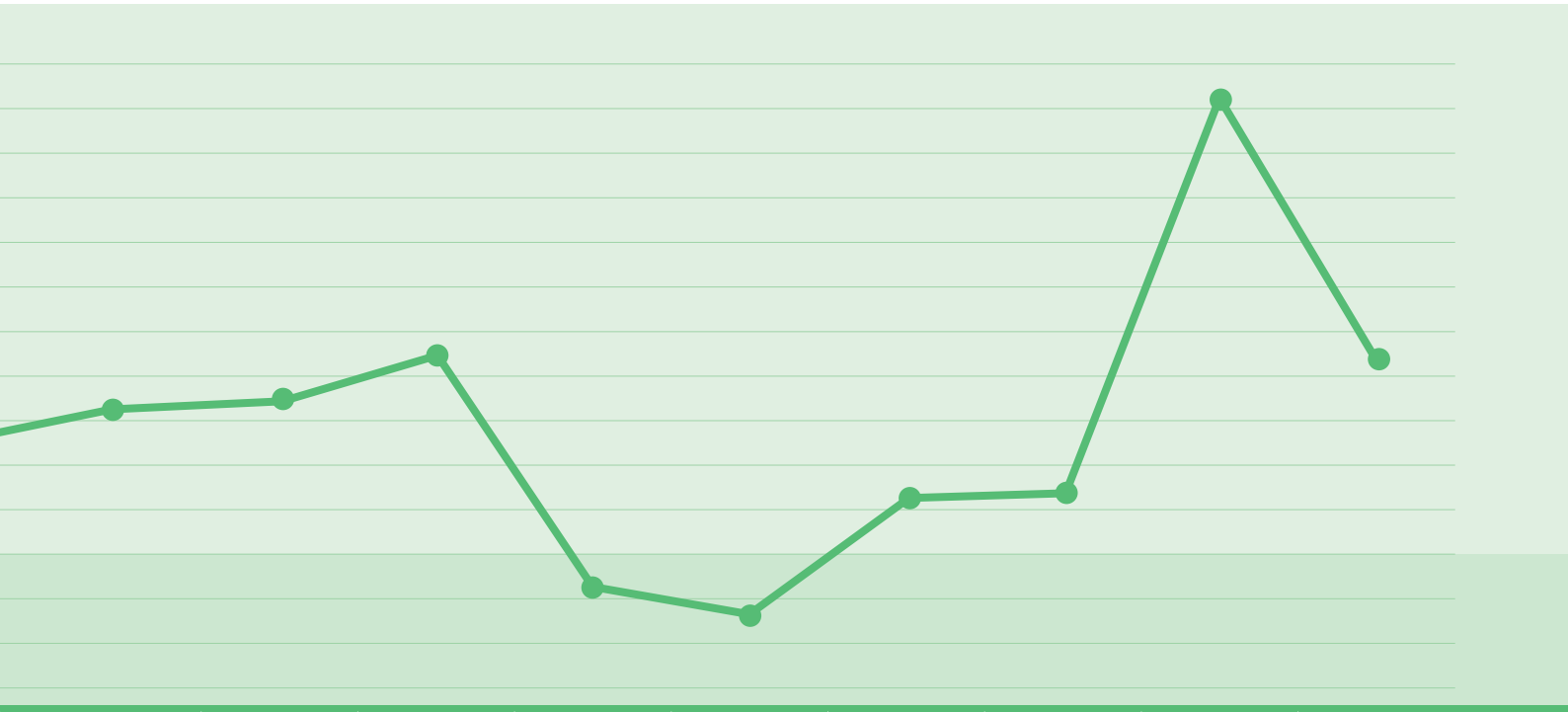
Comprehensive Surplus/Deficit 2005 - 2021



Year	2005	2006	2007	2008	2009	2010	2011	2012
Comprehensive Surplus/Deficit	(197,747)	(129,897)	(107,381)	187,200	(52,979)	(234,713)	(233,498)	206,869

General Retained Earnings 2005 - 2021

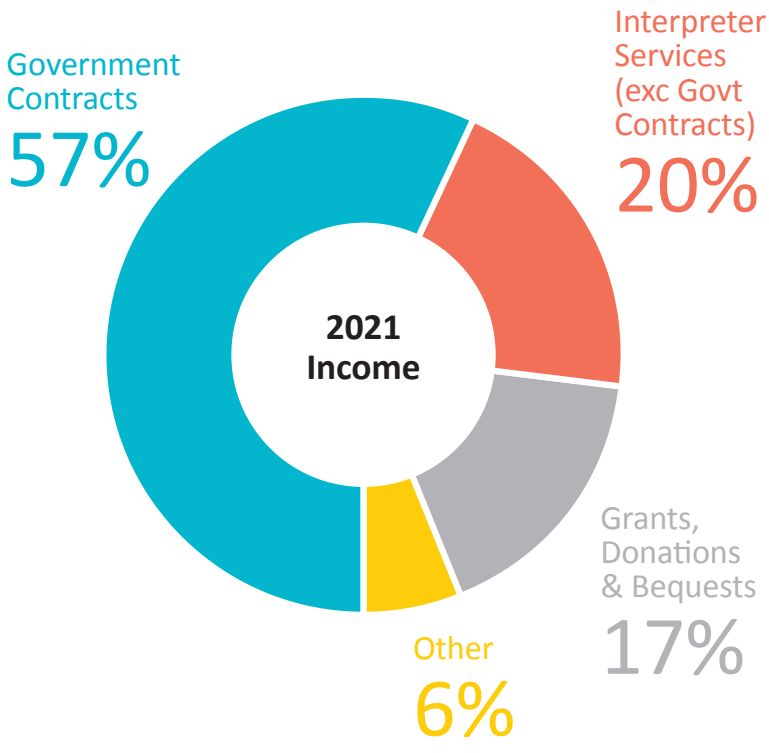
Year	2005	2006	2007	2008	2009	2010	2011	2012
General Retained Earnings	1,851,919	1,722,021	1,614,640	1,801,840	1,926,914	1,951,953	1,718,455	1,925,324



2013	2014	2015	2016	2017	2018	2019	2020	2021
332,872	346,876	430,365	7,841	(37,075)	103,134	118,923	1,017,440	413,485

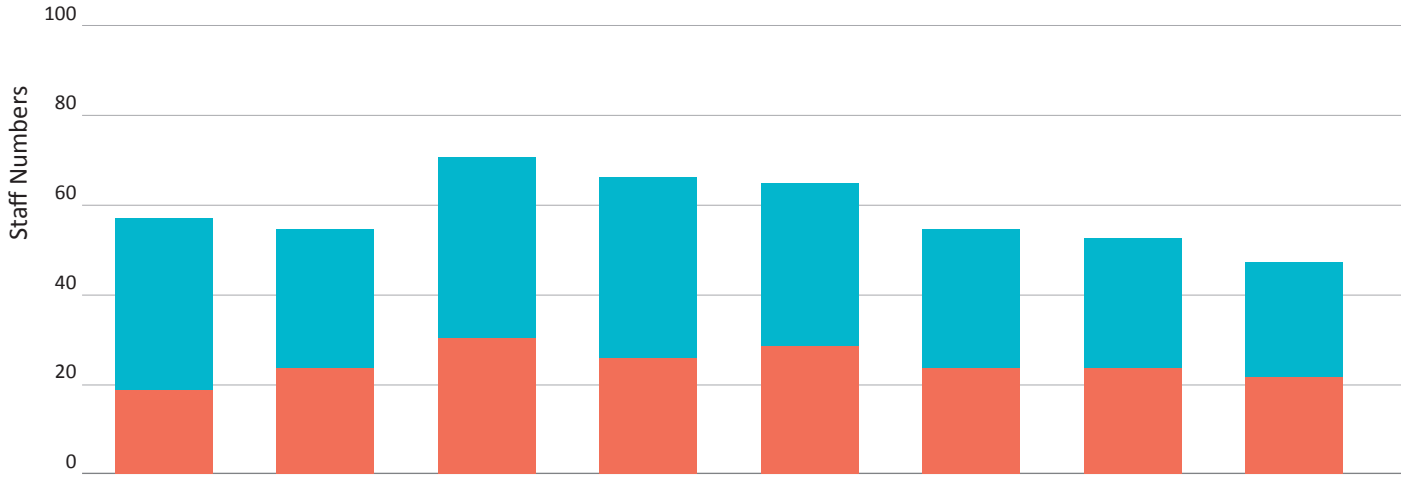
2013	2014	2015	2016	2017	2018	2019	2020	2021
2,258,196	2,605,072	3,295,477	4,318,360	4,256,285	4,294,419	4,355,842	5,513,499	5,819,485

Financial Performance

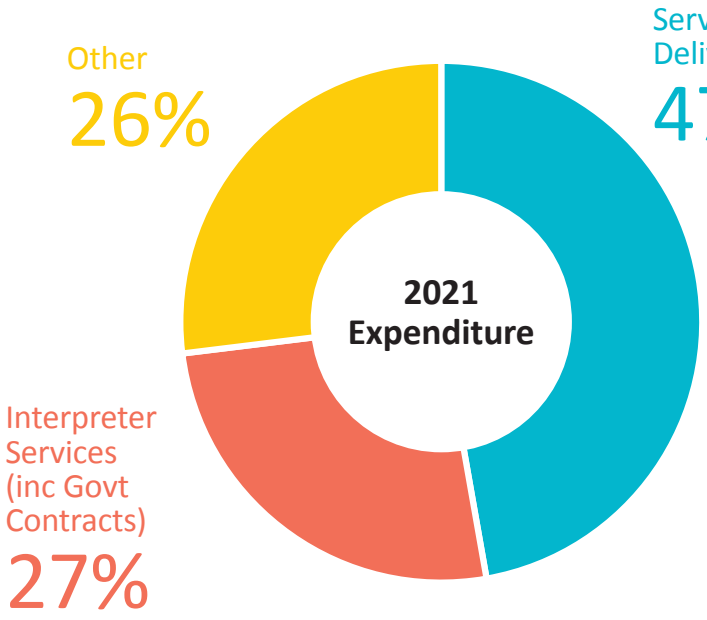


Total Income	$7,753,738
Government Contracts	$4,393,981
Interpreter Services (exc Govt Contracts)	$1,573,973
Grants, Donations & Bequests	$1,343,551
Other	$442,233

Staff Numbers 2005 - 2021



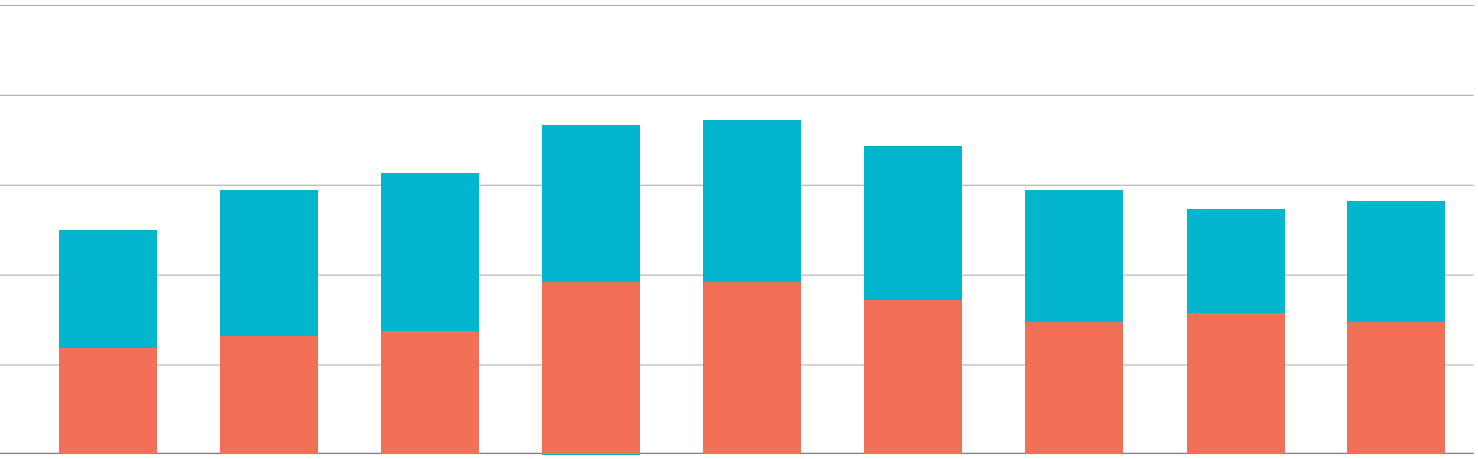
Year	2005	2006	2007	2008	2009	2010	2011	2012
Hearing	39	31	39	40	36	33	29	27
Deaf	19	24	31	25	28	23	23	22
% Deaf Staff	33%	44%	44%	38%	44%	41%	44%	45%



Total Expenditure	**$7,340,253**
Service Delivery	$3,472,948
Interpreter Services (inc Govt Contracts)	$1,979,214
Other	$1,888,091

The information in this Financial Performance Report has been summarised from the audited Consolidated Financial Statements for Deaf Aotearoa New Zealand Incorporated for the year ended 30 June 2021

The full Consolidated Financial Statements are available at deaf.org.nz or by emailing finance@deaf.org.nz



2013	2014	2015	2016	2017	2018	2019	2020	2021
28	34	37	35	37	35	28	24	26
23	25	26	39	39	34	31	32	31
45%	42%	41%	53%	51%	49%	53%	57%	54%

Funding acknowledgements

FUNDING PARTNERS

GRANTS, BEQUESTS, DONATIONS and SPECIFIC FUNDING

Deaf Aotearoa wishes to record, acknowledge and thank the following organisations, bodies, and individuals for their support during this financial year.

NOTE: Only amounts of $400 or greater are shown and all values exclude GST if applicable

Northland
- LW Nelson Charitable Trust
- Oxford Sports Trust
- O'Keeffe Hearing Endowment Fund (Northland Foundation)
- Whangārei Hearing Fund (Northland Foundation)

Auckland
- The Trusts Community Foundation- Portages Licensing Trust
- Estate of W J Rolland

Manukau
- Four Winds Foundation

Bay of Plenty
- Lion Foundation

Waikato
- Trust Waikato
- Estate of A G Ross

Hawkes Bay
- Eastern & Central Community Trust

Manawatu
- Thomas George Macarthy Trust
- Eastern & Central Community Trust
- The Mainland Foundation
- PNCC Community Development Small Grants Fund

Taranaki
- The Boulton Barn (Secondimpressions)

Wellington
- The Jack Jeffs Charitable Trust
- Four Winds Foundation
- Hutt Mana Charitable Trust

Nelson/Marlborough
- Rata Foundation

Canterbury
- H M Hancock Charitable Trust
- Rata Foundation
- Mainland Foundation

Otago
- Estate I V Braithwaite
- Estate Lily Rollings Williamson

National
- Todd Foundation
- NZ Lottery Grants Board - National Committee
- Nessbank Trust administered by Perpetual Guardian
- New Zealand Sign Language Board - ODI
- Foundation North
- The Southern Trust (Aotearoa Gaming Trust
- Pub Charity
- Te Pou- Workforce Development Fund
- Te Pou- Consumer Leadership
- Ministry of Education
- Copper Seed Limited
- Electric Rush

SIGN

Deaf
AOTEAROA
TĀNGATA TURI

www.deaf.org.nz