



Iosis Family Solutions

2011

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CEO Report

It has now been five years since we brought together the various work done by Baptist City Mission, Merivale Centre and the Baptist Family Services in Manurewa. In forming these into one organisation, which we named Iosis, we have seen the development of a centre for family transformation and growth in South Auckland.

I feel privileged to be part of this community and to work with a group of very skilled and experienced people who are passionate about giving families an experience of care, learning and change that they so desperately need. We are very particular about who we take into our team. We look for that special mix of character, competency and the unique chemistry that is we, as a Christian organisation seeking to do work consistent with the life of Jesus is characterised by.

Every morning we gather, sing, pray and catch up with who will be where when, who is sick and who needs prayer. It has become a true highlight of our day and food for our souls.

For many years, the work of Merivale has been unique and specialised; working with mothers and children who need intensive input to ensure they have the skills and understanding to care for their children. For most, without it, they would not be able to continue caring for their own children and families and would be ripped apart. This occurs for around 4,000 children every year in New Zealand, and most of those children don't have good life outcomes. This last year saw 93% of families who went through Merivale leave successfully with their children. That's amazing!

Our work with the men in our community has doubled as we now have Rob Francis added to the team. His background with the Department of Corrections has added hugely to how he is working with the police around families where there is family violence, one of the biggest issues in our community.

{ When I walked through the door, it was the
best thing I've ever done.
- A young man using our service }

The MenD programme is unique because it was developed by our very own John Thrush. The stories about about men seeing who they are for the first time, and the positive influence they can be in their families and communities. Many of them have only thought of themselves as useless and as failures. Understanding emotions, personality, dreams and how to relate to their partners and children are part of the core learning that occurs in the programme. In our MenD programme, we continue to have a longer queue at the door of men in need of this service than we have capacity to take on.

Group programmes have been popular this year, and we have a dream of developing one of our buildings into a Family Learning Centre, which will hold a range of group and learning experiences. Please read more about our programmes on page 15 of this report. Many of our staff give tirelessly of their time to run our programmes, some outside of their normal work responsibilities. Our volunteers are also a vital part of making this possible, and we are very grateful to those who give time out of sheer passion and love.



A handwritten signature in black ink that reads "Ruby Duncan".

Ruby Duncan, CEO

I really love my life now. I feel that I can do anything. With the support from Iosis I have finally gained confidence and skills and knowledge to help make my family happy and safe.
- A young mother using our services

- In the past year, we have worked with over 630 families or individuals.
- 31% of all requests for help were for support with parenting, 44% identified relationship issues, and 25% were suffering from grief and/or depression.
- 40% of all families asked for help themselves with 33% turning up personally to get that help, 25% were referred by Child, Youth and Family with other referrers being the courts 20%, police and probation 10%, and other community organisations making up the remainder.

Chairman's Report

losis Limited is on a journey and this past 12 months has proved to be one of the most successful years for the organisation. There are a number of points that I would like to highlight but firstly by way of an introduction I would stress the unpredictability of the area in which we operate. The Not for Profit sector is difficult at the best of times but with global financial pressures continuing to impact on New Zealand this brings an even greater challenge to those organisations that rely to a large extent on grants and donations for their income. Similarly with the pressures the Government is under, exacerbated by the Christchurch earthquake, plus the impact on this country of difficulties experienced in the US and Europe, has hampered their ability to fund organisations like losis to the level they have in the past. We are continually challenged to prove that the money that is provided to losis from Government funds is justified and is delivering appropriate outcomes. A focus on "outcomes" has become a mantra within losis and has meant increased investment in information systems and software programs that allow us to record and report on the work that we do. This is closely audited to ensure that we are providing value for money from the Government's perspective.

It is therefore gratifying to see that because of our credibility and standing within the Not for Profit sector we have been rewarded by being able to access High Trust Contracts. This means that there is a guarantee of a three year term for the contract which allows for planning and investment in that particular segment of the work. In some cases the funds are provided on an annual basis rather than the normal quarterly payments schedule. Ruby Duncan and her team have worked extremely hard to gain this accreditation and recognition and they are to be congratulated on this significant achievement.

Turnaround Stores

After a great deal of discussion and debate losis decided in December 2010 to close all of the Turnaround recycle stores. These stores had been running at a loss for some time and this was impacting on the financial result for the organisation. Notwithstanding the excellent work done by the managers and the volunteers in each of these stores it became obvious that if we could not turn a profit from this initiative in the long run it was unsustainable to continue to carry an annual deficit. The decision had been made to find an exit strategy for the stores and it was pleasing to be able to sell three of the stores, Orewa, New Lynn and Browns Bay to the Red Cross organisation. This deal was concluded in August 2011. Thanks to Abby Smith, the Retail Area Manager, her managers and volunteer staff for the work that they have carried out on behalf of losis in the stores across the Auckland region.

Financial Result

It is a pleasure to be able to report that for the first year the organisation has turned a surplus in its operational account. Wayne Boyd, our Business Manager has provided sound and expert advice in this area and with his diligence, supported by his team, has enabled Iosis to finish the year with a \$40,000 surplus. It is also worth noting that the Balance Sheet has strengthened significantly with the gifting of Hutt Road in our last financial year and with an agreement reached with the Baptist Union to gift the Russell Road property to the organisation. This transaction has not been completed at the year end but will be finalised by October 2011. We appreciate the confidence and support shown by the Baptist Union and the Auckland Association (our 100% shareholder) by this gesture. Iosis is also in the process of setting up a Trust which will reflect the intentions and initiatives of the Board of Iosis and will be utilised primarily to hold the significant property assets that Iosis now controls.

Board

Finally I would like to acknowledge the work of the Board. This year we have added Bonnie Robinson and Peter Browning to our team, both come with significant experience in the social services sector. Bonnie is the General Manager of Alzheimers New Zealand and Peter has held a number of senior appointments previously heading up the Baptist Social Services Organisation in its formative days. Brian Krum resigned from the Board at the outset of the year and Dave Moko is shortly to stand down after many years of service. Thanks to both of those directors for their commitment and contribution to Iosis. The other members of the team include David Moorman, Jan Jones (Deputy Chair) and Mike Carter who have in their various ways added significantly to the expertise and governance of the organisation. They serve Iosis willingly and on a volunteer basis and for that I am grateful and offer my thanks for their contribution this year.

In conclusion I would like to congratulate Ruby Duncan, our Chief Executive Officer for another fine year of service. Working in this sector is challenging at all times and Ruby continues to show calm leadership qualities in managing the various challenges that come to her each day. We are very fortunate to have such a committed and talented leader as our Chief Executive Officer. She is well supported by her management team and the remainder of the staff who are committed to the work of Iosis. I would also like to thank all those who have given generously either via donations or with significant grants to Iosis. Without their contribution it would be impossible to carry out the work for which we are now becoming well known and valued.

Tim Roper
Chair



Thanks to our funders



Grants received in the 12 month period July 2010 - June 2011

Alpha Charitable Trust
ASB Community Trust
Tindall Foundation (through Baptist Community Ministries)
Baptist Children's Trust
Ted & Mollie Carr Endowment Trust
Howick Healthcare
Wilberforce 21 Trust
Caleb No 2 Trust
Springhill & Frimley Foundation
John Mitchell Mclachlan Charitable Trust
Community Response Fund
New Zealand Lottery Grants Board
North and South Trust
Manukau Community Foundation
Nautilus Foundation
Cuesports Foundation
Constellation Communities Trust
ANZ Staff Foundation
Childhaven Trust
Guardian Trust

Supporters

Zeald.com
Drury Kiwanis

Manurewa Family Services

Mend

It is a therapeutically based one to one programme addressing anger management, relationship dysfunction and it explores the root causes of a man's destructive actions, including grief, loss and abandonment.

Foster Care

Although the majority of our work focuses around keeping a child safe in the context of their natural family and community, there are times when this is simply not possible for various reasons, and the child requires an alternative safe, stable, nurturing environment in which to grow and develop.

Foster Care has been part of us since its inception as Baptist Action with an orphanage in the late 1800s and has continued through to today.

Social Work

Our team have proven experience in working with families who have issues of conflict, violence, parenting, addictions and can advocate for the family around financial issues. They facilitate a process of identifying key issues, goal setting and planning to achieve the families' desired outcomes.

Family Violence Inter Agency Response Service

As a first response to family violence, our focus is working with the men involved in family violence. Where families have had the police called out, we may visit to see what kind of support would reduce the stress leading to the conflict.

Counselling

Individual, couples, children or family therapy. Covers: Anger, grief and loss, relationships, and more. Includes specialised work with children who have experienced family violence (Kids Feeling Safe Programme).

Strengthening Families

“Strengthening Families” is a facilitated process for achieving a coordinated plan for any family when there are two or more agencies or workers involved. The aim is to create a plan that is suitable for the family that incorporates a cooperative approach from all family members and professionals involved.

Parent Support

Our team of dedicated staff go into the homes of parents who are finding it difficult to cope and offer help and guidance. This may be due to a time of particular stress or where new strategies are needed to safely and positively care for children. Our support may be practical (household tasks) or parent coaching.

Supervised Contact

We provide a child-safe environment and an independent and neutral service overseen by trained supervisors so that children can continue to form healthy relationships with family members.



Rita's Story

Rita courageously referred herself to our service. She was facing challenging times and knew that she couldn't do it alone. "She was very aware of her brokenness. She was a battered woman in every way" says Angeleen. "She endured all layers of abuse: mental, emotional, and physical, and was so ready to change," says Angeleen, "she just needed someone to grab her hand and help walk her in the right direction."

Rita came to us having shut herself off from any of the support networks that could have cared for her through the abuse she suffered at the hands of her partner. She moved away from her family in rural Northland to Auckland years ago and subsequently to an isolated life of domestic violence. She became increasingly dependent on her abusive partner and less able to find the strength to make a break from his grasp on her. She had nothing to fall back on and became hopeless. But through the intensive work done with her, Rita found the strength and freedom to make a break. She cut herself off from him. That was the beginning.

We caught up with Rita recently to hear more about the progress she's made. "I still have difficulties with him from time to time, but I can walk away from him. He hates that I'm not the scared woman I once was."

"The other key move was reuniting her with her whanau up North. He would never let her go, but she got there in the end and the way they received her restored her mana and strength that was always within her but was so hidden. Keeping her from her whanau was a breeding ground for his abuse" says Angeleen.

"My family has been a real support. They don't judge me based on what's happened, but they welcome me home. As soon as I finish my mahi (work) here, cleaning up this mess, I'm going home and not ever turning back. I've realised now I moved to Auckland for what?... to be abused?"

{ I learned so much from the Toolbox
Parenting course: things I was never taught.
Iosis has helped us in so many ways. }



Rita and Angeleen

You made me
strong, you
made me safe.

"I don't regret my life. I'm stronger now. I see things clearly and have learned to love myself again. Each day is a stepping stone, and me and my children are safe and stable now. We live a full and happy life. I learned so much from the Toolbox parenting course, things I was never taught, Iosis has helped us in so many ways. You made me strong. You made me safe".

"We're not isolated anymore, we're involved in everything, I have friends and a life. I have time to be myself, but my life is my children, they keep me alive. There's still stress, of course, but I just breathe and we get through it together."

Rita was supported by our social worker, Angeleen, pictured above with Rita. She also attended parenting groups, and counselling.



Family Learning
Centre

Group Programmes

Our Family Learning Centre is located at our Manurewa site and currently runs the following three group programmes. It is one of our dreams for 2012 to develop it more fully into a centre where families can come to learn, be resourced, and to meet with others.

Toolbox Parenting Course

Around 90 people come to our Parenting course (0-5, 6-12 & Teens) that have been running for over 4 years now and they continue to be extremely popular. People mostly come through word of mouth and a few because they are court ordered. Our amazing facilitator, Diane Crowe, brings home baking to every group.

Family Resilience Programme

This group has been created by our own skilled and experienced family workers. It is a collection of topics aimed at giving families useful tools for relationships and daily life including:

- Parenting – Core issues and strategies.
- Child Development – Learning to support child's health and educational needs.
- Household Management – Budget guidelines and making ends meet.
- Self Awareness – "What makes me tick?"
- Strong partnerships – Caring couples - Dealing with difference and conflict.
- Looking at our spiritual journey.

Couples love to come together and this group has sparked new awareness about deep issues they need to address.

Teen Parenting Programme

With a focus on developing work with families, we have been running a group that supports the young parents in their challenging journey. This will be expanded in the coming year as we take on a new teen father's worker, specifically focussed on working with young fathers.



Grace's Story

One young mother was completely socially isolated when she packed her 4 little ones in their pram and walking shoes and hit the pavement until she could find someone that could help her. She was desperate. She walked until she saw the first friendly office she could, which in her case was Child, Youth and Family. She walked in and told them she needed help with her family. They sent her further up the road to us.

She started off with some Parent Support (in-home practical parenting help), and our Toolbox parenting course. Since this time she has walked with one of our Social Workers to deal with some of the complicating factors at home, counselling to work out some of the more complex emotional stuff, and has done our Teen Parenting Programme to meet other young mums in the same situation.

“My experience here has been really helpful” says Grace. “I thought I had hit rock bottom, but hearing other people’s stories helped me realise I’m not alone. I realised that no one can take you from where you are to where you need to be, only you can take you there. But with the help of Iosis, I’ve got to where I am now.”

The best part of Grace’s story is not what programmes she did or how well our wrap-around service worked for her, but watching the strength that was always within her, rise up and take its place in this mother’s life. On her own strength, she went out and got her driver’s licence, restored her relationship with her husband including instituting date-nights which is doing a great deal in strengthening their relationship. “It was like she always had the skills, but they were so oppressed within her that she had become a victim of her circumstances” says her Social Worker. “Once she got involved here she realised that someone had her back, she was able to identify and meet many of her own needs. She is a woman of real resilience and strength”. She’s found a play group for her and her children and they’re all doing really well and feeling much more settled.

Grace would like to go on to help other teen mums and walk with them through their difficulties as well.

She was able to identify and meet many of her own needs.



Grace and her children at the Teen Parenting Programme



Making home-made play dough

Our Family Resilience Programme was started in 2009 after some of our staff got together and formulated a unique programme that would deal with the range of issues families are facing. It has grown to be a very effective and powerful tool in working with families who are ready for change. The course consists of elements on topics such as "Who am I!", Relationships, Parenting, "Me and My Money".



FRP Group from Term 3 Graduation

Our participants come in a bit nervous and not sure what they're in for. We start with a powhiri to welcome them. The first session started with only 5 of our participants, but before long it was up to 24 in total. Results have been great, with many reporting on new skills, developing new understanding and communicating better as a family. We are looking forward to the future of FRP!

Young parents in our community are subject to many risks in raising their new families, not the least of which is isolation. Our new Teen Parenting Programme has connected many of these young people with others in the same situation and has proven to be a great situation for many of them. We look forward to supporting young parents in many ways and are about to take on a part-time teen father's worker.



Teen Parenting Group from Term 3 Graduation

The success of this programme has been largely attributed to the volunteers that we have had. We always welcome new volunteers as well!

Family Resilience Programme

Teen Parenting Group



Merivale Whanau Development Centre

What is Merivale?

Merivale provides a safe, nurturing residential home for women and children experiencing trauma and abuse. Most families coming into the programme are at high risk of losing children or may already have had children removed from their care. Our trained social workers and support staff work with issues of addiction, domestic violence and abuse and the parenting skills all mothers need to nurture and keep their children safe. In a warm nurturing environment they have daily support and coaching. Growing numbers of children are being returned to their mothers. In over 25-years that Merivale has been in operation, we have seen hundreds of women re-enter the community and make positive choices for their families, with the ability for their children to be safely returned.

A recent development is Parent Child Interaction Therapy (PCIT), where a psychologist works with mother and child intensively.

Some recent statistics have demonstrated how successful Merivale really is. In this country, nearly 3,200 children are taken off their parents every year*. Only 16% of these children are ever returned to their parents' care. As a stark contrast to the dismal 16% that are returned, every year in our Merivale Programme between 80% and 95% of mothers that go through the programme actually retain the care of their children! They are either reunited after being separated, or stay together as a preventative measure. We think this is very profound and something to celebrate as we close our year.



Jacilyn's Story

Imagine this, growing up watching your mother get physically assaulted regularly, growing up in a tinny drug house, getting addicted to P at a young age and losing more than one baby to your addictions. Then getting caught up into a relationship filled with violence, blinded by control and fear.

But imagine this: coming to a point where you realise that you have to get out of it or risk losing your daughter or losing yourself to the fear. Jacilyn's story goes a little something like this. Far too few women do, but Jacilyn found the courage and strength to make a leap to a better life for her and her daughter. By taking the opportunity to come into Merivale when it was offered to her, she's made a decision that will forever change her and her baby girl's life. This is her story.

"I feel like I came in knowing nothing" she says, "and my daughter didn't know me" Jacilyn explains that she was so caught up in her abusive relationship that she didn't see how much her daughter needed her. She didn't see her as the precious gift that she is. But she woke up one day and realised that it was now or never. Fix herself, or risk repeating the same cycles in her daughter's life. "You have to come ready, that's what I've learned" she says. "Merivale is ready to help but you have to be ready too. Out there you can hide from your problems, stay caught up in the drugs, but in here, you get a clear head, in here it's just you and your problems, you have to sit with them, look at them and say "What do I do? And then start flicking them away, one by one. That's what Merivale has done for me".

Jacilyn is an advocate of the programme and when I told her that it risked closure because of lack of funds, she was visibly distressed. "It's very important that Merivale stays open, for some mothers it's their only hope, it's a very good programme. Without it, women will stay in those relationships and repeat cycles of violence. I'm so glad they took me in."

Jacilyn is the first to admit that she didn't have the basic skills to parent her child because of her own upbringing. "I've learned so much, I'm wise with money now, wise about food, and most importantly, I know that I have to be there for my daughter. I know now that she loves to play, and she needs to play. She's got a personality of her own that I didn't know she had. She's opened up to me a lot, and I've learned to come down to her level. I also learned that I'm too good to be in a violent relationship. My daughter doesn't need that either. We're getting healthy now."

Some of Jacilyn and Jazeleen's favourite parts of Merivale are Parent Child Interaction Therapy (PCIT), Toolbox parenting course and Drug and Alcohol group.

They're going on to get their own house in the community at the end of the term. "We're on the right track now, we're gonna be ok."



Jacilyn and her daughter



{ Out there you can hide from your problems, stay caught up in the drugs, but in here, you get a clear head, in here it's just you and your problems, you have to sit with them, look at them and say 'What do I do?' And then start flicking them away, one by one. That's what Merivale has done for me. }

Rachel is about to graduate the Merivale programme after 2 terms of intensive parenting support, drug and alcohol work, domestic violence therapy, and the supportive living environment that Merivale provides. It's a far cry from her "old life," in which she was in and out of prison five times in the last 10 years, in a relationship riddled with violence, losing not only all of her children but also all of her friends and personal belongings. She was a woman without a home.

"I was involved with gangs, prostitution, and was dealing drugs. I became crazy and paranoid just trying to survive." But deep within herself, Rachel knew she needed a change, and after several unsuccessful attempts at rehab she doubted anything could help... until she came to Merivale.

"It's good here because they don't set you up to fail." She says. "They walk with you and help you as long as you need it and the programme goes at a good pace. They make you do lots of work but you also get lots of time to process things and to be with your children."

It's good here
because they
don't set you
up to fail.

Rachel reports first term being a bit of a struggle as she had a lot of raw issues to deal with, but by her second term, she was starting to make good progress. "In this place you change whether you want to or not, but you change much more if you want to. I'm more cautious now, before I do something, I think first, I know my triggers and who I am putting at risk."

Rachel's Story

{ To me, this place is my miracle maker,
it's given me my life back }



Rachel and her daughter

"This place has helped me develop a relationship with my children, I'm going home to my boy after this and then getting my other 2 back next year; I am so blessed to have them coming back into my life, nothing can bargain with the life I have now. I wasn't there to protect my sons when they needed me, but I am now, and I'm not going to let them down. To me, this place is my miracle maker, it's given me my life back."

"The staff here are the biggest help. They make you see things differently. They give good advice and are great planners. The next were the groups, they were really helpful. I learned how to deal with my problems. Now when I have an issue, I don't think to turn to drugs and alcohol, I think about how I'm going to fix it. I'm a much calmer person now, not so angry or anxious and I'm really enjoying the peaceful life, not that hectic one I was living where people were always banging on the door and I was always afraid. I was so sick of that life of corruption, and fake, disloyal people, I notice I attract good people now. Which is what I need to be the best mum for my kids."

Our people

We make no apologies for bragging that we have the best people in the business. They do amazing work every day and we know they're the reason we have such success with families. Here are most of them!



Social Work Team

top row:

Sesi Ngata - Social Work student
Gillian Parsons - Senior Practitioner
Josephine Tautuhi - Community SW
Dallas Pickering - Practice Manager

bottom row:

Agnes Kapisi-Sevi- Fostercare SW
Angeleen Connolly - Community SW
Sandra Druskovich - Community SW
Karen Smith - Community SW

Supervised Contact and Parent Support

Sunema Ah Hing - Community Support
Sue Scott - Community Support
Sifa Spelling - Community Support
Julie Segi - Community Services Manager
Tracey Braceley - Community Support
Amanda Nanai - Senior Supervisor



Executive/Finance/Admin Team



Tina Gille - Intake Co-ordinator
Wayne Boyd - Finance and Property Manager
Ruby Duncan - CEO
Glenis Reardon - Finance Assistant
Tracey-Leigh Peters - HR Operations Manager
Marion Spicer - Service Delivery Manager
Melissa Parkes - Executive Assistant
James Collins - Client Information Manager
Joanne van de Paverd - Receptionist

Social Workers in Schools

Eli Tulafono - Papakura High School
Natasha Nattrass - James Cook High School
Josy Whittaker - Manurewa High School



Our people



Merivale Team

top row:

Evelyn Kaa-Tui - Social Worker

Julia Kainamu - Social Work Advocate

Wendy Barthow - Merivale Manager

bottom row:

Mary Ann Sion - Family Support Worker

Sue Bennett - Practice Manager

Eileen Grey - Administrative Support

Board of Trustees

- Tim Roper, Chairman - Executive Director of the New Zealand Self Medication Industry.
- Jan Jones, Deputy Chair - Head of People Support, SSO and Shanghai, The Warehouse.
- Dave Moko - Tribal Affiliation Te Arawa, Ngati Pukenga, Tapuika. Kaihautu for Baptist Maori Ministries.
- David Moorman - Partner with law firm Malloy Goodwin Harford.
- Mike Carter - Registered Valuer.
- Bonnie Robinson - General Manager of Alzheimers Auckland
- Peter Browning - Currently working in research & recruitment. Assists voluntarily with immigrant employment.

Counselling Team



John Thrush - Men's Programme Facilitator

Cathy Sosoli - Counsellor

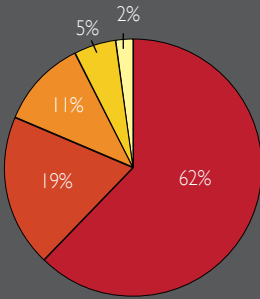
Megan Phillips - Practice Manager

Joanne van de Paverd - Counselling Admin

Rob Francis - Men's Programme Facilitator and FVIARS Co-ordinator
missing: Frederika Hoffmans, Counsellor

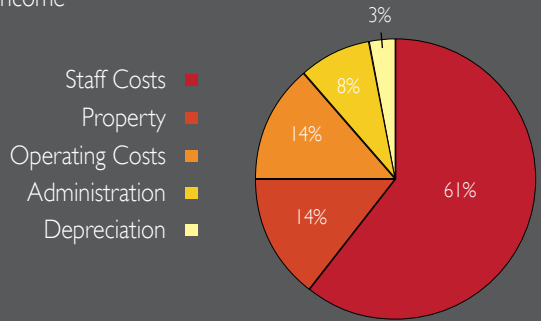
Tables and Figures

Sources of Income



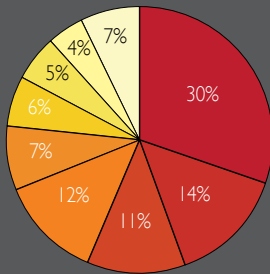
- Government Contracts
- Grants and Donations
- Turnaround Income
- Rental and Board
- Other Income

Use of Funds



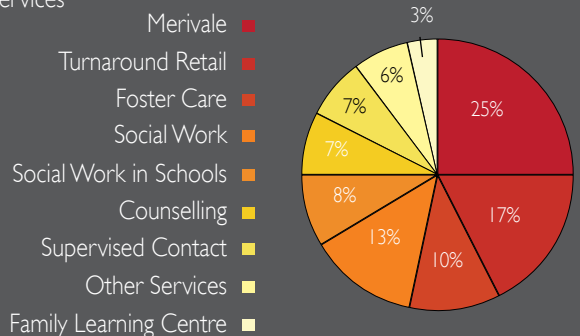
- Staff Costs
- Property
- Operating Costs
- Administration
- Depreciation

Services Breakdown (Income Centres)



- Fundraising
- Merivale
- Foster Care
- Social Work
- Social Work in Schools
- Counselling
- Family Learning Centre
- Supervised Contact
- Other Services

Service Breakdown (Cost Centres)



- Merivale
- Turnaround Retail
- Foster Care
- Social Work
- Social Work in Schools
- Counselling
- Supervised Contact
- Other Services
- Family Learning Centre

Key Financial Information from the Audited Financial Statements.*

Income Statements

for the Year Ended 30 June 2011	2011 \$	2010 \$
Income Received from Services	2,756,901	2,763,442
Less Expenses		
Less Cost of Providing Services	(3,374,302)	(3,324,114)
Deficit from Services Provided	<u>(617,401)</u>	<u>(560,672)</u>
Add Interest, Operating Grants and Donations	653,986	526,235
Net Surplus/(Deficit) from Operating Activities	<u>36,585</u>	<u>(34,437)</u>
Add Capital Grants and Donations	247,364	652,549
Net Surplus for the Year	<u><u>283,949</u></u>	<u><u>618,112</u></u>

Balance Sheet

for the Year Ended 30 June 2011	2011 \$	2010 \$
Assets		
Current Assets	958,012	855,124
Fixed Assets	1,014,099	868,147
Intangible Assets	14,003	26,829
Total Assets	<u><u>1,986,114</u></u>	<u><u>1,750,100</u></u>
Equity		
Share Capital	913,959	913,959
Accumulated Funds	504,726	261,694
Other Funds	104,741	63,824
Total Equity	<u><u>1,523,426</u></u>	<u><u>1,239,477</u></u>
Liabilities		
Current Liabilities	462,688	510,623
Total Liabilities	<u><u>462,688</u></u>	<u><u>510,623</u></u>
Total Equity and Liabilities	<u><u>1,986,114</u></u>	<u><u>1,750,100</u></u>

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