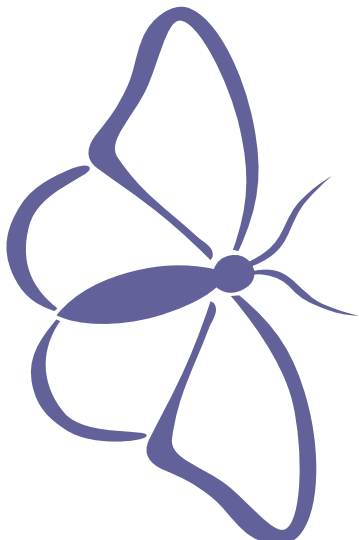




Annual Report

2018 - 2019



Contact details

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Mission statement and Purpose

“People First New Zealand Ngā Tāngata Tuatahi is here to empower and support people with learning disability to be strong and valued individuals in New Zealand.”

People First's commitment to Te Tiriti o Waitangi – the Treaty of Waitangi

Māori are the Tāngata Whenua and we will support the rights Māori have under the Treaty of Waitangi.





People First New Zealand is here to:



- make sure that people with learning disability can speak out and be heard on things that are important to them in services, in communities and in government.



- represent people with learning disability who cannot speak up for themselves.



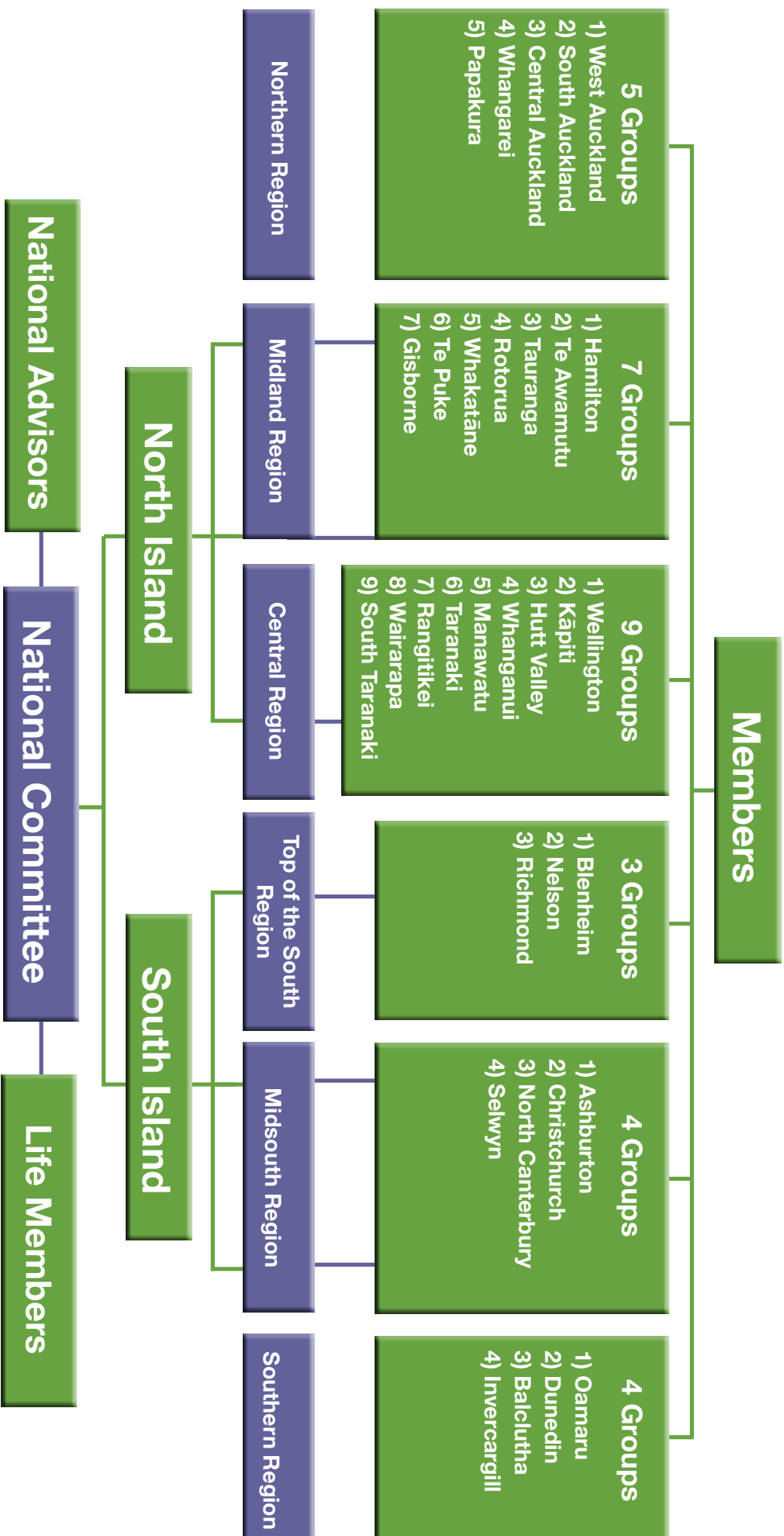
- promote the rights of people with learning disability.



- make sure people with learning disability are listened to.

People First New Zealand Inc.

- Ngā Tāngata Tuatahi Governance Chart





The People First National Committee

The Committee meets 3 times a year to make decisions and report on the work of the:

- **National Chairperson**
- **Regional Presidents**
- **Member representatives on advisory boards.**

The Committee also invites guest speakers from other organisations to their meetings, to keep up to date with what is happening in the disability community and in government.



National Chairperson: Penelope Banfield

Vice Chairperson: Kris Roguski

Northern Region President: Alex Snedden

Midland Region President: Kris Roguski

Central Region President: Jason Donovan

Top of the South Region President:
Penelope Banfield

Midsouth Region President: Shane McInroe

Southern Region President: Cheryl Wallace



Non-voting Advisors:
Brigit Mirfin-Veitch and
Gordon Boxall

National Chairperson's report - Penelope Banfield



This year has been another busy year for People First New Zealand.

I have enjoyed my role as National Chairperson. I have been to lots of meetings throughout the year.

A highlight for me was travelling to Geelong, Australia in February to the 'Having a say' conference. The conference is for people with learning disability and there were over 1000 people at it. It was an experience I will never forget.

Another highlight was setting the new goals for People First for the next 3 years. The goals guide all the work we do.

I am very proud of our national leadership forum we had in November last year. It is great to see the members grow through having this opportunity to get together and talk about being a leader and our rights.

Members are taking on roles in the local groups and regions and in their communities. We continue to get new members and to see young people joining People First. This is important as they are our future.

It is great to work alongside the other Disabled Persons Organisations and the government through the important work of the DPO Coalition. We are all working towards making the rights in the Disability Convention real.

It is important we continue to speak up on issues that affect disabled people. Members are speaking up nationally, regionally and locally on all sorts of topics including housing, road safety, education and more.

I want to thank the National Committee for working together as a team and keeping People First strong. Thank you also to the Advisors to the National Committee, Brigit Mirfin-Veitch and Gordon Boxall, for your time and advice.

And a big thank you to all the staff and volunteers throughout New Zealand for your hard work and assistance.



Regional reports



Northern Region

Alex Snedden

My name is Alex Snedden and I am the President of the Northern Region.

2 things we are proud of from the last year:

- We have got our Pukekohe local group meetings up and running again. The group has 13 new members.
- In September we attended the Transition Expo in St Johns in Auckland where we spoke to young people about what People First offers. We met a lot of lovely people who were very interested in learning more about us.



What we are working on doing better:

- We are working on making all of our Northern Region groups more diverse and multicultural. This is because we would like to see more representation of different kinds of people within People First.

On behalf of the members of the Northern Region, I would like to thank:

- All of our members who show up to support their peers.
- Our coordinator Kaeti, who is always working hard and looks out for us.
- Our local assistants Robyn (Whangarei), Leilani (South), and Leia (Central and Pukekohe) who have kept our local groups meetings happening and assisted with growing our groups.
- To our funders Auckland City Council and COGS.
- We would lastly like to thank all our friends and whānau who have supported Northern Region members.



Midland Region

Kris Roguski

Hi my name is Kris Roguski. I am the Regional President for the Midland Region.

Time is going fast and another year has passed by. In Midland we have been thinking about the strategic goals of People First and we think we have done very well at working towards the goals in our region!



2 things we are proud of from the last year:

- Whakatāne long-term member Bernadette Moses received the Leona Gitmans Self-advocacy Award for her outstanding achievement on speaking up.
- Midland members had a meeting with the Ministry of Health on an issue we raised - Your Rights to Make a Complaint and Receive a Standard Response. We hope that the Ministry of Health will think about the issues that we spoke about.

What we are working on doing better:

- We have been working hard at finding new members for the local groups in Te Awamutu and Hamilton. Now the groups are getting bigger.

On behalf of the members of the Midland Region, I would like to thank:

- Regional Coordinator Yi Small for building my leadership and self-advocacy skills.
- National Manager Cindy Johns for assisting me to grow as a leader.
- the members of the National Committee and Midland Region.
- our Local Group Assistants and Volunteers– who all work tirelessly to build a strong Midland Region and make People First more well-known in the region.



Central Region

Jason Donovan

Hi, my name is Jason Donovan and I am the Central Region President.

2 things we are proud of from the last year:

- The People First group in South Taranaki has restarted and there is a new group in the Wairarapa, which is very active. They are already talking to the Mayor about being represented at the local government level.
- We have a number of members on disability advisory groups, speaking up and giving advice.



What we are working on doing better:

- We are getting more active and confident at advocacy. The Rangitikei group have been lobbying the council for adult disabled play equipment and wider access, and the Wairarapa group have met with the Mayor of Masterton.

On behalf of the members of the Central Region, I would like to thank:

- the National Committee and National Advisors who have supported my work as the MidCentral Region president
- our Regional Coordinator Sandy Ryan and all of our Local Assistants and Volunteers who support our groups to be strong.



Top of the South Region

Penelope Banfield

My name is Penelope. I am the President for the Top of the South Region. It has been another busy year in our region with lots of good things happening.

2 things we are proud of from the last year:

- We have 2 new Local group assistants. Jana has started as the assistant for the Blenheim group and Andrea has started as the assistant for the Nelson group.
- We held our Regional Elections and I was re-elected as Top of the South President. We are planning our Local group Elections soon.



What we are working on doing better:

- We would like to get the Motueka and Kaikoura groups up and running again.

On behalf of the members of the Top of the South Region, I would like to thank:

- Brigit and Gordon who advise us on the National Committee and the Team at National Office that work so hard behind the scenes.
- Pam Shanks (South Island Team Leader) and Patrick Doherty (Top of the South Regional Coordinator)
- All the funders that support the work we do (Nelson City Council, COGS).
- And finally all the members that continue to speak up!



Midsouth Region

Shane McInroe

Hi, my name is Shane and I am the Midsouth Region President. I have been in this position for 2 years and am really pleased to have been elected for another term.

2 things we are proud of from the last year:

- We delivered 3 Learn With Us Courses:
 - Speaking Up Course.
 - Money Smarts Made Easy Course.
 - Keeping Safe Feeling Safe Course.

The courses went really well and some of the people who were on the courses have now joined People First.

- People First members and staff from our region have been involved in 2 Enabling Good Lives groups:
 - » Waitaha Regional Leadership Group.
 - » Disabled Persons' Core group.



What we are working on doing better:

- We are still working on getting groups set up on the West Coast and Timaru.

On behalf of the members of the Midsouth Region, I would like to thank:

- Pam Shanks, South Island Team Leader and Marg Matheson, Midsouth Region Coordinator.
- Our local group assistants Kathryn Bryant, Sue Kerr, Sharon Kautai and Marg Matheson.
- Learn With Us facilitator Dan Cresswell.
- Our volunteers Warren Cresswell and Bette Corliss.
- Our Funders: Christchurch City Council, and the Rata Foundation.

Your support is important to keep the Midsouth Region strong.



Southern Region

Kia ora, my name is Cheryl Wallace and I am the President of the Southern Region.

2 things we are proud of from the last year:

- We are very proud that our southern region is starting to grow. It is exciting to have 2 new People First groups in Invercargill and Oamaru.
- We are very proud of the huge amount of work a small group of members from the Dunedin and Balclutha members have put into getting these groups up and running.



What we are working on doing better:

- making sure opportunities are shared out among members
- communicating with each other so everyone is aware of what's happening.

On behalf of the members of the Southern Region, I would like to thank:

- Our wonderful volunteers Felicity Bond, Lisa Ward, Karen Sim and Anne Pattison.
- Our new Local Assistant in Invercargill Barb Ross-Davis.
- Our Regional Coordinator Lee-ann Wightman.



National Advisors



Brigit Mirfin-Veitch and Gordon Boxall

The national committee of People First work very hard to understand governance and what it means for their roles.

What this means is that the National Committee set the goals of the organisation, put in place policies to make sure that People First's members and staff are treated well, and that People First's money is used well.

This is not an easy job. It is a very big responsibility for those members from all over Aotearoa New Zealand who are voted by their regions into roles that put them on the National Committee.

In our role as Advisors to the People First National Committee it is our job to assist the National Chairperson, and the Committee members to make hard decisions.

Sometimes we help by giving the Committee some more information about the decision, and sometimes we help by asking questions. When we ask questions about an issue, we are usually trying to help the National Committee to see all sides of an issue, so that they can make the best decision for People First.

We often find we are not really needed. The People First National Committee are constantly building their governance skills. When new Committee members receive governance training, more experienced members of the National Committee are also there to keep developing their skills.

More importantly they are there to help new committee members to understand this new and challenging role.

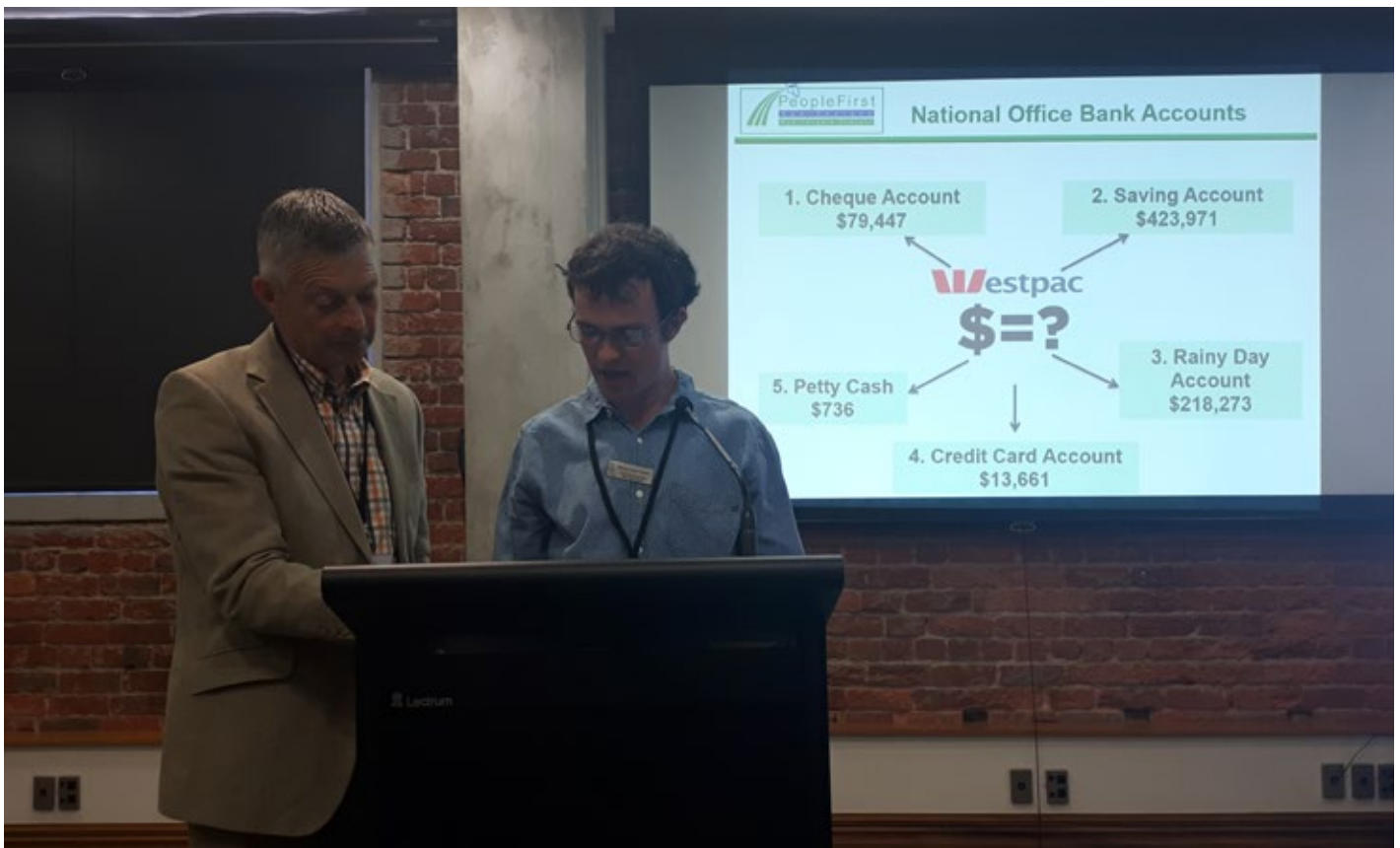
Over the past year we have seen People First continue to build its reputation as a learning disability Disabled Persons Organisation. Because People First members are on many different steering groups and working parties, we know that we will continue to see members with really strong skills and experience joining the National Committee.

The best part of our role is seeing people grow in confidence over time, and to make great decisions for People First.

Over the past year the National Committee has been focused on ensuring that People First’s employment and health and safety policies are strong.

The Committee has also done incredible work in making sure its financial reports are able to be understood by everyone.

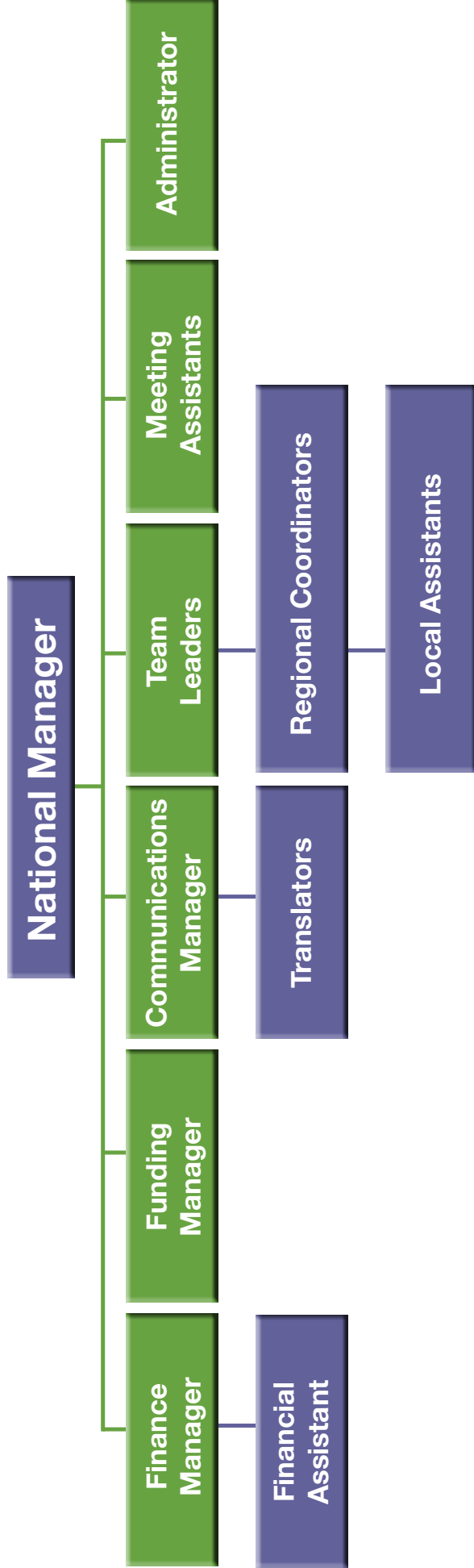
These projects have taken lots of time, but they have been worthwhile to ensure People First has the ability to make hard decisions. The National Committee has been up to this job!





People First New Zealand Inc.

- Ngā Tāngata Tuatahi Management Chart





National Manager's Report

Cindy Johns

It has been a privilege serving People First members over the past year and working with a dedicated team of staff, members and volunteers.

Highlights have been:

- Seeing members developing confidence, skills, knowledge and having opportunities to speak up.
- Being able to deliver several Learn With Us courses – which upskill people with learning disability about topics such as speaking up, money and keeping safe.
- Members speaking up on advisory committees and through submissions on a wide range of topics such as having more choice and control in services, banking, housing, being a tenant and education.
- The great work of the Make It Easy service – which makes information into Easy Read – and the fact that more government departments and organisations are making their information accessible.
- Being part of the Disabled People's Organisations (DPO) coalition and its work with the New Zealand government and as a partner in the Independent Monitoring Mechanism (IMM). This is putting Articles 4.3 and 33 of the Disability Convention into real action.
- With the support of the organisation providing ongoing assistance to Robert Martin in his role as a committee member on the United Nations Committee on the Rights of Persons with Disabilities. Robert continues to speak up on a range of articles in the Disability Convention to assist countries around the world to make the rights in the convention real.

Having enough funding and resources to do everything we want to do is always a challenge and we continue to work hard to have enough to make good progress on the goals of People First New Zealand.



I want to thank:

- all the members, for making People First a great organisation.
- the National Chairperson and the National Committee, for their direction and decision making.
- the National Advisors, Gordon Boxall and Brigit Mirfin-Veitch, for their time, advice and wisdom.
- our volunteers, who assist with local groups and driving members to meetings.
- the staff – local, regional and national, for their great work and dedication.
- our funders, without whom we would not be able to make real changes in the lives of people with learning disability.

Together we achieve a lot.



People First New Zealand goals for 2019-2021



In 2018, members of People First from all over the country talked about what we want the organisation to work on for the next 3 years.

Here are the 7 new goals that will guide our work from 2019-2021, and a bit about some of the work we did this year towards each goal.



1. People know about People First New Zealand:

- at the local level – in the towns or areas where we live.
- at the national level – all over New Zealand.
- at the international level – around the world.

2. People First New Zealand has strong leaders.





3. People First New Zealand speaks up for the rights of people with learning disability:

- at the local level – in the towns or areas where we live.
- at the national level – all over New Zealand.
- at the international level – around the world.



4. People First New Zealand respects and welcomes people from all cultures.



5. People First New Zealand has an Easy Read translation service that is:

- well run.
- excellent.



6. People First New Zealand has courses for people with learning disability that are:

- well run.
- excellent.



7. People First New Zealand is a strong Disabled People's Organisation.



Goal 1: People know about People First New Zealand

Conferences and EXPOs

Every year, People First members speak at conferences on different topics that affect people with learning disability, like:

- being a Disabled Persons Organisation.
- self advocacy.
- supported decision making.
- school and work.
- health
- keeping safe.
- money.

We also have stalls at conferences and EXPOs where we give away free Easy Read information and tell people about their rights.



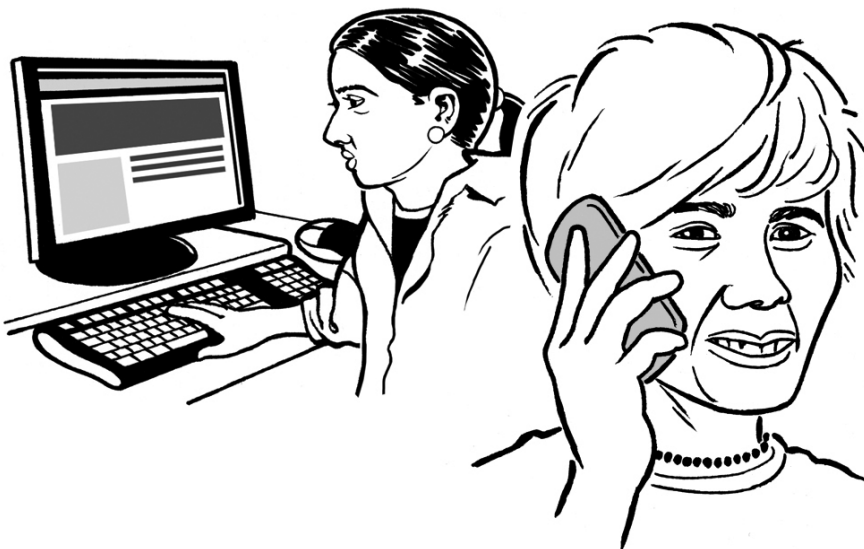


Disability information and advisory service

People First New Zealand has a disability information and advisory service.

This means that we answer questions that members and the community have about:

- learning disability.
- the United Nations Convention on the Rights of Persons with Disabilities.
- how to speak up.
- where you can get more information about services for people with learning disability throughout New Zealand.





Goal 2: People First has strong leaders

Leadership Forum 2018

In 2018 we held a 2 day Leadership Forum in Wellington for over 30 People First members from all around New Zealand.

Members heard from guest speakers like Life member Robert Martin MNZM, and took part in activities on:

- Human Rights.
- The Treaty of Waitangi.
- The UN Convention on the Rights of Persons with Disabilities.
- The Health and Disability Code of Rights.

It was a great chance for people to meet, talk and learn together.





Leona Gitmans award 2018

Leona was a person who was passionate about people with learning disability knowing about self-advocacy. When Leona passed away her parents asked her family and friends to make donations to People First rather than bring flowers to her service.

We would like to say a big thank you to the Gitmans family, who support People First to this day, in her memory.

The Leona Gitmans Trust was set up by People First in 2004. In 2008 our Kaumātua, Arapeta Amai added the words Te Aranga to the name of the Trust, so it became the Leona Gitmans Te Aranga Trust.

With the support of the Trust, the People First National Committee gives an award every year to a person with learning disability who has been a strong leader in selfadvocacy in New Zealand.

People First New Zealand was thrilled to be able to present the award for 2018 to People First Whakatāne member Bernadette Moses.

Bernadette was given a beautifully carved pounamu (greenstone), a certificate and a cash prize.

Congratulations Bernadette and thank you for your hard mahi.





Goal 3: People First speaks up

Advisory group work

Members from around New Zealand represent People First at many national, regional and local advisory groups. Their role is to bring the voice of people with learning disability and make sure all ideas for change will assist people with learning disability to have good lives.

People First New Zealand provides trained Meeting Assistants for members who represent People First on advisory committees.

People First New Zealand would like to thank everyone who has worked as a Meeting Assistant over the last 12 months. Your work makes sure that people with learning disability have an equal voice when speaking up.





Making submissions

People First New Zealand makes submissions to the Government when they are thinking about making new laws. Knowing what people think helps the Government choose what to do. We think it is important that the Government hears from Disabled people.

This year, People First has made submissions on:

- Reform of the Residential Tenancies Act 1986 (RTA) - renting a house.
- The Healthy Homes Standards - having a good home to live in.
- The Arms amendment act - having better gun laws.
- Education Legislation Consultation - making education better for disabled students.
- The NZ Banking Association's review of voluntary guidelines - making banking better for disabled and older people.

Assisting Robert Martin MNZM at the UN

As Robert Martin continues in his role as an independent expert on the UN Committee for the Rights of Persons with Disabilities, he continues to be assisted by People First New Zealand. His work takes him to Geneva 2 times a year – where the committee looks at the countries that have signed the Convention to see how they are putting in place the rights in the Convention. Roberts's term runs to the end of 2020.





Goal 4: People First respects and welcomes people from all cultures

Visit to Rāpaki marae

In October 2018 People First Midsouth members had an overnight visit to Rāpaki Marae. Members were welcomed with a pōwhiri and spent time learning about:

- harakeke weaving.
- stone painting.
- Te Reo Māori.

It was a great chance for people to make better connections with local iwi and share time together, learning about each other and Māori tikanga.





Goal 5: People First has an Easy Read translation service

Our Easy Read translation service is called Make It Easy and it is very busy. This year we translated 60 documents and doubled the number of translators in our team.

We would like to thank our translators, who work very hard to make sure our Easy Read is the best it can be.

We would like to thank all of the organisations who chose to make their information easier for people to read and understand through the Make It Easy service this year.

This means there is more accessible information in New Zealand, and more people with learning disability able to speak up on issues that affect them.

Easy Read for the United Nations

This year our Make It Easy service made 2 documents in Easy Read for the United Nations:

- The report on the work of the UN Committee on the Rights of Persons with Disabilities for the last 10 years.
- General Comment 7 – a document about how Governments need to work together with Disabled Persons Organisations.



These were big, important documents to get right and we were very proud to be chosen to do this work.

The work of the Make It Easy service is now being used by people all over the world.

Make It Easy award 2018

Every year the National Committee give out an award to an organisation or person who has made a great commitment to making their information in Easy Read.

In 2018 this award was given to the New Zealand Electoral Commission for making 'Get Ready and Vote: The Easy Read guide to voting.'

This is a great resource that will assist many people with and without learning disability to take part in politics as citizens of New Zealand.





Goal 6: People First has courses

Learn With Us is the education arm of People First New Zealand. Members and staff write and teach the courses together.

People First New Zealand knows how to teach in a way that works for people with learning disability.

Here are the courses we have:

- Speaking Up.
- The UN Convention.
- Work and your rights at work.
- Keeping Safe Feeling Safe.
- Money Smarts Made Easy.

Thank you to everyone involved with Learn With Us this year.

Keeping Safe Feeling Safe

This year 3 Keeping Safe Feeling Safe courses were run around the country.

It is a course for adults with learning disability that teaches people about:

- healthy relationships – what abuse is.
- keeping yourself safe – what to do if something bad happens to you, or someone else.

- your rights.
- the law.
- how to get help.
- talking to the police and support services.
- how to report abuse – who to tell and how to tell them.

Thank you to Sue Hobbs and everyone involved in making our Keeping Safe Feeling Safe courses successful.





Goal 7: - People First is a strong DPO

DPO coalition

People First New Zealand is part of a group called the DPO coalition.

DPO stands for Disabled People's Organisation.

Coalition means a group that works together.

Every month the DPO coalition meets in Wellington to make the rights in the Disability Convention real in New Zealand.

People First is represented at these meetings by National Chairperson Penelope Banfield and National Manager Cindy Johns.



Annual General Meeting 2018

Our 2018 AGM was a great event that celebrated our work from the last year. Members from all over New Zealand came to the meeting and voted on the following things:

- Moore Stephens Markhams was chosen to be the Auditor of our organisation for the next year.
- A motion was passed for the past National Chairperson to be invited to the next national AGM.

Reports were presented to the members, including reports from the:

- National Chairperson.
- National Manager.
- Funding Manager
- Regional Presidents.

Robert Martin MNZM was a guest speaker and Life Member Rosemary Scully QSM was congratulated for getting a Queens Service Medal and for her book 'Making a splash'.





People and organisations that People First New Zealand would like to thank

Thank you to the members of People First New Zealand.

Thank you to the staff, volunteers and contractors of People First New Zealand.

Thank you to the organisations that People First New Zealand has worked with this year, like:



Disabled Persons Assembly
Blind Citizens NZ
Kāpo Māori o Aotearoa
Deaf Aotearoa
Balance NZ
Muscular Dystrophy Association of New Zealand
Workbridge NZ
The Office of the Ombudsman
Donald Beasley Institute
NZ ASID
New Zealand Human Rights Commission
The Office of the Health and Disability Commissioner

Access Alliance
IHC
Sam Corliss
Change People Ltd
Photosymbols Ltd
The New Zealand Disability Support Network
The New Zealand Federation of Disability Information Centres
Tahi Design
Red Pepper Print
Promohouse
Office for Disability Issues

Thank you to our funders who make all of this work possible

Masterton District Council

Community Living Trust

Department of Internal Affairs -
Lottery National Community

Te Tahua Mā Ngā Whakahaere
i Ngā Hapori Community
Organisation Grants Scheme
(COGS)

Ministry of Health Mana Whaikaha
Capability Funding

Frozen Funds Charitable Trust.

Gitmans Family

IHC Foundation

Te Tahua Mā Te Minita Anō Te
Tohatoha Lottery Minister's
Discretionary Fund

Hohepa Trust Canterbury

The Lion Foundation Northern
Region

Te Pou o te Whakaaro nui

The Lion Foundation WaiBoP
Region Bay Trust

Rata Foundation

The Lion Foundation Central Region

Tahi Design

The Lion Foundation Southern
Region

IHC NZ Inc.

Sam Corliss

Whakatāne District Council

Change People Ltd

Christchurch City Council

Photosymbols Ltd



**For the full performance report, please contact the
People First New Zealand national office on:**



Phone:

04 381 3242

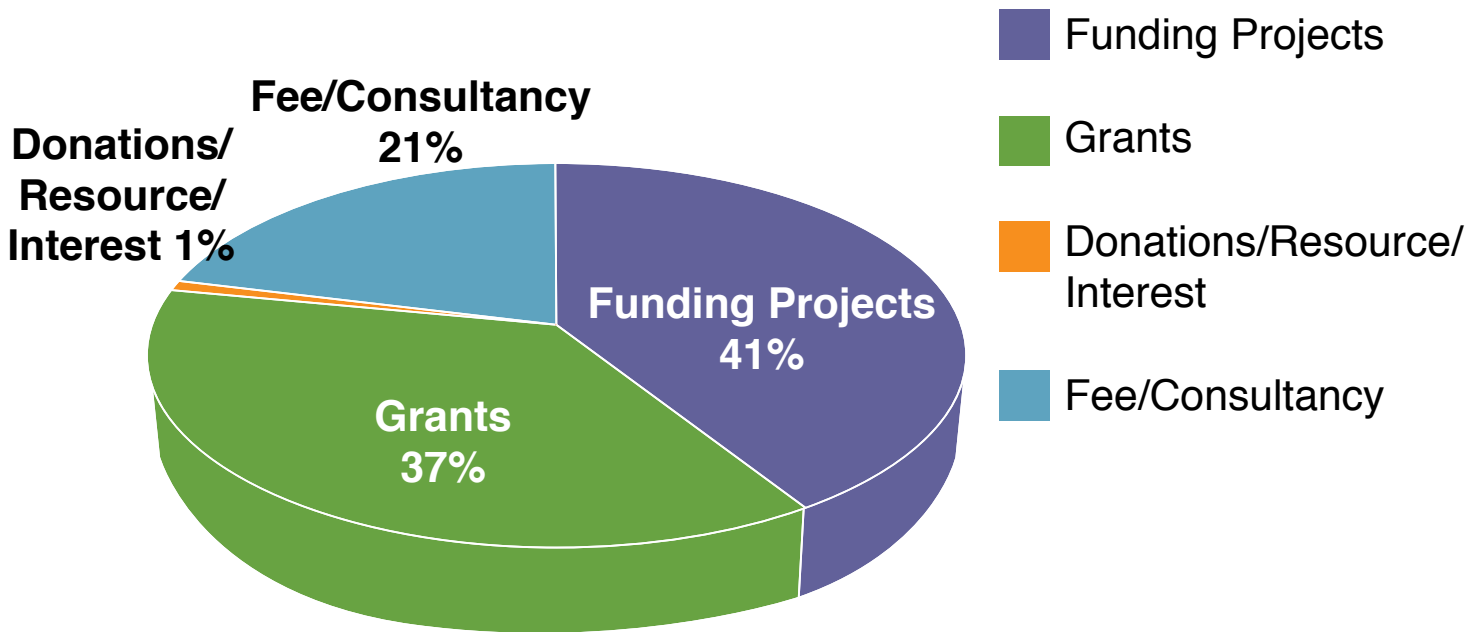
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New Zealand.



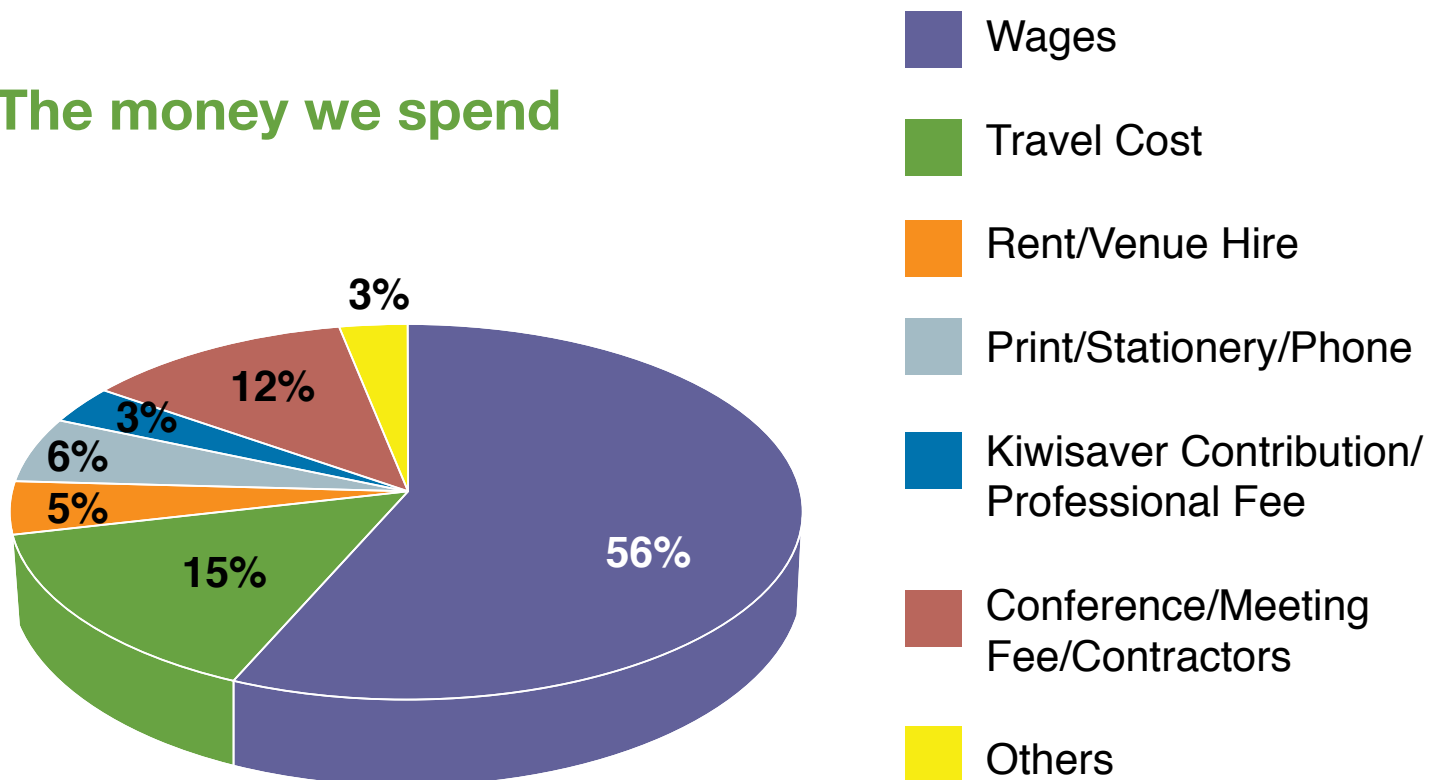
Email: ask@peoplefirst.org.nz

The money we get in



In total we got: \$1,034,454

The money we spend



In total we spent: \$1,028,466



Statement of Financial Position

Current assets	\$875,564
Fixed assets	\$10,933
Total Assets	\$886,497
Less	
Current Liabilities	\$116,676
Total Liabilities	\$116,676
Net Assets	\$769,821

What these words and numbers mean

Current assets

These are the things that People First owns, that change - such as the amount of money we have in the bank.

The money amount of these things is 8 hundred and 75 thousand, 5 hundred and 64 dollars.

Fixed assets

These are the things that People First owns, which do not change.

The money amount of these things is 10 thousand, 9 hundred and 33 dollars.

Total assets

These are things that People First owns, such as money in the bank, computers and office furniture.

If we add our current assets and fixed assets together, this will give us our total assets.

The money amount of these things is 8 hundred and 86 thousand, 4 hundred and 97 dollars.

Current Liabilities

These are the things that People First owes to other people or organisations.

The money amount of these things is 1 hundred and 16 thousand, 6 hundred and 76 dollars.

Net assets

This is how much money People First can say it has, after taking away the money it owes.

The money amount People First has at the end of this year, is 7 hundred and 69 thousand, 8 hundred and 21 dollars.

