





BLOODY GOOD ANNUAL REPORT 20/21 To all the Good Bitches



MITRE 10 WINNER

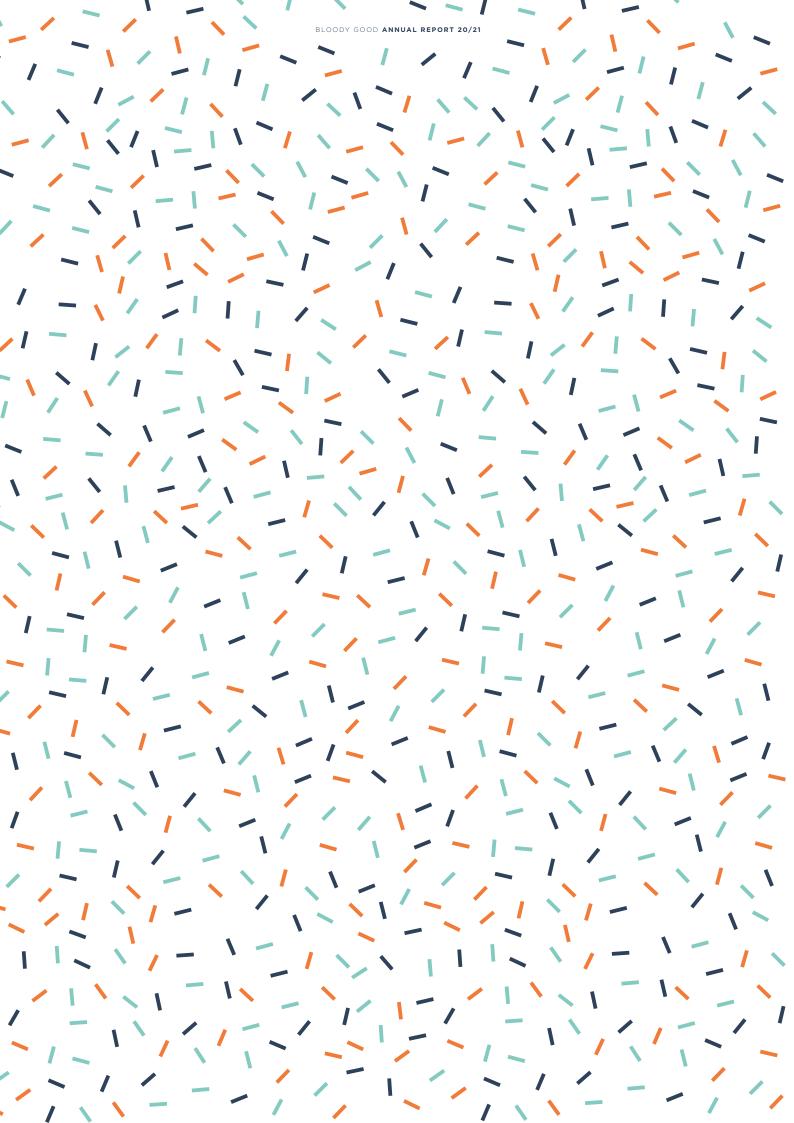
NEW ZEALAND COMMUNITY OF THE YEAR 2020

Legal name	Good Bitches Trust
Other names	Good Bitches Baking, GBB
Entity Type and legal basis	Good Bitches Trust is a Charitable Trust incorporated under the Charities Trust Act 1957
Registration number	CC52553
Postal address	82 Muritai Road, Eastbourne, Lower Hutt 5013
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Contents

Year in review	1
Chair's welcome	2
Nic's farewell	3
About Good Bitches Trust Our mission Values Goal Strategy	5
Good Bitches Trust's Structure	6
Good Bitches HQ	
Chapters	8
Our funding	9
Our volunteers	9
Funding breakdown	9
Sponsorships	10
Statement of Service Performance	11
Description of Outcomes	
Description of Outputs	
Covid 19 response	12
Cup of Sugar	13
Volunteer Week & Kindness Week	14
What's next	16
Performance Report	17-23
Statement of Financial Performance	
Statement of Financial Position	
Statement of Cashflows	
Statement of Accounting Policies	
Notes to the Accounts	







1

Chair's welcome



Ehara taku toa i te toa takitahi Engari, he toa takitini

Success is not the work of one, but the work of many

Kia ora koutou katoa. I wrote the 2019/20 Annual Report welcome during New Zealand's first lockdown in March 2020 - a few months before the report was released in June. Reflecting on the last 12 months is pretty surreal.

We have:

- held more board meetings online than in person,
- stopped baking completely for 9 weeks and an additional 5 weeks in Auckland,
- still delivered 15,366 boxes of kindness, and
- grown by 442 volunteers

We think the growth in our volunteer base is based on more people appreciating connection to their community and we're thrilled to welcome them to ours. Building a community connection grounds us, it fuels us and it provides us with a sense of belonging. We're incredibly proud to have built a community that makes people feel less alone in a world that has been scary, lonely and uncertain over the last 12 months.

We are incredibly fortunate to have come through a year of Covid-19 in a relatively good position. Our volunteers are happy and able to bake most of the time and our financial position is good with reserves available to cover our operating expenses if needed.

We're now in a position where we, as a board, think we can invest in more expertise. We'll be upgrading the National Operations Manager role to a General Manager role, with an additional five hours per week and adding two additional part-time contract positions, one to focus on our communications and a coordinator position to lead the roll out of Prison Bake and other programmes.

As we move into a new phase for the Good Bitches Trust, we also farewell two people who have been integral to getting us to this point. Nic Murray, co-founder of Good Bitches Baking, and Julie Treanor have stepped down from the Board. I can't thank them enough for their mahi – I have no doubt we wouldn't be in this position without their dedication and determination. You can read Nic's farewell on the next page.

They leave big shoes to fill and Simon, Nick, Margaret and I are very aware that we have a duty to nurture, grow and share what we have built. We want to see it continue to flourish and make Aotearoa the kindest place on earth.

Ehara taku toa i te toa takitahi Engari, he toa takitini

Success is not the work of one, but the work of many

Justin Lester

BOARD CHAIR

Nic's farewell



"...this baking thing isn't really about baking is it?"

Tears. That's the abiding memory I'll have of my time at Good Bitches. Lots and lots of tears.

I've told the story many times of my inspiration at the start; the bloody awful year when my lovely nephew Liam had leukaemia. There were so many tears that year that my family joke that Liam broke our eyes. Although these were often tears of distress and fear, many were because of the awhi we received, and the hope it gave us in dark times. I wanted other people to have those tears, and that hope.

It worked too! I don't remember what I baked that first week, but I remember having my heart in my mouth wondering if our treats were having the impact I hoped for. It wasn't long before we heard from a woman in refuge who said it had made her smile when she didn't think she ever would again. And soon after that from a man who said their dad, in hospice, laughed at our wee note and the whanau now had a new memory to treasure. And soon after from a mama in NICU who said the little cupcakes made her feel less alone, when up with bub in the middle of another long night. And hundreds more little moments of sweetness. In turn, those stories, every one of which made me cry, kept me company on my own sleepless nights when GBB felt too big, too hard, or too much. And I will treasure these memories.

There were many happy tears, of course. It filled my heart to hear the myriad of unexpected small and big ways that being a Good Bitch has brought joy, laughter, and healing to your lives. Baking yourselves through depression, grief and hopelessness. Competing with generations of whānau for the best looking baking, or connecting with a lost loved one through their handwritten recipes or well-used whisk. Teaching your tamariki about helping and manaakitanga. Paying it forward, and paying it back. Thank you for sharing.

It was the stories of the impact on good bitches that led us to prison - not somewhere I ever thought I'd be, despite a fairly colourful youth! I imagined who else could benefit from doing what we do, and a very random encounter on the street with the head of Rimutaka Prison was all it took to get it going. I had tears of relief after our first session with the men, as I'd had my first real moment of doubt leading our people into the prison that morning and asked myself what the hell I thought I was doing! My doubt didn't last long, as in the second session one of the men said to me "hey Nic, this baking thing isn't really about baking is it?" and I bit my tongue as he continued "it's about making those women in refuge feel less alone. And it's funny because when I'm doing the baking, I feel a bit less alone too." It was all I could do to hide my tears from him.

The sense of connection with strangers has been ever present throughout every aspect of GBB. We extended this recently with the Cup of Sugar programme so that strangers could help strangers to help strangers. COVID-19 has been tough on everyone in one way or another, and we wanted to make sure we could keep everyone connected. If nothing else, Covid has shown that by sharing what we have, we can all get through.

And, there are a lot of big challenges that we have here in Aotearoa. Inequality, domestic violence, climate change, and racism. Problems that seem insurmountable, until I remember

Nic's farewell continued...

that goodness and change can come from anywhere. Even a couple of drunk mates deciding to bake some treats for a few strangers (Shot, Marie!). This is the greatest gift that being a Good Bitch has given me: the comfort of knowing that I can make a difference.

Everyone can - you just do what you can, where you are, with what you have.

We have nearly 3000 kind people in our community, which if we all lived together would make us about the 75th biggest town in NZ. Just imagine what we can do. The Good Bitches Trust is in such a great place right now. We have a really great strategy, an excellent board and a team of really dedicated people. We have everything we need to make Aotearoa the kindest place on earth.

But for me, it's the right time to say haere rā. Although my time with you good bitches started with, and was regularly punctuated by tears, it's not ending that way. I'm at my best at the start of things. And it's time now for a new one, for me.

I'm so grateful to each of you for everything you have given me, and all those strangers.

Aroha mai, aroha atu,





About Good Bitches Trust

OUR MISSION	We want to make Aotearoa the kindest place on earth. We aim to give a moment of happiness to people going through a tough time, through providing a home-baked treat.
VALUES	 Everyone will benefit from the opportunity to be kind Everyone deserves to receive kindness.
GOALS	Good Bitches Trust is an enduring, self- sustaining movement of kindness, thinking big and acting brave.
STRATEGY	 Build a self-sustaining business and operating model Going Beyond Baking to enable Good Bitching of all kinds
	 Advancing kindness across the world.



Good Bitches Trust's Structure



Good Bitches Trust is governed by a volunteer board who meet monthly.

Justin Lester (Chair) Nic Murray Simon Thomas Margaret Delany Julie Treanor Nick Lewis In March 2021, Nic Murray and

Julie Treanor stepped down from the board and recruitment began for replacements. Nic is a co-founder and has been involved since before Good Bitches Trust's inception, and Julie was a board member from 2018. We thank them both for their service and kindness. Recruitment has begun to find suitable candidates for the Good Bitches Trust Board community that actively supports us

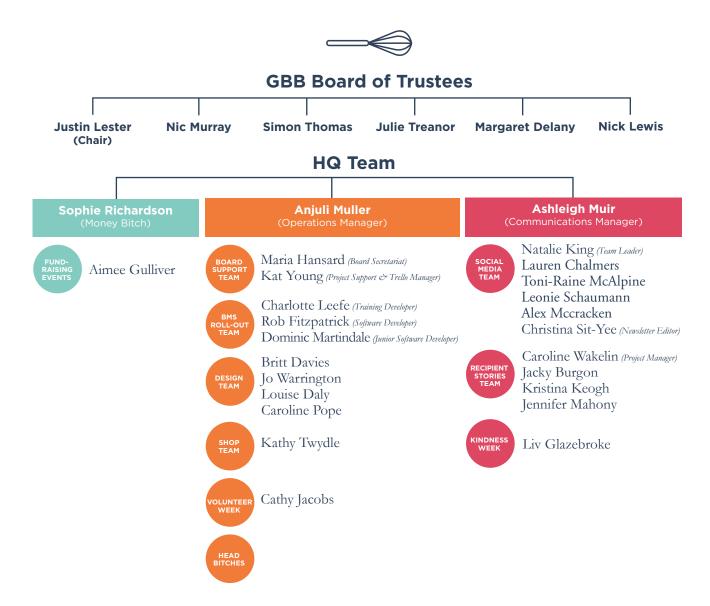
- Develop sustainable funding streams
- Continuously improve central operations
- Explore new ways to promote kindness



GOOD BITCHES HQ

Good Bitches Baking's day-to-day operations are largely managed by a dedicated group of volunteers who work alongside our full-time National Operations Manager, Anjuli Muller.

Our structure at 31 March 2021 is below.



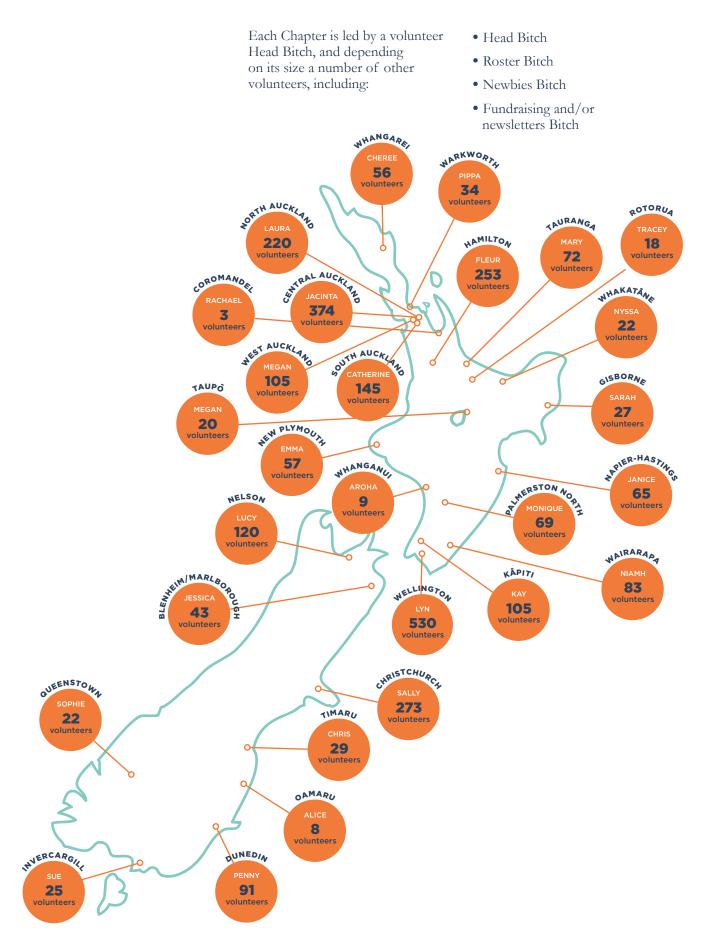
Some of our volunteers come and go with projects or as their availability changes.

We'd also like to thank

Nikki Carmichael, Jen Scouler, Lily Bloomfield and Byron Madigan.

CHAPTERS

As at 31 March 2021, there were 28 operational Good Bitches Baking chapters across Aotearoa New Zealand.



8

OUR FUNDING

Good Bitches Baking activities are primarily funded through fundraising, grants and donations.

Fundraising activities are undertaken both at a national level by Good Bitches Baking HQ and at a local level by Chapters.

At a national level this includes the production and sale of merchandise, such as tea towels, t-shirts, calendars, donations including via the Givealittle website, and grants received, including from the Lion Foundation and Lotteries Commission. We are also fortunate to have a number of national sponsors including Westgold.

At a local level this includes speaking engagements, sausage sizzles and high teas, raffles, movie and quiz nights, entertainment book sales.

We also enjoy in-kind services from Gibson Sheat, Strategy Creative, Allen & Clarke and Fernhill Solutions, as well as Studio Acht, who contributed to this beautiful report.

OUR VOLUNTEERS

Good Bitches Baking relies on volunteers in the following capacities:

- Baking
- Driving (to deliver baking)
- Local and national governance (Committees and Board)
- Fundraising
- Administration, communication, fundraising and improvement projects at HQ

Volunteers donate their time, their baking, their skills and expertise in the name of kindness, and we are incredibly grateful to them for doing so.

We couldn't spread kindness as widely as we do without them.

FUNDING BREAKDOWN

In addition to funding received, Good Bitches Trust also receives services and goods in-kind. This support is invaluable and its impact can't be measured.



SPONSORSHIPS

We couldn't do what we do without the financial and in-kind support of our corporate sponsorships.

Our base operating costs are largely limited to food safe boxes, flyers for our volunteers to list ingredients and share a message with recipients, and our contracted staff.

Additional funding opens doors so we can spread kindness further and provide a better volunteer experience for our hard working bakers, drivers, roster bitches, head bitches and HQ.

This year, Westgold came on board as a national corporate sponsor and we're thrilled to have them as part of our whānau. We're also grateful for the support of Port Nicholson Packaging, Studio Acht, Fernhill Solutions, Gibson Sheat, Strategy Creative, Allen & Clarke, Mitre 10, Yates, Foodstuffs, Orangebox, Harcourts Holmwood and Lowe & Co.

We also continued to work closely with, and receive financial and in-kind support from, Mitre 10 following our receipt of the Mitre 10 Community of the Year Award in February 2020.

Me mahi tahi tātou mo te oranga o te katoa

We should work together for the wellbeing of everyone



Statement of Service Performance

DESCRIPTION OF OUTCOMES

Our mission is to make Aotearoa the kindest place on earth. We do that by providing a moment of sweetness to people having a tough time.

Good Bitches Baking partners with organisations who work with and support people having a hard time.

We distribute baking via organisations provided that they give help to all people regardless of religious affiliation or race. All people having a tough time deserve a bit of kindness. We don't pass judgement on why they are having a tough time.

We deliver baking to those organisations, who distribute the baking in a way that works best for their clients.

GBB also provides opportunities to be kind. In our experience, people often want to show they care but don't know how.

Our baking and driving opportunities, as well as PrisonBake initiative provide everyday Kiwis with an opportunity to show their community some kindness.

In 2021 we also launched our "Cup of Sugar" programme, which removes financial barriers our volunteers may face to baking.

DESCRIPTION OF OUTPUTS

We are incredibly proud of what we've been able to achieve in our mission to make Aotearoa the kindest place on earth.

Good Bitches Baking continues to grow in how we deliver on our mission. We're delivering more boxes from more volunteers to more organisations across more chapters in New Zealand.

Outputs	2019/20	2020/21
Number of Good Bitches Baking chapters in New Zealand	25 Chapters	28 Chapters
Number of organisations receiving Good Bitches Baking baking	225* recipient organisations	270 recipient organisations
Number of Good Bitches Baking volunteers	2,436* volunteers	2,868 volunteers
Number of Prison Bake programmes delivered	Two 8-week programmes	Two 7-week programmes
Number of "Cups of Sugar" shared	N/A	18

*these figures were incorrectly reported in the 2019/20 Annual Report

Covid 19 Response



On 18 March 2020, the Good Bitches Trust Board met and made the difficult decision to suspend baking due to Covid-19. Our last boxes of baking were delivered on Monday 23 March.

As the situation became clearer, the Board decided that it would not be safe for our recipients if we were to bake and deliver at Alert Levels 3 or 4.

Many of our recipients are immunecompromised or vulnerable to Covid-19 and we did not wish to put them at risk.

During this time the Good Bitches Baking community came together to support one another online. While our volunteers weren't able to bake for those having a tough time, they shared recipes, and took part in online baking tutorials, movie nights and children's reading time. We're incredibly proud of our team who helped to make these digital events happen.

When it was safe to resume baking, we asked those at higher risk of Covid-19 to not volunteer. Many of our volunteers work on the front line as healthcare or border workers or at Managed Isolation & Quarantine facilities. Their service to keeping New Zealand safe is extraordinary in these unprecedented times and we thank them wholeheartedly for that.

They continue to be valued members of our community.

Once they are fully vaccinated we look forward to these volunteers baking and delivering in their chapters again.

Good Bitches Baking is incredibly fortunate to be in a strong financial position. While a number of our recipient organisations struggled throughout this period, our low operating costs and contingency funds provided some certainty.

We had set ourselves an ambitious plan for 2020, following a strategy session in the weeks before the realities of Covid-19 set in. While we weren't able to follow through on this, we have come through 2020 ready to tackle 2021 and beyond. Read about what's next for us on page 15.





Cup of Sugar



Everyone should have the opportunity to be kind. It's one of our core values.

That is why we give people in prison the opportunity to bake via our Prison Bake programme. It's also why in January 2021 we launched the 'cup of sugar' programme.

Because giving kindness is powerful and cost shouldn't be a barrier.

So when our volunteers hit a wobbly patch, they can come to us, no questions asked. We've got them. We'll send them out a \$20 grocery voucher in time for their next bake. The Cup of Sugar programme also offers non-bakers the chance to be kind. They can sign up to contribute regularly or on a one-off basis to fund volunteers who wouldn't otherwise have the means to take up an opportunity to be kind. We are grateful for their kindness.

We've been thrilled with the response we've had to this initiative. It reflects the community of neighbours we've built – many of whom are willing to support others in need of a cup of sugar.



Volunteer Week & Kindness Week

Volunteer Week and Kindness Week were our two biggest weeks in 2020. Our volunteers, staff and partners put in hours of work to pull everything together.

Our volunteers' experience is a vital part of our kaupapa.

We couldn't do our mahi without them, which is why we wanted to thank them and share a treat with them for National Volunteer Week in June.

Our theme was He aroha whakatō, he aroha puta mai – If kindness is sown then kindness will be received.

Our friends at Mitre 10 put us in touch with their friends at Yates, who provided two packets of seeds per volunteer; and New World shared a \$10 voucher for each volunteer.

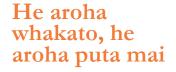
We sent each of our 2500 volunteers a postcard thanking them for spreading kindness, along with the seeds and voucher. We also included a blank postcard which they could send on, along with the second seed packet, to someone else – to sow more seeds of kindness. World Kindness Day is an opportunity we couldn't pass up – and after last year's successful launch of our collaboration with Fix & Fogg, we wanted to make it bigger and better after a pretty rough year all around.

Fix & Fogg and FreshAs came to the table with Strategy Creative for the 2020 Kindness Spread – a chocolate almond spread with freeze dried black doris plum sprinkles.

With 1200 jars, pins, and boxes delivered separately, along with eight kilograms of freeze dried plum, we needed a small army to bring it all together.

We can't thank Gibson Sheat enough for putting their legal experience to good use packaging the freeze dried plum, folding boxes and pinning badges to cardboard backing. Legends.

Like raising a child, it takes a village to spread kindness - and we've built a pretty great community.



If kindness is sown then kindness will be received.





What's next?



When we wrote about our goals and aspirations for the 2019/20 annual report, we talked about building a self sustaining model, creating an open source platform, seeing kindness as an adoptable measure and moving beyond baking.

We've made some great inroads into making sure we have a selfsustaining model. This goal has been refined as something we're aiming to achieve over the next 12-14 months.

At this stage, we believe we are in a position to bring on additional paid resources and relieve some of the pressure on our HQ volunteers.

We've also begun a staged roll out of our volunteer management system - affectionately known as the Bitch Management System (BMS). This will go a huge way to automating the work our chapters do to roster volunteers for baking, a process that is currently incredibly manual and time consuming. This will also mean those volunteers in bigger chapters will have more equitable access to covetted baking slots which can be hard to get under the current system.

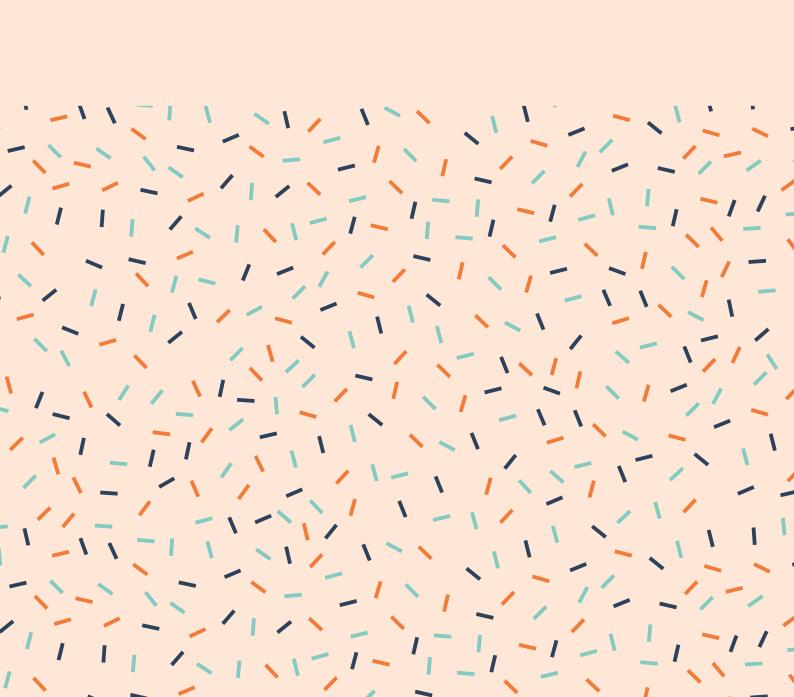
We want to continue the momentum of this mahi, making our operations more efficient and removing barriers to volunteering, so we continue to be self-sustaining long term.

We have also consolidated our plans to see kindness as an adoptable measure and moving beyond baking into a single goal – expanding baking to more volunteers which we hope to reach over the next 3-5 years. This means growing our Prison Bake programme and looking at other ways kindness can address the tough social issues we have in Aotearoa. It also means continuing our work to establish how kindness can be measured and quantified.

But we're not satisfied with only looking ahead five years. We're thinking bigger than that. Our 5-10 year plan is to think about how we can advance kindness across the world and beyond baking. Baking has been an incredibly powerful tool to talk about kindness and show people in our communities we care. But it doesn't have to be the only way we do this. As Nic recounts a Prison Bake participant saying on page 3, it "isn't really about the baking". Thinking beyond baking opens up new possibilities for the Good Bitches Trust to expand and truly live our values - everyone will benefit from the opportunity to be kind.

Refining our goals and setting timeframes for each of them makes us more accountable to take steps to deliver on them. It also reflects that lots of small steps go a long way to making these goals a reality – but we can't achieve big, bold dreams over a 12 month period. They will take time and sustained effort over a number of years.

But we like big, bold, challenging ideas – don't you?



Performance Report



Approval of Performance Report

The Good Bitches Trust are pleased to present the approved Performance Report for the Good Bitches Trust for the year ending 31 March 2021.

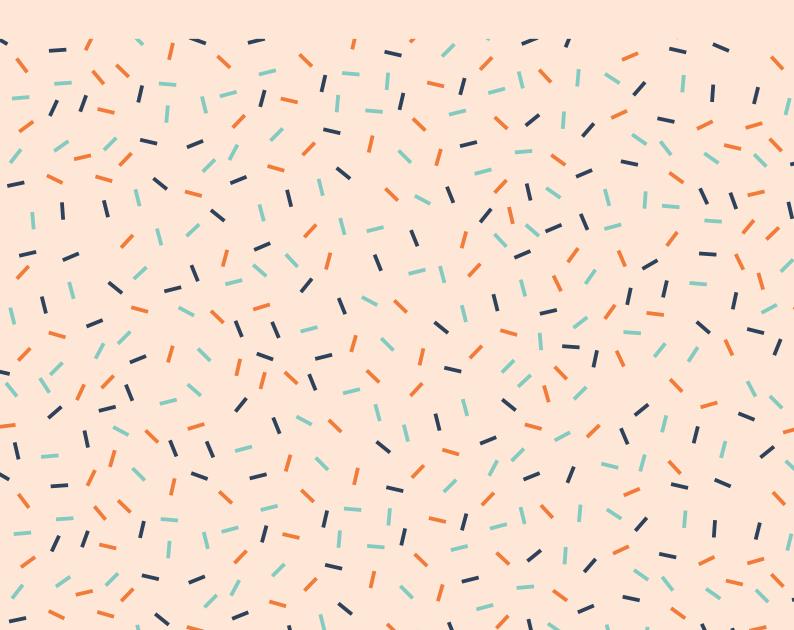
The Trustees are solely responsible for the information contained in this financial report and have determined that the accounting policies used are appropriate for the purpose that the Performance Report is prepared.

Justin Lester

Simon Thomas

Mick Lewis

Margaret Delaney



Performance Report

FOR THE YEAR ENDED 31 MARCH 2021

Good Bitches Baking focuses on prudent financial management and building reserves to safeguard future moments of kindness.

Given the uncertainty in 2020, the Board concentrated on careful financial management, ensuring only essential expenditure was incurred. Alongside this we continued to work on growing our revenue through sponsorship, grants, donations and fundraising. We are very grateful to all the individuals and organisations who have contributed financially and in kind. Given the short term nature of most of our funding streams, the financial sustainability of Good Bitches Baking is a key deliverable for the Board. We have worked over the past few years to build financial reserves that will enable the Trust to continue to operate for up to a year. This helps ensure stability and enables us to confidently support our volunteers as they deliver moments of kindness to those who need them.

Statement of Financial Performance

for the year ended 31 March 2021

		THIS YEAR	LAST YEAR
	NOTE	\$	\$
Revenue			
Grants, Sponsorships, Fees, Prizes		114,584	31,681
Donations		30,282	55,336
Fundraising and other similar revenue	1	50,580	53,122
Other Income		-	872
Total Revenue		195,447	141,011
Expenses			
Expenses related to public fundraising	2	39,543	36,079
Volunteer and employee related costs		59,311	47,273
Other expenses	2	11,694	10,600
Total Expenses		110,548	93,953
Surplus/(Deficit) for the Year		84,898	47,059

Statement of Financial Position

as at 31 March 2021

		THIS YEAR	LAST YEAR
	NOTE	\$	\$
Assets			
Current Assets			
Bank accounts and cash	3	232,379	126,577
Inventory	3	15,848	13,891
Total Current Assets		248,227	140,468
Total Assets		248,227	140,468
Liabilities			
Current Liabilities			
Creditors and accrued expenses	3	17,538	12,010
Income in advance	3	54,000	36,667
Total Current Liabilities		71,538	48,677
Total Liabilities		71,538	48,677
Net Assets		176,689	91,791
Accumulated Funds			
Current year surplus		84,898	47,059
Prior Accumulated Surpluses		91,791	44,732
Total Accumulated Funds		176,689	91,791

Statement of Cashflows

for the year ended 31 March 2021

	THIS YEAR	LAST YEAR
	\$	\$
Cash Flows from Operating Activities		
Cash was received from:		
Donations, fundraising and similar receipts:		
Grants	78,000	68,000
General Donations	30,282	55,336
Receipts from providing goods or services	138,023	71,205
Cash was applied to:		
Payments to suppliers and contractors	-140,504	-187,459
Net Cashflows from/(to) Operating Activities	105,802	7,081
Net Increase/(Decrease) in Cash	105,802	7,081
Add Opening Cash	126,577	119,496
Closing Cash	232,379	126,577
This is represented by:		
Kiwibank account	231,973	122,955
Paypal account	406	3,622
Total Bank Accounts and Cash	232,379	126,577

Statement of Accounting Policies

for the year ended 31 March 2021

Basis of Preparation

Good Bitches Trust has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting – Accrual (Not-For-Profit) on the basis that it does not have public accountability and has total annual expenses of equal to or less than \$2,000,000.

All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future.

GST

Good Bitches Trust registered for GST in March 2019. Amounts prior to this date are shown inclusive of GST and subsequent amounts are recorded exclusive of GST.

Income Tax

The entity is wholly exempt from New Zealand income tax having fully complied with all statutory conditions for these exemptions.

Notes to the Accounts

for the year ended 31 March 2021

Note 1: Analysis of Revenue

Fundraising Revenue

Merchandise, books, etc	35,720	24,408
Speaker fees	-	2,435
Chapter fundraising	14,860	26,279
	50,580	53,122
Note 2: Analysis of Expenses		
Expenses related to public fundraising		
Baking related costs	13,521	19,312
Merchandise, book, etc costs	22,519	6,957
Chapter fundraising costs	3,503	9,811
	39,543	36,080
Other expenses		
Bank and shopify fees	1,641	3,955
Postage and couriers	4,796	6,645
Subscriptions	3,253	-
Other general expenses	2,003	-
	11,694	10,600

Bank Accounts and Cash

Bank accounts and cash in the Statement of Cash Flows comprise cash balances and bank balances (including short term deposits) with original maturities of 90 days or less.

Inventory

Inventory purchased and held for resale is valued at lower of cost or net realisable value.

Changes in Accounting Policies

Until 2018 Good Bitches Trust reported on a cash basis under Tier 4 of the Charities Commission reporting framework. In 2019 it moved to accrual accounting under Tier 3 of the reporting framework. Prior year comparatives have been restated to reflect the change. (There were no changes to accounting policies during the prior year).

Notes to the Accounts (continued)

Note 3: Analysis of Current Assets and Liabilities

Bank accounts and cash

Kiwibank account	231,973	122,955
Paypal account	406	3,622
Total	232,379	126,577
Inventory		
Merchandise for sale to public	15,848	13,891
Total	15,848	13,891
Creditors and accrued expenses		
GST payable	10,801	5,648
Other accrued expenses	6,737	6,363
	17,538	12,011
Income in advance		
Grants (Comment 1)	54,000	36,667
	54,000	36,667

Comment 1

GBB has received a number of grants that relate to periods that extend beyond 31 March 2021. The portion related to the next financial year has been recognised as income in advance.

Note 4: Accumulated Funds

	This year	
	Accumulated surplus or (deficit)	Total
Opening Balance	91,791	91,791
Surplus/(deficit)	84,898	84,898
Closing Balance	176,689	176,689

Last year

	Accumulated surplus or (deficit)	Total
Opening Balance	44,732	44,732
Surplus/(deficit)	47,059	47,059
Closing Balance	91,791	91,791

Notes to the Accounts (continued)

Note 5: Other Disclosures

Commitments

There are no commitments as at balance date (last year: Nil)

Contingent Liabilities and Guarantees

There are no contingent liabilities and guarantees as at balance date (last year: Nil)

Related Party Transactions

There were no transactions involving related parties during the financial year (last year: Nil)

Events after Balance Date

There were no events that occurred after the balance date that would have a significant impact on the performance report (last year: Nil)..

Note 6: Grants

During the year GBB was awarded the following grants. A number of these grants relate to periods that extend beyond 31 March 2021 and this income has been recognised on an accruals basis.

Grant	Amount	Region/s
The Kingdom Foundation, proudly managed by Perpetual Guardian.	\$3,000	Manawatu, Horowhenua and Hawke's Bay
Louisa & Patrick Emmett Murphy Foundation	\$10,000	Auckland
Page Trust	\$2,000	Hamilton and Palmerston North
Hutt Mana Charitable Trust	\$2,000	Wellington
AD Hally Trust administered by Perpetual Guardian	\$1,000	South Canterbury
Lion Foundation	\$20,000	National
Lottery Communities	\$40,000	National
Roy Owen Dixey Charitable Trust	\$5,000	Christchurch
Nikau Foundation	\$1,300	Kapiti and Wairarapa
Dunedin City Council Community Grants	\$29,000	Dunedin
Tai Shan Foundation	\$19,200	National



