



# Steadying the Vaka

**the  
fono**  
caring is our culture

**Annual Report**  
for the year ended 30 June 2025





## Our vision

Well, safe, vibrant and informed communities

## Our mission

To improve equity and wellbeing for the people and communities we serve





# Directory

## What we do

Medical, Dental, Social Services, Public Health,  
Mental Health, Whānau Support, and Vocational Training

## Trust Establishment Date

30 June 2008

## Regional office

117 Carbine Road, Mt Wellington  
PO Box 21021, Henderson  
Auckland 0650

## The Fono Group Trustees

Nacanieli Yalimaiwai	Chairperson
Tupuivao Harry Fatu Toleafoa	Vice-Chairperson
John Paterson	Treasurer
Latasi Koro	Secretary
Greg Traill	
Filemoni Panisi	
Manava Parakoti	
Leituaalemalietoa Lynn Pavihi MNZM	
Dr Ruby Manukia-Schaumkel	
Neil Woodhams	
Dr Ainsleigh Laumatia	
Dr Siale Foliaki	

## Oceania Career Academy Ltd Board

Fiugalu Tevita Funaki	Chairperson
Nacanieli Yalimaiwai	Director
Kenina Court	Director
John Paterson	Director
Tupuivao Harry Fatu Toleafoa	Director

## IRD Number

095-306-713

## Bankers

Westpac Banking Corporation  
Auckland

## Solicitors

Corban Revell  
Henderson, Auckland

## Auditors

Forbes Audit and Accounting  
Chartered Accountants  
Auckland

## Charities Commission Registration

CC 53923

# The Fono Trust Annual Report 2025

## Table of Contents

Chair's Report	6
CEO's Report	10
Consolidated Financials for the year ended 30 June 2025	40
Statement of Service Performance for the year ended 30 June 2025	62
Independent Auditor's Report	68





The Fono Trust Chair Nacanieli Yalimaiwai and CEO Fiugalu Tevita Funaki MNZM reflect on another year of strengthening Pacific health and wellbeing across our communities.



## From our Chair

These past 12 to 18 months have been by far the most challenging in our almost 40 years of service. Our organisation has had to navigate a sustained economic downturn, both internationally and domestically.

But the real impact has been on the families we serve. Continual geopolitical pressures and conflicts thousands of miles away have almost immediate effects on our communities here. These negative effects add tremendous pressure on families already struggling with the high cost of living, lack of affordable housing, and rising unemployment among Pacific youth.

However, it's not all doom and gloom. I'm grateful that together with my fellow Board members and our Executive Leadership Team, we see this as an opportunity to take stock, consolidate, and grow. Recognising the critical role we play in New Zealand's wellbeing landscape, these difficult times are an opportunity to look inwards, reassess our strategy to reflect the changing landscape, diversify our revenue stream, increase efficiency with clarity of purpose, and look after our greatest asset, our people. We need to secure The Fono's future for all New Zealanders.

There's a Tongan proverb we can draw strength from during difficult times in our voyage, **"Fasi pe Sila tuku ki Manono."** When there are strong

headwinds and the mast, boom and sail are straining under the pressure, the captain will call to lower the mainsail and chart a course directly for Manono, an island in Samoa known for its master boom and sail makers. Here the vaka (canoe) will be fitted with the appropriate mast, boom and sail for the conditions. Our ancestors were collaborating seafaring warriors who circumnavigated the world's largest ocean in large double-hulled canoes, crewed by diverse teams, each with specialised skills passed down and perfected for generations. Much like The Fono vaka today.

This traditional knowledge has given us the confidence to call on expert partners to help us future-proof The Fono. Early in the year, our Board began a thorough strategic reset process. We sought external expertise, including input from health sector leaders such as Dr Dale Bramley, Chief Executive of Health NZ/Te Whatu Ora.

The Fono Board of Trustees. Front row (L-R): John Paterson (Treasurer), Dr Ainsleigh Laumatia, Manava Parakoti, Nacanieli Yalimaiwai (Chair), Fiugalu Tevita Funaki MNZM (CEO), Neil Woodhams, Greg Traill. Back row (L-R): Latasi Koro (Secretary), Tupuivao Harry Fatu Toleafoa (Vice Chair), Dr Siale Foliaki, Filemoni Panisi. Absent: Dr Ruby Manukia-Schaumkel, Leitualaalemalietao Lynn Pavihi MNZM





Dr Bramley who attended our Board retreat in May confirmed that our focus on Pasifika-led care remains both vital and valued in the current environment. The reset process delivered what we intended – clarified values that guide every decision, strengthened governance processes, and better decision-making frameworks that keep us true to our mission. We emerged with four strategic pillars for 2025-2028:

- » **Leading Pasifika wellbeing** – We lead with purpose, delivering holistic, culturally anchored services that uplift the health and wellbeing of Pasifika families
- » **People powered for impact** – Our people are our greatest strength. We will grow, empower, and care for a thriving, future-focused Pasifika workforce
- » **Culture at the heart** – Culture is our compass. We affirm Pasifika identity as a source of strength, connection, and healing across all aspects of care
- » **Partnering with purpose** – We collaborate to create collective impact and deliver value for our communities, funders, and stakeholders

With this clarity of direction, we invested significantly in developing both our governance and operational teams. Our Board undertook additional training to ensure we provide the strategic oversight The Fono deserves in these challenging times. We supported substantial staff development across the organisation, including our Care Concepts programme that strengthens how our teams work together. When new high-quality staff joined us during the year, we ensured they were properly integrated into our way of working from the outset.

This investment in our people went hand in hand with prudent financial management. We've maintained our commitment to being excellent stewards of the resources entrusted to us, while making strategic investments that strengthen our foundations for ongoing service delivery. Our financial position remains solid, with adequate reserves to manage uncertainty while continuing to serve our communities. We've invested wisely in our people and systems, viewing these not as costs but as preparations for continued quality service.

Throughout the year, we remained deeply connected to the communities we serve. We held our first Southern Annual General Meeting at Otahuhu Town Hall in December, demonstrating our commitment to South Auckland communities where our Manurewa Healthcare Centre and Oceania Career Academy (OCA) Māngere campus serve vital roles. The eleventh Enea Ola Outrigger Health Challenge Awards brought together over 360 representatives from 35 church and community groups at the PIC Church Hall in Rānui. With 1,240 participants completing the Outrigger Health Challenge, we celebrated the Niutupuola Niue Health Trust taking home the Supreme Award for the third consecutive year. This is a remarkable achievement that speaks to the power of community-led health initiatives.

Beyond local engagement, our growing influence in Pacific regional health was reflected through strategic engagements with international partners, including visits from the WHO Regional Director and Tuvalu's Minister of Health. Throughout the year, we participated in Pacific Language Weeks, celebrating the rich diversity of Pacific cultures and languages that strengthen our communities' identity and resilience.

As we conclude this year of consolidation, I'm confident in our strengthened foundations. Our team is skilled and committed, our systems are robust, and our direction is clear. We're positioned not just to continue serving, but to do so with greater impact and sustainability. The challenges facing our communities haven't diminished, but our capacity to respond has grown. This positions us well for whatever the future may bring.

  
**Nacanieli Yalimaiwai**  
Chair, The Fono Trust

Niutupuola Niue Health Trust celebrate their third consecutive Supreme Award win at the 11th Enea Ola Outrigger Awards, with 1,240 participants completing the Pasifika Health Challenge.





# From our CEO

This year was about steadying the vaka, strengthening how we work and building systems that will serve our communities for years to come. In challenging conditions, the focus must be on fundamentals like strong systems, capable people, and clear direction. Our services are stronger, our team more connected, and our systems more reliable.

## Our Crew

Our people are our greatest strength, and this year we invested in them significantly. The highlight was our Care Concepts training programme, where nearly all staff participated in learning to work as one coordinated team. This programme teaches the importance of relationships and personal connections in healthcare, creating the seamless, holistic care that defines us. We welcomed carefully selected new team members during the year, each chosen not just for their skills but for their commitment to our values. Our thorough recruitment process ensures everyone who joins us truly wants to contribute to our mission.

Leadership development was central to our approach this year. In January, I completed the prestigious 39th Session of the Programme for Leadership Development at Harvard Business School. This builds upon my previous Harvard executive education and represents our ongoing commitment to bringing the best global perspectives to Pacific health leadership. But leadership isn't just about what happens at executive level. It's about building capability across our entire organisation.

## Charting Progress

That commitment to excellence was recognised externally through our ProCare Awards, which acknowledged our medical team's achievement in population health outcomes. We won both the 'Most Improved' award for demonstrating improvement across all Population Health Clinical KPIs and the 'Immunisations Achievers' award for consistently achieving high results across child immunisation targets for Māori, Pacific, and Total Population. These awards reflect the dedication and skill of our clinical teams who show up every day to deliver outstanding care.

We're also deeply proud that The Fono has been recognised with the 'First Time Entry Award' at the 2025 CAANZ New Zealand For Purpose Reporting Awards. This recognition is particularly meaningful as it celebrates our commitment to transparency and accountability. Our annual report serves as more than a financial compliance document – it's a tool showing how effectively we deliver on strategic outcomes for our communities and stakeholders. As a Pacific-led organisation, we're proud our culturally grounded approach has been recognised, demonstrating that Pacific voices, stories, and outcomes matter in conversations about organisational excellence.

## Expanding Our Reach

Maintaining high standards remained a priority throughout the year, and our Mobile Dental Clinic launch reflects our approach – thoughtful innovation that extends our reach while staying true to our core mission. The brand-new mobile dental clinic had its milestone first day at an Early Learning Centre in Manurewa in May, with ECE staff and tamariki welcoming our team with genuine excitement. Since launching, the response has been overwhelmingly positive. Children embrace the "big truck" with enthusiasm, whilst centres praise how the service removes barriers for busy families who previously struggled with time off work, transportation, and clinic schedules. The mobile clinic delivers on our commitment to make healthcare accessible for everyone by meeting families where they are.

Alongside innovation, we focused on fundamental safety improvements across all sites, to protect both our staff and the communities we serve. We've improved security systems and emergency procedures, and strengthened our risk management processes.

We also expanded our physical presence with the opening of our new Northshore office in Albany, blessed by Pastor Viliame Turagaiviu. This relocation improves accessibility for families we support while providing a fresh working environment for our team. The move created a valuable partnership with our new landlords, The Salvation Army, whose shared values create natural opportunities for collaboration. We're pleased Hearts & Minds joined us at the location shortly after, continuing this important relationship.

## Our People, Our Journey

We strengthened our management team this year with Jeffrey Wilson joining Oceania Career Academy (OCA) as Academic Lead and General Manager designate. Jeff, of NZ Māori (Ngāti Awa) and English descent, brings valuable experience, passion, and perspective to our work in Pacific education.

At the same time, we acknowledged transitions and losses that shaped our year. We were deeply saddened by the passing of Philip Kotze, our employment legal adviser of over 20 years, whose calm expertise and friendship will be greatly missed. Philip was supported by his devoted family and worked in close partnership with Candi and Anthony Dentice, business partners at Advicewise. For over two decades, Philip and Anthony served as our knowledgeable employment legal guides, handling all contentious matters with their characteristic calm approach.

We also recognised the contribution of Debra Robertson-Welsh, whose leadership helped establish OCA as a Category 1 NZQA provider. Throughout OCA's development, Debra's specialist skills were instrumental in achieving success with NZQA and TEC (Tertiary Education Commission). Her transparent approach to managing people earned the respect of colleagues and contributed to the highly competent operations evidenced in our recent External Evaluation and Review.

The Fono Trust CEO Fiugalu Tevita Funaki MNZM with Markerita Poutasi (Te Whatu Ora National Director Pacific Health) and Dr Richard Sullivan (Te Whatu Ora Chief Clinical Officer) at the launch of The Fono's Mobile Dental Clinic, bringing accessible dental care directly to our communities.





Staying Connected

Throughout the year, we maintained meaningful relationships with the communities we serve. Our World Smokefree Day celebration at Manukau Samoan Methodist Church Hall, attended by Associate Minister of Health Hon. Casey Costello, marked the official launch of our Smokefree services in South Auckland. We celebrated six churches that achieved a 97% stop smoking rate amongst their 222 smokers. This is a remarkable achievement that shows what happens when communities lead their own health journeys.

Our youth engagement expanded significantly with dedicated Health and Wellbeing events supporting Pacific youth in empowerment, education, and employment. At ASB Polyfest 2025, over 600 students from 17 schools visited our activation, where our mobile dental and medical clinics provided free health checks alongside cultural celebration. We also

maintained a strong presence at community health outreach events. Cultural connections remained strong throughout the year, including our presence at Fiji Day alongside the Fiji Prime Minister, Sitiveni Rabuka. These aren't just events we attend – they're opportunities to be present in the spaces where our communities gather, celebrate, and connect.

Our focus on systemic change is shown in our strengthened relationships with Oranga Tamariki and our partnership with University of Auckland's Pacific clinical staff training programme with the University. These partnerships recognise that real change requires working across systems, not just within our own programmes.

**The Journey Ahead**

Every innovation this year met our test of purposeful development. Our mobile dental clinic brings services directly to communities where access has been

limited. Better safety systems protect everyone in our care. Improved processes make our operations more efficient without losing the personal touch that defines our approach. This controlled, strategic development builds long-term sustainability rather than short-term headlines. We're committed to innovating thoughtfully rather than following every trend.

As we look ahead, I'm grateful for every team member who chose to build something lasting. Their dedication to excellence prepares us well for whatever challenges and opportunities lie ahead.

  
**Fiugalu Tevita Funaki MNZM**  
Chief Executive Officer, The Fono Trust

Front row (L-R): Anthony Tuitahi (Chief Development Officer), Renee Richards-Berry (Manager Healthy Minds), Jennifer Tupou (Chief Financial Officer/ Director Corporate Services), Fiugalu Tevita Funaki MNZM (Chief Executive Officer), Sally Dalhousie (Chief Operating Officer), Dr Malia Funaki (Clinical Director for Medical), Anthony Dentice (Adviser). Back row (L-R): Nephesh Leota-Leauepepe (Executive Assistant), Ella Mau (Operations Development Lead), Gillian Wilson (Manager Dental Care), Sandra Valaau (Manager Practices), Franklin Yu (Manager Finance), Frank Koloï (Manager Marketing, Communications & Community Engagement), Jeffrey Wilson (General Manager, Oceania Career Academy), Hira Harema (Manager Quality Assurance), Moana Manukia (Manager Nursing), Janet Masoe-Hundal (Manager Healthy Life). Absent: Tima Hunt (Manager Whānau Support), Nonu TuiSamoa (Manager Group Development).





Our year  
at a glance



Medical Care

14,108  
registered patients  
30 June 2025

10,807  
GP consultations

385  
outreach  
immunisations

1,009  
child  
immunisations



Dental Care

1,177  
emergency  
treatments

8,385  
patients treated

229  
children treated in the  
Mobile Clinic + 4 ECEs  
first month, 26 May - 30 June



Healthy Life

1,296  
quit smoking

323  
exercise classes

14,873  
exercise class participants

591  
Kahu Taurima clients

86  
mums completed the  
Healthy Babies programme

1,240  
Enua Ola programme  
participants

1,219.12  
kg lost by the participants

209  
women supported with  
mammography and assessments

2,571  
bowel screening education sessions

2,015  
parish nurse health checks



CAANZ First Time Entry  
Award Winner

2025 NZ For Purpose Reporting Awards

ProCare 'Most Improved'  
ProCare 'Immunisations Achievers'



Healthy Life

354  
families supported by  
family violence services

173  
non-violence  
programme participants  
(from MOC & DOC)

356  
financial  
mentoring sessions

528  
families supported  
by Family Start

976  
youth engaged

6,134  
food parcels



Marketing and  
Communications

450,732  
Brand Awareness

\*People who heard about us

22,830  
Engagement

\*New people that engaged with us

3,127  
Conversions via website

\*People connected to our services



Healthy Minds

↑61% 11,727  
consultations

↑86.9% 4,918  
Health Coach  
consultations

5 specialist services



January - December 2024

149  
students enrolled

118  
students graduated

81.6%  
completion rate



Fale Talanoa  
Contact Centre

73,354 incoming calls



194 total staff  
30 June 2025

66 new hires

9 locations



# Bringing smiles to South Auckland

Days after the Mobile Dental Clinic's first visit to an early childhood centre in Manurewa, the children were still talking about it. They wanted to know when they could visit 'the big truck' again. It was exactly the reaction Ako Adventures Centre Manager had hoped for.

For many families in South Auckland, getting dental care involves significant challenges – taking time off work, arranging transportation, and navigating busy clinic schedules. Recent reports show thousands of children waiting months for dental surgery in hospitals, a heartbreaking reality that highlights the gaps in preventive care. Our new Mobile Dental Clinic changes this by bringing care directly to where children are.

The response since launching has been overwhelming. The clinic is already fully booked through to April 2026, with plans to increase the number of clinics held each week. It's clear just how much these communities needed this service. On our first day back in May, fourteen tamariki welcomed the

team with big smiles and even bigger excitement. "The kids were absolutely loving it, and so were the staff," recalls Gillian Wilson, Dental Services Manager. "You could feel the positive energy straight away. It's been such an incredible milestone for all of us."

At Ako Adventures, Centre Manager Anshoo has witnessed this impact firsthand. "Working with the mobile clinic has been fantastic. They've made everything so easy for us," she says. "They've been quite flexible too, willing to work alongside our timetables, and that's really helpful when you've got children under five."

The children have particularly connected with Aunty Tia, our Oral Health Promoter. "The kids just adore

her," Anshoo explains. "She's so friendly, and she's been amazing to deal with. She just made the whole entire process really, really easy."

Rather than being intimidated, most children were thrilled about the "big truck" and eager to explore what was inside. "They were all very excited and it kind of became a little trip to share with their friends," Anshoo recalls.

The impact extends well beyond dental visits. Tia's educational presentations about healthy teeth and eating have inspired curriculum changes at the centre, with children becoming more interested in healthy eating and learning about their bodies.



Dental Care



“At our centre, our main objective is to reduce barriers, and if that means having a dental clinic come to us and that will help our families, that’s a huge deal for us because we want to make sure that healthcare is accessible for everyone.” says Anshoo.

For families juggling multiple responsibilities, the mobile clinic removes one significant burden. “Overall it’s been really valuable for our families. Life gets busy for them and often it’s hard to find time to take care of the home, take care of baby and do all the appointments.”

“Our families have been so grateful. It’s one less thing they have to juggle.”

The timing of this service couldn’t be more important. By providing early care in familiar spaces, we’re helping prevent children from needing hospital treatment down the track. “That’s the power of getting in early,” Gillian says. “When we can support these little ones with gentle, culturally safe care right where they are, we’re not just treating teeth, we’re setting them up for a lifetime of healthy smiles.”

The Mobile Dental Clinic was made possible through the 2022 Budget, which included \$12 million for 20 new mobile dental clinics nationwide. We were chosen as a provider due to our understanding of Pacific cultural needs and our community-focused approach, with Pacific communities identified as a priority for this investment.


Operating through Early Childhood Centres in Manurewa and Ōtara, the clinic provides free dental care for tamariki aged 0-5, including check-ups, cleanings, fillings, and oral health education. We also provide care packages with toothbrushes, toothpaste, and educational materials, plus guidance on preventing future dental issues.

As the service continues to grow, we’re partnering with local church groups and expanding to other community hubs where Pacific families gather. This approach makes dental care available in familiar, trusted places.

For Anshoo and the families at Ako Adventures, the mobile clinic represents something fundamental. “Healthcare should be accessible for everyone,” she says simply. And the excited voices of children asking about “the big truck” suggest we’re getting it right.



# Meet the Mobile Dental Clinic team



**Dental Care**

Afatia Toomata,  
Dr Tess Osborne-Gregory,  
Olga Rukosueva-Lottermoser,  
Charlotte Haiosi, Gillian Wison,  
Manager Dental Care

## Afatia Toomata (Aunty Tia), Oral Health Promoter

As an Oral Health Promoter at The Fono Dental Care, Tia focuses on improving oral health outcomes for tamariki. She delivers engaging and culturally appropriate dental care education to children, helping them develop lifelong oral hygiene habits. Through education, empowerment, and advocacy, her work contributes to building healthier futures for Pacific and Māori communities.

Since joining The Fono Dental team, Tia has gained deep respect for the critical role oral health plays, particularly for young, vulnerable whānau. This journey has become her mission. She’s committed to raising awareness and educating communities about oral health care. Through outreach in churches, community events, and ‘Storytime with Aunty Tia’ in Early Childhood Centres, she teaches tamariki and their families about the fundamental connection between oral health and overall wellbeing.

“Oral health is about so much more than teeth. It’s about a person’s wellbeing, their mental health, and their spirit,” Tia explains. In her work, she sees firsthand how oral health connects to every aspect of life for individuals and whānau. She hears the stories, and she shares them in her presentations because these are real life issues communities face every day, and we need more talanoa about them.

## Dr Tess Osborne-Gregory, Dentist

“As someone who used to be scared of the dentist as a child, it’s especially rewarding to see how excited the children are to visit our mobile clinic – and most importantly, to watch them leave happy. Being able to bring dental care directly to communities that otherwise wouldn’t have access to these services makes this work incredibly meaningful.”

## Olga Rukosueva-Lottermoser, Oral Health Therapist

“My role goes beyond treating tooth decay. The most important part is prevention, educating our tamariki and their caregivers about oral health, and promoting lifelong preventative behaviours that will protect them for years to come.”

## Charlotte Haiosi, Dental Assistant

“I’m very grateful for the opportunity to work in the Mobile Dental Clinic, because we get to help little children aged 0-5 with their oral health. My favourite part is seeing how happy the children are before they leave the truck. Most of the time they don’t want to go – they want to stay and visit again!”





Healthy Minds

Mr Alzubaidi and his Health Coach Semisi – a partnership that transformed his relationship with diabetes through The FonoCare integrated model of care.



## One man's journey with diabetes

“Food is not for enjoyment; food is for sustaining life.” It’s a philosophy that took Mr Alzubaidi decades to embrace, but one that has transformed his relationship with diabetes and his own wellbeing.

Mr. Alzubaidi was diagnosed with diabetes in 1997 during a routine check up in his home country. At the time, his HbA1c, a measure of average blood sugar levels was 120 mmol/mol, well above the healthy range (below 40 mmol/mol), an indication that his blood sugar had been very high for a prolonged period of time. For eight years, he managed through diet alone, but as his levels gradually rose, medication became necessary. Living overseas for much of this time, he found himself navigating different healthcare systems, each treating his diabetes as an isolated condition. When he settled in New Zealand in 2017 and became a patient at The Fono, the pattern continued. Despite being on medication, his blood sugar levels remained stubbornly high.

The challenge wasn’t just medical. It was deeply personal and lifestyle-related. “It’s a matter of following the medication, but medication is not enough,” he explains. “The lifestyle is what’s important. I used to eat rice and bread constantly, especially at night, which increased my blood sugar levels.” Exercise was another struggle, particularly when fatigue made regular physical activity difficult. He had medical care, but something crucial was missing.

That missing piece came when his doctor at The Fono recognised what Mr Alzubaidi truly needed. Rather than simply adjusting medication doses or offering standard dietary information, his doctor did something different. He referred Mr Alzubaidi to The Fono’s Healthy Minds service, where he was matched with Semisi, a Health Coach who would become central to his transformation. This referral shows how The FonoCare model works in practice as an integrated approach that treats the whole person rather than isolated symptoms.

For the first time in his 20-year journey with diabetes, his medical and mental health support teams worked together.

His Medical Care team and Semisi communicated regularly, ensuring everyone understood his progress, challenges, and goals. This wasn’t just about managing blood sugar numbers anymore. It was about addressing his physical health, emotional wellbeing, and the social and lifestyle factors that had kept him struggling for so long.

“He’s very good at listening and showing respect,” Mr Alzubaidi says of Semisi. “He gives you a chance to talk. We discuss things together and make plans for how to change the way I eat. I knew the information, but the problem was implementation. When we’re discussing it, it becomes a responsibility.”

The coaching relationship evolved beyond medical advice into genuine friendship, with fortnightly sessions that created accountability while providing emotional support.

What made The FonoCare model so effective was this coordination. When Semisi noticed Mr Alzubaidi was struggling with fatigue that prevented exercise, he communicated with the medical team. When medication adjustments were needed, the doctor kept Semisi informed so he could adapt the lifestyle coaching accordingly. Nothing happened in isolation. This whole person approach helped Mr Alzubaidi develop exercise routines, modify his diet, manage medications, and perhaps most importantly, come to terms with his diagnosis emotionally.

Learning what Mr Alzubaidi calls “self-regulation” became one of the biggest changes in his journey. This meant listening to his body and eating mindfully rather than habitually.

“Self-regulation means that now I know when I eat this bit, that’s enough for me, because I know I won’t feel hungry. Sometimes we eat a lot because we want more and more, but we don’t need it.”

Acceptance was just as important to his progress. “You cannot cure diabetes, but you can change. People have to accept it. It’s not something to worry about, it’s only about changing yourself.” This acceptance became liberating rather than limiting, helping him focus on what he could control.



The integrated approach delivered remarkable results. Mr Alzubaidi's HbA1c levels dropped dramatically from 63 mmol/mol to 48 mmol/mol.

"I'm very happy that it's becoming lower for almost one year now," he says. "But I need to keep working. It's a matter of continuous reflection and evaluation. Diabetes is not an illness, it's a lifestyle. And when you have diabetes, at least you become conscious of what you do and what you need to do."

Today, Mr Alzubaidi views his diagnosis as an opportunity for better health rather than a burden.

His perspective has shifted completely. It took 20 years and multiple healthcare systems, but at The Fono he finally found what he needed – a team that saw him as a whole person, not just a diabetic patient.

His goals now focus on maintaining progress by spreading meals throughout the day, choosing quality over quantity, regular exercise, and ongoing self-reflection. "Diabetes forces you to do the right thing," Mr Alzubaidi concludes. "If you're not diabetic, you might not start, but it gives you a beginning, and it can make you live longer and healthier."

Halamehi Weatherall and Semisi Faletau,  
Health Coaches at Healthy Minds.

## Meet Semisi Faletau: Health Coach, Healthy Minds

Semisi Faletau never set out to become a Health Coach. When The Fono's CFO approached him at a dinner party in San Francisco, he didn't even know what the role entailed. But one phrase changed everything. "Come back and work with our team at The Fono to help our Pacific people."

They'd worked together years before at Auckland Hospital, she in Finance and Semisi on the floor doing nursing work in Neurology Ward 51. That shared history and the call to serve his community brought him home to a job he knew nothing about. Though he'd studied Health Promotion, Health Coaching was entirely new territory. Working full time, he studied to become a Certified Health Coach, then took on the challenge of becoming a Mental Health Coach, completing both qualifications in a year and a half.

What makes Semisi effective is his approach. "I see everyone as a whole person and listen to their story," he explains. "I bring myself to my client's level



### Healthy Minds

and walk alongside them." This philosophy builds genuine relationships alongside professional care. When clients share their health struggles, Semisi offers something beyond clinical advice. He shares his own journey to show he understands what it's like to be in their position. "I give them a safe space to have the talanoa they need," he says.

The difference lies in truly listening and following up while coordinating with medical teams. Working alongside doctors means nothing falls through the cracks. When he notices a client struggling with fatigue or needing medication adjustments, that information reaches the right people.

The reward is seeing clients thrive.

"Seeing them living and enjoying life with lifestyle changes and transforming their relationship with diabetes makes it all worthwhile."

For those hesitant to reach out, Semisi's approach is patient. He explains what support is available and assures people the door stays open for when they're ready. He follows up, even months later, so clients know he genuinely cares about their health.

This persistence, paired with authentic care, turns professional relationships into partnerships. And sometimes, as Mr Alzubaidi discovered, into friendship.







Healthy Life

## Faith, community, and change

For many families at Petra Worship Centre Christian Church in Kelston, 2025 brought double challenges.

Seventy-five percent of the congregation had just arrived in New Zealand through the quota system.

They were finding their way in a new country, finding housing, seeking work, raising children in unfamiliar surroundings. And many were trying to do it all while battling a smoking addiction they'd carried for decades.

When The Fono's Smokefree team arrived at their church, thirty-eight members signed up. What happened over the next six weeks wasn't just about quitting cigarettes. It became something the church leaders would later call a game changer.

The church's journey is part of a growing movement across Pacific churches. Earlier last year, six Samoan Methodist churches had reached an extraordinary 97% quit rate among 222 smokers. Their success, celebrated at The Fono's World Smokefree Day event, proved what was possible when faith communities committed to change together. And Petra Worship Centre was ready to write their own story.

The programme looked different from typical health services. Sessions happened at the church, in the community's own language, at times that worked for families juggling jobs and childcare. But what made it work went deeper than convenience.

For this faith community, the message resonated on a spiritual level. Their bodies were temples. The health of their families mattered to God.

Entire families attended all six sessions together. Parents, grandparents, teenagers, and young children sat side by side, learning about health risks, discussing vapes, understanding how secondhand smoke affects the people they love. The shared experience created something powerful, collective accountability wrapped in care.

"The programme provided an opportunity for our elderly members to be educated and get factual information about smoking and its health implications", says Senior Pastor Setanisilao Ikenasio.

One member described what many felt, "The workshops helped us understand the health risks and how smoking affects those around us. Finding out about other services like dental care opened up opportunities to connect with people eager to help our families and communities."

Those connections became lifelines for families still settling in. Through the Smokefree sessions, church members discovered Kahu Taurima, which connected them to social workers who could help

with housing applications, employment support for finding work, and nursing care for their children. Services many families didn't know existed were suddenly within reach.

"Our responsibility as parents and as a community is to collectively ensure that our children are aware of the associated impacts of smoking so they are able to make informed decisions," Pastor Setanisilao says. By the programme's end, those children had witnessed their parents and grandparents making those informed decisions in real time.

The change was clear. Church members who'd smoked for decades were now smokefree. Families who'd arrived in New Zealand feeling isolated now had a network of support. A congregation adjusting to a new country together had become stronger through shared commitment to healthier lives.

One member captured the full impact: "My experience with Smokefree has improved my understanding of why quitting matters. The support is free and flexible, available in my native language, with people who understand my community. Learning about The Fono's other services, including Dental Care and Kahu Taurima, showed me the range of help available for my family's long-term wellbeing."

The Fono's Smokefree programme offers more than nicotine replacement therapy and quit plans. It offers what many Pacific families need most, support delivered in ways that respect their culture,

Celebrating a 97% quit rate among 222 smokers at The Fono's World Smokefree Day event.

speaking their language, and understand their lives. Quit Coaches meet people in spaces where they feel comfortable, whether that's a church hall, a home, or anywhere else that feels right.

"We sincerely pray that this isn't the last partnership with Smokefree and Kahu Taurima but a start of something lasting," the church reflected.

Petra Worship Centre's success, following the remarkable achievement of the six Samoan Methodist churches, shows what's possible when health services and faith communities work together. For newly arrived Pacific families finding their way in Auckland, having support systems that understand both their spiritual values and practical needs can make all the difference.



Petra Worship Centre Exercise Group



# Meet Lingi Pulesea: Smokefree Team Leader

For Smokefree Team Leader Lingi Pulesea, Petra Worship Centre's success shows the strength of a Pacific-led approach built on culture, language and trust.

"Our programme works because it's by Pacific people for Pacific people," she says. "Our Quit Coaches speak their own languages and understand their communities' values and beliefs. That connection builds trust from the start."

Partnerships with churches are at the heart of that success. "Church leaders bring everyone together and help create champions who keep encouraging the group through the six-week journey. When the message comes from within the church, it really resonates."

At Petra, that sense of togetherness was clear. Families supported one another, children learned alongside their parents, and The Fono's other services, such as Kahu Taurima and Dental Care were introduced to support wider wellbeing. "We also work closely with other services when needed so families receive full support," Lingi says.

Her team's dedication makes it possible. "We work around our communities' time, often late at night or on weekends, because that's when people are available," she explains. "It takes commitment and heart."

"It's about having the right people for the mahi," she adds. "People who are trusted, compassionate and part of their communities. That's how real change happens."



# Meet Papali'i Tugaga and Puao Uale: Quit Coaches

When Papali'i Tugaga and Puao Uale first met the 38 people at Petra Worship Centre who wanted to quit smoking, they felt a mix of emotions.

"It was overwhelming to realise how many were seeking help," says Papali'i, "but motivating to see they were open to change and ready to take that first step."

Standing before so many faces was humbling. "It was a little nerve-wracking at first," says Puao. "You just hope your message reaches their hearts." When the questions began flowing, they knew people were truly listening. "That showed us they were invested. They cared about what we were sharing," Papali'i adds.

What made Petra special was having whole families together, with grandparents, parents and children all learning in the same space. "There's something



## Healthy Life

powerful about that," says Puao. "It's not just one person quitting, it's a family supporting each other. When children hear those messages early, it helps build healthier habits for the future."

One story that still stands out is of a solo father balancing his own health struggles while raising his children. "He didn't just quit smoking," says Papali'i. "He found the courage to make changes for his whole family, and we were able to connect him with other services that could help."

The church setting added extra depth. "When pastors talk about caring for your body, it becomes a spiritual message," says Puao. "People see that looking after their health honours God."

What they remember most is the warmth of the Petra community. "Their kindness, their prayers, the way they welcomed us lifted us," says Papali'i. "They didn't just take part, they embraced it. Their blessings gave us strength to keep going. That's what makes this work so rewarding."

Front row (L-R): Rev. Teatu Fusi, Lingi Pulesea. Back row (L-R): Puao Uale, Fasi Taliauli, Chantal Fereti, Viliami Lavaka, Jasmine Futialo, Papali'i Tugaga.





# The Panuve Brothers' Journey

For Simone and Owen Panuve, brothers from Haveluloto, Tongatapu, traditional schooling never quite clicked. But at Oceania Career Academy (OCA), they've found something different – a place where hands-on skills matter, where learning makes sense, and where their dreams of becoming builders are finally taking shape.

"I've always wanted to be a builder," says Simone, inspired by watching their father's handyman work at home. Owen, who found it hard to stay interested in mainstream school, appreciates OCA's straightforward approach. "Here, I can focus on one thing. It's easier and more enjoyable."

The brothers share big plans – to one day run their own building business together. "One of my goals is to work for myself and start my own business," Simone explains. It's a dream that pushes both of them forward, driven by a determination to succeed and make their family proud.

What makes OCA different isn't just the practical training. Owen particularly enjoys working outdoors with power tools, but it's the atmosphere that has made the biggest difference.

Jeffrey Wilson, OCA General Manager, who brings Pacific cultural understanding to vocational education.



Oceania Career Academy

Since starting at OCA, the brothers have learned valuable skills like using tools properly, reading specifications and drawings, doing calculations, and understanding workplace safety. They've already started putting their knowledge to use at home, helping their father with DIY projects.

When problems come up, OCA's support kicks in. Getting to campus became difficult for the brothers because of the distance from home. Rather than letting this stop their education, OCA helped Owen get his driver's licence. Now he drives himself and Simone to campus each day, building independence along with his qualifications.

Simone credits the encouragement from tutors and mentors with helping him work through setbacks and stay on track. For Owen, the growth has been personal as well as practical. Once shy, he now talks confidently with others. "It's an important skill I'll need on site one day," he says.

The support goes beyond the classroom. The Panuve family has received extra help, removing obstacles that might otherwise have stopped the brothers from continuing their studies.

Their next steps are clear – finish Level 4 qualifications, get apprenticeships through BCITO, and work towards becoming qualified builders. What they're building at OCA goes beyond technical skills. It's about confidence, independence, and the practical support that makes success possible.

"OCA has helped us a lot and we know it can help others too."

## Why OCA works

This feeling of belonging is exactly what Jeff Wilson, OCA's General Manager, believes makes vocational education successful for Pacific youth. With his mixed heritage of Ngāti Awa and English ancestry, Jeff understands how important it is to connect culture to learning.

"Most Pasifika learners have a strong sense of cultural identity that grounds them," Jeff explains. "If we can connect this identity to what they're learning, it becomes a real motivator for success and growth."

With years of experience across five tertiary education providers and international work supporting farmers in Samoa, Jeff brought plenty of practical knowledge when he joined OCA early this year. But what drew him here was the mission.

"I love that OCA and The Fono's purpose is to deliver real results for Pasifika communities and whānau in a culturally appropriate way," he says. "I'm passionate about practical, culturally relevant, vocational education delivered locally for our Māori and Pasifika youth and second chance learners."

Jeff knows that one of OCA's strengths is how OCA's Navigators work directly with learners' whānau.

"A learner's whānau can make or break their success," he notes. "Everyone needs to play their part in supporting them."

For the Panuve brothers, that support system is working. With OCA and their whānau behind them every step of the way, their dream of building together isn't just possible anymore. It's happening.







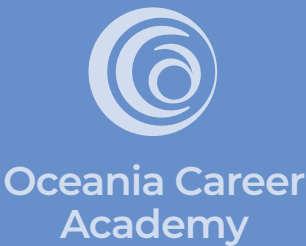
The Panuve family celebrates Owen and Simone's graduation from Oceania Career Academy. A proud moment as the brothers take the next step in their future together.



# Meet Latu Puloka: Navigator and Community Connector

For Latu Puloka, a Navigator and Community Connector at Oceania Career Academy, the job is simple in concept but complex in practise – remove whatever stands between a student and their success.

“Our role is to support students with their journey at OCA, removing any barriers so they can complete the course, gain a qualification, and pathway into employment,” Latu explains. That support takes many forms. Transportation is often a significant hurdle. Students are assessed for transport support, and where needed, a transport plan is implemented. This can include OCA-provided transport, hop cards for public buses, or fuel vouchers – whatever works best for each individual situation. When families struggle with bills, the Navigation team assesses their situation and creates a support plan. Food insecurity? There are weekly food boxes from Kiwi Harvest on Tuesdays, and vouchers for urgent needs.



The support extends beyond the individual student. Latu conducts home visits, checking in with families and understanding their circumstances. Sometimes that means helping families relocate. Sometimes it means simply being present.

“Working together with the whole family is imperative as it gets everyone on the same page,” Latu says. When families understand OCA’s methods and support systems, they become partners in their young person’s success – keeping students accountable even when they’re not on campus.

What makes the work worthwhile isn’t always the obvious wins, though employment outcomes remain the goal. “Seeing the growth of the students and the change in their mindset” matters just as much. “You plant seeds within them to help them, and when you see those seeds grow, it’s rewarding.”

For families considering OCA, Latu’s advice is straightforward – commitment matters most. “The programmes and support available at OCA are great and work effectively when students are committed. It’s a great opportunity to achieve a qualification without debt, with wrap around support available.”

The barriers are real, but so is the support.

### Oceania Career Academy Graduation Celebration

On 12 December 2024, we gathered at Fale o Samoa in Māngere to celebrate the graduation of an outstanding group of Oceania Career Academy students. It was a privilege to be part of this special day, honouring the hard work, dedication, and potential of each graduate alongside their families.

Our students showed remarkable commitment to their studies, and we’re excited to see what they’ll achieve in the future. Congratulations to all our graduates and their whānau on this significant milestone.



Itafamamao Perelini, People & Service Administrator, performs during The Fono's Samoan Language Week celebration.



# Celebrating our people

## Farewell Tuipolotu

After 24 years of dedicated service, Tui retired at age 71. He led our free community exercise classes, now running seven times a week across West Auckland. Malo e fai fatongia lelei.



## Leading the way

Our CEO, Fiugalu Tevita Funaki MNZM completed the 39th Session of the Program for Leadership Development at Harvard Business School, earning Harvard Business School Alumni status.

## Growing our clinical team

Dr Hemi Kaka and Dr Alvin Belga with their mentor Dr Malia Funaki, having successfully passed their clinical and practical examinations to become fully qualified General Practitioners.



## Education & excellence

Jacinta Seiuli, Healthcare Assistant, completed nursing studies and successfully registered in the Enrolled Nurse scope of practice.

## Celebrating our graduates

Seven staff members completed social work degrees – Joseph Tagaloa, Easter Ioelu, Fred Lam Kam, Shannon Pachnatz, Sione Fakahou, Monique Cruz, and Tuli Tomai (pictured right). Lesieli Lapuahou and Agnes Liufau graduated with Bachelor of Social Practice degrees (not pictured).



# Celebrating our people

## Excellence in reporting

The Fono won the First Time Entry Award at the 2025 New Zealand For Purpose Reporting Awards from Chartered Accountants ANZ, recognising our commitment to transparent communication within our communities.



Our people are our greatest strength. We will grow, empower, and care for a diverse, thriving, future-focused Pasifika workforce.



## Recognition and legacy

Fiugalu Tevita Funaki MNZM received the inaugural Sir Collin Tukuitonga International Study Award at the Pasifika Medical Association Scholarship Evening.



## Mental Health leadership

Healthy Minds and Whānau Support staff graduated with Health Coach qualifications and Advanced Mental Health certificates, strengthening our mental health support capabilities.



## Celebrating excellence

Our Blockhouse Bay Medical Care team (pictured left) won ProCare's 'Most Improved' award, and our City Medical Care team won the 'Immunisations Achievers' award. Both teams were finalists in the Community Care Challenge.





# Caring in our community

## World Smokefree Day celebration

Our Smokefree team launched services in South Auckland at the Manukau Samoan Methodist Church Hall, celebrating six churches that achieved an incredible 97% stop smoking rate among 222 smokers. Six churches delivered heartfelt performances, with special guests including Associate Minister of Health Hon. Casey Costello and the Consulate General of Samoa, Hon. Afemata Palusalua Fa'apo II.



## Enua Ola Outrigger Awards

Over 360 representatives from 35 church and community groups gathered at PIC Church Hall in Ranui to celebrate the 11th Enua Ola Outrigger Awards. With 1,240 participants completing the Outrigger Health Challenge, Niutupuola Niue Health Trust took the Supreme Award for the third consecutive year.



## Tuvalu Health Day

200 people attended this event at Corban Estate Arts Centre in Henderson, organised by four Enua Ola Tuvalu groups. Community members learned about accessible health and community support services while celebrating Tuvalu culture and wellbeing. Our Tuvalu youth volunteers helped on the day.



## ASB Polyfest 2025

Over 600 students from 17 schools visited our activation at Polyfest. Our mobile dental and medical clinics offered free dental checks and flu vaccinations, while students enjoyed activities and collected The Fono and OCA giveaways.



# Caring in our community

## Mobile Dental Clinic launch

We celebrated the launch of our Mobile Dental Clinic at The Fono Manurewa Healthcare Centre with Health Minister Hon. Simeon Brown. This innovative service will bring dental care directly to ECE centres and churches, providing early intervention dental care for children.



### Youth Expo Māngere

Young people explored future pathways through games, workshops, and a Zumba session at our Youth Expo. Partner organisations including NZ Police, NZ Fire Service, and MIT joined us to connect with Pacific youth about career guidance and community services.



## Fiji Day celebrations

We joined Fiji's 2024 celebrations alongside Prime Minister Sitiveni Rabuka, marking 54 years of independence and 150 years since the Deed of Cession. A vibrant day of Fijian culture, food, music, and community.

## Annual General Meeting

Our AGM at Ōtāhuhu Town Hall highlighted our progress as New Zealand's largest Pacific-led community services provider. Chair Nacanieli Yalimaiwai, CEO Fiugalu Tevita Funaki MNZM, and CFO Jennifer Tupou shared updates on service development and financial management.



## Caring Pharmacy opening

The blessing and opening of The Caring Pharmacy at our Henderson Healthcare Centre completed the major refurbishment project across all our medical sites. The independently owned and operated onsite pharmacy strengthens our integrated model of care with easy, affordable access to medication.





# Consolidated Financial Statements

For the year ended 30 June 2025

The Fono Trust  
411 Great North Road  
PO Box 21200  
Henderson  
Auckland 0650

## Table of Contents

Consolidated Statements of Comprehensive Revenue and Expenses for the year ended 30 June 2025	41
Consolidated Statement of Changes in Equity for the year ended 30 June 2025	42
Consolidated Statement of Financial Position for the year ended 30 June 2025	43
Consolidated Statement of Cash Flows for the year ended 30 June 2025	45
Accounting Policies and Notes to the Financial Statements	46
Statement of Service Performance for the year ended 30 June 2025	62

# The Fono Trust

## Consolidated Statements of Comprehensive Revenue and Expenses for the year ended 30 June 2025

	Note	2025 Group \$	2024 Group \$
<b>Revenue from exchange transactions</b>			
Operating revenue	5	28,201,675	22,870,900
Interest income		712,467	780,528
Rent income		27,073	2,089
Sundry income		339,556	554,625
		<b>29,280,770</b>	<b>24,208,142</b>
<b>Revenue from non-exchange transactions</b>			
Operating grants		2,363,790	8,442,183
Donations		50,000	100,019
		<b>2,413,790</b>	<b>8,542,202</b>
<b>Total Revenue</b>		<b>31,694,560</b>	<b>32,750,344</b>
<b>Expenses</b>			
Operating expenses		9,528,072	11,038,647
Depreciation	6	932,554	904,801
Amortisation	7	86,153	74,119
Staff expenses	8	18,152,875	16,073,739
Finance costs		24,340	6,498
Operating lease	9	1,235,686	1,203,576
Audit fees		43,449	65,443
Trustee fees		259,380	181,881
<b>Total Expenses</b>		<b>30,262,508</b>	<b>29,548,704</b>
Surplus		1,432,051	3,201,640
<b>Total comprehensive revenue and expense for the year</b>		<b>1,432,051</b>	<b>3,201,640</b>

The accounting policies and notes to the financial statements form an integral part of and are to be read in conjunction with the consolidated financial statements and independent auditor's report.



# The Fono Trust

## Consolidated Statement of Changes in Equity for the year ended 30 June 2025

	Note	2025 Group \$	2024 Group \$
Balance at 1 July 2024		16,689,738	13,488,098
Surplus for the year		1,432,051	3,201,640
<b>Total comprehensive revenue and expenses for the year</b>		<b>1,432,051</b>	<b>3,201,640</b>
<b>Balance at 30 June 2025</b>		<b>18,121,790</b>	<b>16,689,738</b>

The accounting policies and notes to the financial statements form an integral part of and are to be read in conjunction with the consolidated financial statements and independent auditor's report.

# The Fono Trust

## Consolidated Statement of Financial Position for the year ended 30 June 2025

	Note	2025 Group \$	2024 Group \$
<b>Current Assets</b>			
Cash & cash equivalents	10	7,131,130	7,110,252
Trade & other receivables	11	1,588,271	4,637,600
Inventories	12	59,229	175,106
Short-term investments	13	13,000,000	6,795,433
<b>Total Current Assets</b>		<b>21,778,630</b>	<b>18,718,391</b>
<b>Non-current Assets</b>			
Properties, plant and equipment	6	12,034,850	11,104,207
Investments		12,000	12,000
Intangible assets	7	583,234	373,413
<b>Total Non-Current Assets</b>		<b>12,630,084</b>	<b>11,489,620</b>
<b>Total Assets</b>		<b>34,408,714</b>	<b>30,208,011</b>
<b>Current Liabilities</b>			
Trade and other payables	14	1,791,454	1,981,148
Income received in advance	15	12,974,362	10,210,859
Employee benefits	16	1,521,109	1,326,267
<b>Total Current Liabilities</b>		<b>16,286,925</b>	<b>13,518,274</b>
<b>Total Liabilities</b>		<b>16,286,925</b>	<b>13,518,274</b>
<b>Total Net Assets</b>		<b>18,121,790</b>	<b>16,689,738</b>
<b>Equity</b>			
Accumulated Surplus		18,121,790	16,689,738
<b>Total Equity</b>		<b>18,121,790</b>	<b>16,689,738</b>

The accounting policies and notes to the financial statements form an integral part of and are to be read in conjunction with the consolidated financial statements and independent auditor's report.



# The Fono Trust

## Consolidated Statement of Financial Position for the year ended 30 June 2025

These Financial Statements have been approved by the Board of Directors.



Trust Board Chairperson, Nacanieli Yalimaiwai

Date: 3/11/2025



Trustee, John Paterson

Date: 3/11/2025



The accounting policies and notes to the financial statements form an integral part of and are to be read in conjunction with the consolidated financial statements and independent auditor's report.

# The Fono Trust

## Consolidated Statement of Cash Flow for the year ended 30 June 2025

	Note	2025 Group \$	2024 Group \$
<b>Cash flow from operating activities</b>			
<b>Proceeds from:</b>			
Operating revenue		34,542,724	23,151,152
Donations and grants		2,132,669	8,542,202
Interest received		45,641	212,430
Rent income		27,073	2,089
Sundry income		339,556	554,625
<b>Payments to:</b>			
Suppliers		(9,913,483)	(14,681,254)
Employees		(19,138,445)	(17,294,207)
<b>Net cash flows from operating activities</b>		<b>8,035,733</b>	<b>487,039</b>
<b>Cash flows from investing activities</b>			
<b>Proceeds from:</b>			
Interest received from term deposits		348,880	568,097
<b>Payments for:</b>			
Purchase of Property, Plant and Equipment		(2,159,168)	(1,673,567)
Investing in short term investments		(6,204,567)	2,204,567
<b>Net cash flow used in investing activities</b>		<b>(8,014,855)</b>	<b>1,099,098</b>
<b>Net increase in cash and equivalents</b>			
		20,878	1,586,136
<b>Cash and cash equivalents at the beginning of year</b>		7,110,252	5,524,116
<b>Cash and cash equivalents at the end of the year</b>		<b>7,131,130</b>	<b>7,110,252</b>

The accounting policies and notes to the financial statements form an integral part of and are to be read in conjunction with the consolidated financial statements and independent auditor's report.



# The Fono Trust

## Accounting policies and notes to the financial statements

For the year ended 30 June 2025

### 1. Reporting Entity

The Fono Trust Group is a charitable organisation, based in Auckland, incorporated under the Charitable Trusts Act 1957, and registered under the Charities Act 2005.

The primary activity of The Fono Trust Group is the provision of accessible health care services to those in need.

The Fono Trust Group and its subsidiaries have been established to carry on activities for the exclusive benefit of charitable purposes within New Zealand.

These consolidated financial statements comprise The Fono Trust Group and its subsidiaries (together referred to as the 'Trust').

### 2. Basis of preparation

#### 2.1 Statement of Compliance

The consolidated financial statements have been prepared in accordance with New Zealand Generally Accepted Accounting Practice ("NZ GAAP") as required by the Charities Act 2005. They comply with the Public Benefit Entity Accounting Standards ("PBE Standards") as appropriate that have been authorised for use by the External Reporting Board for Not-For-Profit Entities. For the purpose of complying with NZ GAAP, the Trust is a public benefit not-for-profit entity and is applying Tier 1 Not-For-Profit PBE Standards as it has expenditure of more than \$30 million in the previous reporting periods.

The financial statements are for the year ended 30 June 2025. They were authorised for issue by the Board of Trustees on 3 November 2025.

#### 2.2 Basis of measurement

The consolidated financial statements have been prepared on the historical cost basis except for net identifiable assets in a business combination, which are measured at fair value.

#### 2.3 Functional and presentation currency

The financial statements are presented in New Zealand dollars (\$), which is the Trust's functional currency, rounded to the nearest dollar. There has been no change in the functional currency of the Trust or any significant foreign operations of the Trust during the year.

### 3 Use of judgements and estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from those estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimates are revised and in any future periods affected.

#### (a) Judgements

Judgements made in applying accounting policies that have had the most significant effects on the amounts recognised in the consolidated financial statements include the following:

- Determining the fair values of assets and liabilities acquired with subsidiary companies.

#### (b) Assumptions and estimation uncertainties

Assumptions and estimation uncertainties that could have a significant impact on the financial statements are the depreciation and amortisation rates applied to the Trust's assets.

# The Fono Trust

## Accounting policies and notes to the financial statements (Continued)

For the year ended 30 June 2025

### New and amended IFRS standards that are effective for the current year

Standards and amendments issued that are effective for periods beginning on/after 1 January 2024 and have been adopted are:

1. Disclosure of Fees for Audit Firms' Services (Amendments to PBE IPSAS 1).
2. 2024 Omnibus Amendments to PBE Standards (Amendments to PBE IAS 12).

Management has assessed the impact of these new and amended standards on the Trust's financial statements. The adoption of these standards did not result in any significant changes to the accounting policies or financial position of the Trust. Accordingly, no adjustments have been made to the amounts recognized in the financial statements.

### 4. Significant accounting policies

The accounting policies used in the preparation of these financial statements are set out below and have been applied consistently by the Trust.

#### 4.1 Basis of consolidation

Business combinations are accounted for using the acquisition method as at the acquisition date, which is the date on which control is transferred to the Trust.

The Trust controls an entity when it has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

##### 4.1.1 Subsidiaries

The consolidated financial statements include the Trust's subsidiaries:

- Fono Nesian Services Limited,
- Pasifika Horizon Limited Partnership, and
- Oceania Career Academy Limited.

The companies are incorporated under the Companies Act 1993 and the partnership under the Limited Partnerships Act 2008. All the entities are a wholly owned subsidiaries of the Trust with 30 June balance dates.

The Trust, as the parent entity, consolidates these subsidiaries because it has the capacity to control the financing and operating policies of the entities so as to obtain benefits from their activities.

#### 4.2 Business combinations

The consideration transferred by the Trust to obtain control of a subsidiary is calculated as the sum of the acquisition date fair values of assets transferred, liabilities incurred, and the equity interests issued by the Trust, which includes fair value of any asset or liability arising from a contingent consideration arrangement. Any acquisition costs are expensed in the surplus or deficit as incurred.

The consideration transferred does not include amounts related to the settlement of pre-existing relationships. Such amounts generally are recognised in the reported surplus or deficit.

The Trust recognises identifiable assets acquired and liabilities assumed in a business combination regardless of whether they have been previously recognised in the acquirer's financial statements prior to the acquisition. Assets acquired and liabilities assumed are measured at their acquisition date fair values.

Goodwill is stated after separate recognition of identifiable intangible assets. It is calculated as the excess of the sum of (a) fair value of consideration transferred, (b) the recognised amount of any non-controlling interest in the acquiree and (c) acquisition-date fair value of any existing equity interest in the acquiree, over the acquisition-date fair values of identifiable net assets. If the fair values of the identifiable net assets exceed the sum calculated above, the excess amount (i.e., gain on a bargain purchase) is recognised in the reported surplus or deficit immediately.



# The Fono Trust

## Accounting policies and notes to the financial statements (Continued)

For the year ended 30 June 2025

If the business combination is achieved in stages, the acquisition date fair value of the Trust's previously held equity interest in the acquiree is re-measured to a fair value at the acquisition date through the reported surplus or deficit.

### 4.3 Income Tax

Due to its charitable status, the entity is exempt from income tax.

### 4.4 Goods and Services Tax (GST)

All amounts in these financial statements are shown exclusive of GST except for receivables and payables that are stated inclusive of GST. The net amount of GST recoverable from, or payable to, the Inland Revenue is included as part of receivables or payables in the Statement of Financial Position.

### 4.5 Revenue Recognition

Revenue is recognised when the amount of revenue can be measured reliably and it is probable that economic benefits will flow to the Trust and measured at the fair value of consideration received or receivable.

The following specific recognition criteria in relation to the Trust's revenue streams must also be met before revenue is recognised.

#### i. Revenue from exchange transactions

##### Rendering of services

The Trust provides accessible medical and dental services to those in need, vocational training, community social services and health education services. These are paid for by a combination of patient fees and taxpayer funded grants.

Revenue from services rendered is recognised in surplus or deficit in proportion to the stage-of-completion of the transaction at the reporting date. Each contact with a client is regarded as a separate service, completed on the day of contact.

Amounts received in advance for services to be provided in future periods are recognised as a liability until such time as the service is provided.

##### Rental income

Rental income is recognised in surplus or deficit on a straight-line basis over the term of the lease. Lease incentives granted are recognised as an integral part of the total rental income, over the term of the lease.

##### Interest

Interest income is recognised using the effective interest method.

#### ii. Revenue from non-exchange transactions

Non-exchange transactions are those where the Trust receives benefits (i.e., cash and other tangible or intangible items) but provides no (or nominal) direct consideration in return.

Except for donated services, inflows of resources from non-exchange transactions are only recognised as assets where both:

- It is probable that the associated future economic benefit or service potential will flow to the entity, and
- Fair value is reliably measurable.

Benefits from non-exchange transactions that are recognised as assets are recognised as revenue, to the extent that a liability is not recognised in respect to the same inflow.

Liabilities are recognised in relation to inflows of resources from non-exchange transactions when there is a resulting present obligation as a result of the non-exchange transactions, where both:

# The Fono Trust

## Accounting policies and notes to the financial statements (Continued)

For the year ended 30 June 2025

- It is probable that an outflow of resources embodying future economic benefit or service potential will be required to settle the obligation, and
- The amount of the obligation can be reliably estimated.

The following specific recognition criteria in relation to the Trust's non-exchange transaction revenue streams must also be met before revenue is recognised.

### Grants and Donations

The recognition of non-exchange revenue from grants and donations depends on the nature of any conditions attached to the benefits received, and whether this creates a liability (i.e., present obligation) rather than the recognition of revenue.

Where conditions require the Trust to return the cash or other benefits received if they are not utilised in the way stipulated, the benefits are initially recognised as a liability and subsequently recognised as non-exchange revenue as and when the conditions are satisfied.

Conditions that are 'restrictions' do not specifically require the Trust to return the benefits received if they are not utilised in the way stipulated, and therefore do not result in the recognition of a liability. The non-exchange revenue is recognised immediately.

### 4.6 Employee benefits

#### i. Short-term employee benefits

Wages, salaries and annual leave liabilities are recognised when the Trust has a legal or constructive obligation to remunerate employees for services provided within 12 months of reporting date and is measured on an undiscounted basis and expensed in the period in which employment services are provided.

#### ii. Long-term employee benefits

Long-service leave, and cumulative sick leave obligations are recognised when the Trust has a legal or constructive obligation to remunerate employees for services provided beyond 12 months of reporting date. Long-term employee benefit obligations are measured using the projected unit credit method, with any actuarial gains or losses recognised in surplus or deficit.

#### iii. Defined contribution plans (Kiwi Saver)

Defined contribution plans are post-employment benefit plans under which an employer pays fixed contributions into a separate entity (the plan) and will have no legal or constructive obligation to pay further amounts. Obligations for employer contributions to Kiwi Saver plans are recognised as an employee benefit expense in surplus or deficit in the periods during which services are rendered by employees.

### 4.7 Operating Leases

An operating lease is a lease that does not transfer substantially all the risks and rewards incidental to ownership of an asset to the Trust.

Lease payments under an operating lease are recognised as an expense on a straight-line basis over the lease term.

Lease incentives received are recognised in surplus or deficit as a reduction of operating lease expense over the lease term.

### 4.8 Inventories

Inventories held for distribution or consumption in the provision of services that are not supplied on a commercial basis are measured at cost (using the FIFO method), adjusted, when applicable, for any loss of service potential.



# The Fono Trust

## Accounting policies and notes to the financial statements (Continued)

For the year ended 30 June 2025

Inventories acquired through non-exchange transactions are measured at fair value at the date of acquisition.

The amount of any write-down for the loss of service potential or from cost to net realisable value is recognised in surplus or deficit in the year of the write-down.

### 4.9 Financial instruments

The Trust initially recognises financial instruments when the Trust becomes a party to the contractual provisions of the financial instrument.

The Trust derecognises a financial asset or, where applicable, a part of a financial asset or part of a group of similar financial assets when the contractual rights to receive cash flows from the asset expire or are waived, or it sells the asset or otherwise transfers substantially all the risks and rewards of ownership of the financial asset. Any interest in transferred financial assets that is created or retained by the Trust is recognised as a separate asset or liability.

The Trust derecognises a financial liability when its contractual obligations are discharged, cancelled, or expire.

Financial instruments are initially measured at fair value plus directly attributable transaction costs. The Trust subsequently classifies its financial assets into the following measurement categories:

- Those to be measured subsequently at fair value either through other comprehensive revenue and expenses (FVOCRE) or through surplus and deficit (none held during the period), and
- Those to be measured at amortised cost.

The classification depends on the Trust's business model for managing the financial assets and the contractual terms of the cash flows.

The Trust classifies financial liabilities into the following categories: fair value through surplus or deficit (none held during the period), and amortised cost.

#### i. Measured at fair value through other comprehensive revenue and expense

Financial assets measured at fair value through other comprehensive revenue and expenses include investments in Westcare and Procure.

On initial recognition, the Trust may make an irrevocable election (on an instrument-by-instrument basis) to designate investments in equity instruments as at FVOCRE. Designation at FVOCRE is not permitted if the equity investment is held for trading or if it is contingent consideration recognised by an acquirer in a business combination.

Investments in equity instruments at FVOCRE are initially measured at fair value plus transaction costs. Subsequently, they are measured at fair value with gains and losses arising from changes in fair value recognised in other comprehensive revenue and expense and in the investment revaluation reserve. The cumulative gain or loss is not reclassified to surplus or deficit on disposal of the equity investments, instead, it is transferred to retained earnings.

#### ii. Measured at amortised cost

Financial assets carried at amortised cost include cash and cash equivalents, trade debtors and other receivables.

#### Trade debtors and other receivables

Trade debtors and other receivables are recorded at the amount due, less an allowance for expected credit losses (ECL). This allowance is calculated based on lifetime ECL.

#### Expected credit loss

The Trust applies the simplified ECL approach, in measuring ECLs, receivables have been grouped, and assessed on a collective basis as they possess shared credit risk characteristics. They have then been grouped based on the days past due. A provision matrix is then established based on historical credit loss experience, adjusted for forward looking factors specific to the debtors and the economic environment.

# The Fono Trust

## Accounting policies and notes to the financial statements (Continued)

For the year ended 30 June 2025

### iii. Financial liabilities

Financial liabilities classified as amortised cost are subsequently measured at amortised cost using the effective interest method.

### 4.10 Property, plant and equipment

#### i. Recognition and measurement

Items of property, plant and equipment are initially measured at cost, except those acquired through non-exchange transactions which are instead measured at fair value as their deemed cost at initial recognition.

Items of property, plant and equipment are subsequently measured at cost less accumulated depreciation and impairment. Cost includes expenditure that is directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the following:

- **The cost of materials and direct labour:**
  - Costs directly attributable to bringing the assets to a working condition for their intended use;
  - When the Trust has an obligation to remove the asset or restore the site, an estimate of the costs of dismantling and removing the items and restoring the site on which they are located; and
- **Capitalised borrowing costs.**

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Any gain or loss on disposal of an item of property, plant and equipment (calculated as the difference between the net proceeds from disposal and the carrying amount of the item) is recognised in surplus or deficit.

#### ii. Depreciation

Depreciation is based on the cost of an asset less its residual value. Significant components of individual assets that have a useful life that is different from the remainder of those assets, are depreciated separately. Depreciation is recognised in surplus or deficit on a diminishing value basis over the estimated useful lives of each component of an item of property, plant and equipment. Leased assets are depreciated over the shorter of the lease term and their useful lives unless it is reasonably certain that the Trust will obtain ownership by the end of the lease term.

Land is not depreciated.

The straight-line method depreciation rates are:

Buildings	0-12%
Leasehold improvements	16.67%
Plant and equipment	10.5-40%
Fixtures and fittings	10.5-25%
Office and Computer equipment	10.5-50%
Motor vehicles	21-36%

Depreciation methods, useful lives, and residual values are reviewed at reporting date and adjusted if appropriate.

#### iii. Impairment

The carrying amounts of the Trust's non-financial assets are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, then the asset's recoverable amount is estimated.

Any impairment losses are recognised in surplus or deficit.



# The Fono Trust

## Accounting policies and notes to the financial statements (Continued)

For the year ended 30 June 2025

### 4.11 Intangible Assets

#### i. Recognition and measurement

Intangible assets are initially measured at cost, except for goodwill, which is measured in accordance with business combination accounting – refer Note 4.2.

All of the Trust's intangible assets are subsequently measured in accordance with the cost model, being cost less accumulated amortisation and impairment, except for goodwill, which is not amortised and instead tested for impairment.

Cost includes expenditure that is directly attributable to the acquisition of the asset.

#### ii. Amortisation

Amortisation of software is recognised in surplus or deficit on a diminishing value basis over its estimated useful life.

The diminishing value amortisation rate is 20% for website and 60% for software.

Amortisation methods, useful lives and residual values are reviewed at each reporting date and adjusted if appropriate.

### 4.12 Borrowing Policy

All borrowing costs are expensed in the period they are incurred.

### 4.13 Changes in Accounting Policies

There have been no changes to the accounting policies during the financial year.

## 5. Operating Revenue

	2025	2024
	Group	Group
	\$	\$
Medical services	6,734,546	6,619,721
Dental Services	1,816,951	1,175,760
Community Services	12,161,012	8,007,083
Mental Health	2,889,881	2,984,609
Vocational Training	2,915,650	2,597,560
Whānau Ora	1,683,634	1,486,167
<b>Total Operating Revenue</b>	<b>28,201,675</b>	<b>22,870,900</b>

The increase in operating revenue from prior year is mainly driven by contract income related to increases in operational activities and development projects, this has equivalent associated costs.

# The Fono Trust

## Accounting policies and notes to the financial statements (Continued)

For the year ended 30 June 2025

## 6. Property, Plant and Equipment

	Land and buildings	WIP	Lease-hold Improve-ment	Plant & Equip-ment	Fix-tures and fittings	Office & Comput-ers	Motor Vehicles	Total
<b>Cost</b>								
Balance as at 1 July 2024	9,050,741	165,073	1,464,174	1,590,609	272,765	1,436,745	1,577,428	15,557,533
Additions	63,000	1,578,292	7,500	97,228	-	64,379	53,503	1,863,902
Disposals	14,348	-	-	-	-	-	213,236	227,584
<b>Balance as at 30 June 2025</b>	<b>9,099,393</b>	<b>1,743,365</b>	<b>1,471,674</b>	<b>1,687,837</b>	<b>272,765</b>	<b>1,501,124</b>	<b>1,417,695</b>	<b>17,193,851</b>

### Accumulated depreciation and impairment losses

	Land and buildings	WIP	Lease-hold Improve-ment	Plant & Equip-ment	Fix-tures and fittings	Office & Comput-ers	Motor Vehicles	Total
Balance as at 1 July 2024	645,309	-	646,900	743,470	192,608	1,143,378	1,081,661	4,453,326
Depreciation	132,214	-	175,779	286,067	18,595	121,764	198,135	932,554
Disposals	8,872	-	-	-	-	-	218,007	226,879
<b>Balance as at 30 June 2025</b>	<b>768,651</b>	<b>-</b>	<b>822,679</b>	<b>1,029,537</b>	<b>211,203</b>	<b>1,265,142</b>	<b>1,061,789</b>	<b>5,159,001</b>

### Carrying amounts

	Land and buildings	WIP	Lease-hold Improve-ment	Plant & Equip-ment	Fix-tures and fittings	Office & Comput-ers	Motor Vehicles	Total
As at 30 June 2024	8,405,432	165,073	817,274	847,139	80,157	293,367	495,767	11,104,207
<b>As at 30 June 2025</b>	<b>8,330,742</b>	<b>1,743,365</b>	<b>648,995</b>	<b>658,300</b>	<b>61,562</b>	<b>235,982</b>	<b>355,906</b>	<b>12,034,850</b>



# The Fono Trust

## Accounting policies and notes to the financial statements (Continued)

For the year ended 30 June 2025

### Work in progress

Building assets in the course of construction total \$1,743,365 (2024: \$165,073). No other classes have assets in the course of construction.

### Security held over items of property plant and equipment

At reporting date land and buildings with a carrying amount of \$2,628,259 (2024: \$2,648,271), are subject to first mortgages to secure bank overdraft facility and unlimited guarantee of existing lease agreement for 92 Ascot Road, Airport (refer to Note 9).

### 7. Intangible Assets

	Software	Total
	\$	\$
<b>Cost</b>		
Balance as at July 2024	552,219	552,219
Additions	295,975	295,975
Disposals	-	-
<b>Balance as at June 2025</b>	<b>848,194</b>	<b>848,194</b>

### Accumulated amortisation and impairment losses

Balance as at July 2024	178,807	178,807
Amortisation	86,153	86,153
Disposals	-	-
<b>Balance as at June 2025</b>	<b>264,960</b>	<b>264,960</b>

### Carrying amounts

As at June 2024	373,412	373,412
<b>As at June 2025</b>	<b>583,234</b>	<b>583,234</b>

### 8. Staff Expenses

	2025	2024
	Group	Group
	\$	\$
Wages and Salaries	17,649,229	15,534,523
Kiwi saver contributions	493,596	530,797
Increase / (decrease) in employment entitlement	10,050	8,419
<b>Total Staff Expenses</b>	<b>18,152,875</b>	<b>16,073,739</b>

# The Fono Trust

## Accounting policies and notes to the financial statements (Continued)

For the year ended 30 June 2025

### 9. Operating Leases

The Trust lease several buildings under operating leases.

The details of the main property leases are as follows:

1. Ground Floor, 33 Wyndham Street, Auckland. This lease has final expiry 31st March 2031 if renewal exercised.
2. Second Floor, 33 Wyndham Street, Auckland. This lease has final expiry 31st March 2031 if renewal exercised.
3. Subsidiary Oceania Career Academy limited leases 92 Ascot Road, Airport. This Lease commenced 1st March 2021. This lease expires 28th February 2029.
4. Level 2, 6 Alderman Drive, Henderson. This Lease expires 31st January 2030.
5. 117 Carbine Road, Mt Wellington. This lease has final expiry 30th April 2034 if renewal exercised.
6. Level 1, 90 Rosedale Road, Rosedale. This lease expires 1st December 2033 if renewal exercised.
7. The future non-cancellable minimum lease payments at reporting date are detailed in the table below:

	2025	2024
	Group	Group
	\$	\$
Within one year	1,140,366	1,013,007
Between two and five years	3,832,081	3,927,028
Greater than five years	1,218,005	1,707,281
<b>Total non-cancellable operating lease payments</b>	<b>6,190,452</b>	<b>6,647,316</b>

### 10. Cash & cash equivalents

	2025	2024
	Group	Group
	\$	\$
Cash on hand and at bank	7,047,901	5,524,701
Business saver accounts	80,760	1,301,094
Whānau Ora account	2,469	284,457
<b>Total cash and cash equivalents</b>	<b>7,131,130</b>	<b>7,110,252</b>

### 11. Trade and Other Receivables

	2025	2024
	Group	Group
	\$	\$
Receivables from exchange transactions	1,541,829	4,520,309
<b>Total Trade Receivables</b>	<b>1,541,829</b>	<b>4,520,309</b>
Other Receivables	46,442	117,291
<b>Total Trade and Other Receivables</b>	<b>1,588,271</b>	<b>4,637,600</b>



# The Fono Trust

## Accounting policies and notes to the financial statements (Continued)

For the year ended 30 June 2025

### 12 Inventories

	2025 Group	2024 Group
	\$	\$
Raw materials	31,451	28,055
Work in progress	-	16,766
Finished goods	27,778	130,286
<b>Total inventories</b>	<b>59,229</b>	<b>175,106</b>

The amount of inventories recognised as an expense during the year was \$0 (2024: \$26,234).

The write-down of inventories held for distribution amounted to be \$0 (2024: \$0). There have been no reversals of write-downs.

### 13. Investments

	2025 Group	2024 Group
	\$	\$
Westpac term deposits > 3 months	13,000,000	6,795,433
<b>Total Short-term Investments</b>	<b>13,000,000</b>	<b>6,795,433</b>

### 14. Trade & Other Payables

	2025 Group	2024 Group
	\$	\$
Trade creditors	528,939	1,109,289
Sundry accruals	1,262,514	871,859
<b>Total trade &amp; other payables</b>	<b>1,791,454</b>	<b>1,981,148</b>

### 15. Income Received in Advance

	2025 Group	2024 Group
	\$	\$
Income in advance	12,086,611	9,173,407
Grant revenue	301,923	583,044
Dental receipts	585,828	454,408
<b>Total Income Received in Advance</b>	<b>12,974,362</b>	<b>10,210,859</b>

Grant revenue relates to grants, donations, legacies, and bequests received to which there are stipulated conditions are attached. Revenue in relation to this balance is recognised as each stipulated condition is satisfied.

# The Fono Trust

## Accounting policies and notes to the financial statements (Continued)

For the year ended 30 June 2025

### 16. Employee Benefits

	2025 Group	2024 Group
	\$	\$
Long service leave	77,008	73,204
Sick pay	107,784	135,155
Holiday pay & accruals	1,336,317	1,117,908
<b>Total Current Position</b>	<b>1,521,109</b>	<b>1,326,267</b>
<b>Total Employee benefits</b>	<b>1,521,109</b>	<b>1,326,267</b>

### 17. Borrowings

There was no borrowing balance at 30 June 2025 (2024: \$0).

### 18. Related Party Transactions

#### Key management personnel remuneration

The Trust classifies its key management personnel (KMP) into two classes:

- Members of the board of trustees and board of directors.
- Senior management team, responsible for reporting to the trustees via the chief executive officer.

Trustees/Directors are paid an annual fee as well as an honorarium for each meeting attended during the period.

Members of the senior management team are engaged as employees of the Trust, on normal employment terms.

The aggregate level of remuneration paid, including Kiwi Saver contributions at 3%, and number of persons (measured in ‘people’ for members of the board of trustees, and ‘full-time equivalents’ (FTEs) for the senior management team) in each class of key management personnel is presented below:

#### Related party transactions

		2025 Group		2024 Group
		\$		\$
Key management personnel	Remuneration	FTE	Remuneration	FTE
Trustees	\$147,137	17	\$130,769	17
Senior management team	\$1,750,582	6	\$1,774,758	6
<b>Total key management personnel remuneration</b>	<b>\$1,897,719</b>	<b>23</b>	<b>\$1,905,527</b>	<b>23</b>

#### Related parties transactions

The Fono Trust is a not-for-profit entity with a wide range of transactions involving government agencies and other entities. All transactions are conducted on terms and conditions no more or less favourable than those which it is reasonable to expect the Fono would have adopted if dealing with that entity or service providers at arm’s length in the same circumstances. Whenever there may be actual or perceived conflict of interest, alternative management persons, usually with consultant advice, assume decision-making to ensure clarity. This process applied to the transactions below.



# The Fono Trust

Accounting policies and notes to the financial statements (Continued)  
For the year ended 30 June 2025

KMP	Relationship	Related party	Type	2025	2024
				Group \$	Group \$
Trustees	Community leader or member	Community organisations	Purchase of community engagement ethnic specific services	10,540	2,813
CEO	Board director	Moana Pasifika Limited	Purchase of community partnership services for Pacific youth health education and training	-	148,801
CEO	Trustee	Family Action	Purchase of rental space	-	3,840
CFO	Non-executive director	JKCA	Purchase of ERP system implementation service	-	128,250
CEO & COO	Non-executive director	Pro Care	Purchase of specialist clinical and support services	14,548	46,566
CEO & COO	Non-executive director	Pro Care	Income for specialist clinical and support services	616,053	784,080

Some close family members of key management personnel were employees and patients (Medical and Dental) of The Fono.

Intra-group Transactions

The Trusts has received advances from and (made advances to) its subsidiaries. These eliminate on consolidations.

Intra-group Transactions	2025	2024
	Group \$	Group \$
Fono Nesian Services Ltd	1,289,000	1,289,000
Pasifika Horizon Partnership	258,340	258,067
Oceania Career Academy Ltd	(190,000)	900,100
	1,357,340	2,447,167

# The Fono Trust

Accounting policies and notes to the financial statements (Continued)  
For the year ended 30 June 2025

19. Reconciliation of Cash flows from Operating Activities

	2025 Group \$	2024 Group \$
Net Surplus	719,584	2,421,111
Add back: Depreciation and amortisation	1,018,707	978,920
Less: Interest income	45,641	212,430
Net movement in Working Capital	1,783,932	3,612,461
(Increase) decrease in trade receivables	3,296,426	(1,265,398)
(Increase) decrease in other receivables	70,849	(14,188)
(Increase) decrease in inventory	115,877	571,985
Increase (decrease) in trade and other payables	(189,694)	(375,382)
Increase (decrease) in income in advance	2,763,503	(2,149,063)
Increase (decrease) in employee benefits	194,842	106,622
Cash flow from operating activities	8,035,734	487,039

20. Categories of financial assets and liabilities

	2025 Group \$	2024 Group \$
Financial assets measured at amortised cost		
Cash and cash equivalents	7,131,130	7,110,252
Trade and other receivables	1,588,271	4,637,600
Short-term investments	13,000,000	6,795,433
Financial assets measured at fair value through other comprehensive income		
Investments	12,000	12,000
	21,731,401	18,555,285
Financial liabilities measure at amortised cost		
Trade and other payables	1,791,454	1,981,148
Employee	1,521,109	1,326,267
Other Liabilities		
Income in advance	12,974,362	10,210,859
	16,286,925	13,518,274



# The Fono Trust

## Accounting policies and notes to the financial statements (Continued)

For the year ended 30 June 2025

The Trust’s Cash Reserve policy requires it to maintain an emergency reserve equivalent to a minimum of three months of core operational expenses. This fund will be used to address unforeseen emergencies such as sudden drops in funding, the need for immediate repairs or replacements, or unexpected operational costs.

### 21. Financial instrument risk

The Trust is exposed to various risks in the course of its business, they are:

**i. Interest rate risk**

Fair value interest rate risk is the risk that the value of a financial instrument will fluctuate due to changes in market interest rates. The Trust’s exposure to fair value interest rate risk is limited to its short-term deposits which are held at fixed rates of interest. The Trust does not actively manage its exposure to fair value interest rate risk.

**ii. Liquidity risk**

Liquidity risk is the risk that the Trust will be unable to meet its financial obligations as they fall due. The Trust’s approach to managing liquidity is to ensure that it will always have sufficient liquidity to meet its liabilities when they fall due, under both normal and abnormal circumstances, without incurring significant losses.

**iii. Credit risk**

Credit risk is the risk of failure of a debtor or counterparty to honour its contractual obligations resulting in financial loss to the Trust. The Trust incurs credit loss on its trade debtors and other receivables and amounts on deposit. All cash and short-term investments are held at reputable banks with high quality external credit risk ratings [AA-] hence the risk is considered negligible. Credit exposure on trade debtors and other receivables is not materially concentrated in any one counterparty.

The Trust’s risk management policy is to ensure they can continue to adhere to their objectives in the long term in providing comprehensive, quality primary healthcare to enhance the health and wellbeing of Pacific individuals, families and communities within New Zealand.

The Trust does not actively engage in trading of financial assets for speculative purposes.

There were no material changes in the trust’s risk exposure and risk management objectives and policies during the reporting period.

The Trust is impacted mainly by credit risk and liquidity risk in relation to financial instruments with maximum exposure to credit risk which is limited to the carrying amount of financial assets recognised at the reporting date as follows:

Classes of financial assets	2025 Group \$	2024 Group \$
Carrying amounts		
Cash and cash equivalents	7,131,130	7,110,252
Receivables from exchange transactions	1,541,829	4,520,309
Short-term investments	13,000,000	6,795,433
	21,672,959	18,425,994

# The Fono Trust

## Accounting policies and notes to the financial statements (Continued)

For the year ended 30 June 2025

No receivables from exchange or non-exchange transactions are required to be impaired. The trustees have assessed that none of the above financial assets are impaired for each of the reporting periods under review and are of good credit quality. The carrying amounts disclosed above are the trust’s maximum possible credit risk exposure in relation to these instruments.

The trust’s policy is to deal only with creditworthy counterparts. No collateral is held by the trust in respect of its exposure to credit risk.

**Liquidity Risk Analysis**

Liquidity risk is the risk that the trust might not be able to meet its obligations. The trust manages its liquidity needs by monitoring forecast cash inflow and outflows due in day-to-day operations. The data used for analysis of these cash flows is consistent with those used in the contractual maturity analysis below. Liquidity needs are monitored on a monthly basis projected for the next 3 years.

The trust’s objective is to maintain sufficient cash and marketable securities to meet its liquidity requirements for 3 months at a minimum. This objective was met for the reporting period.

The trust considers expected cash flows from financial assets in assessing and managing liquidity risk, in particular its cash resources, receivables and short-term deposits.

The trust’s existing cash resources (including short-term deposits) significantly exceed the current cash flow requirements.

### 22. Contingent liabilities

There are no contingent liabilities at 30 June 2025 (2024: \$0).

**2025: Guarantees issued by Westpac New Zealand Limited on behalf of the Trust**

As at 30 June 2025, Westpac New Zealand Limited has issued guarantees totalling \$347,625 on behalf of The Fono Trust in respect of rental bonds. These guarantees are contingent liabilities; no amounts have been recognised in the financial statements as the likelihood of default is considered remote.

### 23. Events after the balance date

The trustees are not aware of any events subsequent to the balance date and prior to adopting these statements that require disclosure.



# Statement of service performance

For the year ended 30 June 2025

This Statement of Service Performance is prepared for The Fono Trust (“The Trust”) for the year ended 30 June 2025. This statement was authorised by the Board of Trustees on 3 November 2025. The Statement of Service Performance has been prepared in accordance with Tier 1 PBE financial reporting standards, which have been applied consistently throughout the period and complies with New Zealand Generally Accepted Accounting Practice (NZ GAAP).

## Who we are and why we exist?

The Trust is a charitable trust dedicated to providing a comprehensive and coordinated wellbeing model of care for Pasifika and high needs people across Auckland and into Northland, from nine locations. The integrated services (branded “FonoCare”) include Primary Health, Mental Health, Dental, Public Health, Social Services, Whānau Ora and Vocational Training.

## Our purpose

We are built on a *culture of caring*. This is expressed in the improvements we want to see in the lives of our people, and also in our approach on the ground to ensure that everyone we work with feels respected and supported. This *culture of caring* is combined with the drive to be a force for equity. The core outcomes are reducing inequalities in outcomes for Pasifika and providing enhanced access to comprehensive wellbeing services and advice. Our services are delivered with a cultural awareness of the special identities within our Pacific communities to empower them with knowledge and resources to take greater control.

## Vision

Well, safe, vibrant and informed communities.

## Mission

To improve equity and wellbeing for the people and communities we serve.

## Who we support

The Trust has many stakeholders which include:

- Communities, families and individuals we support through our services
- Our funding providers
- Our Board of Trustees and employees

Our support services take various forms and include:

- Our FonoCare model as outlined above and on our website – [www.thefono.org](http://www.thefono.org)
- An inclusive and diverse workplace
- Opportunities to collaborate with Partners to achieve our shared goals (as jointly agreed to support specific communities’ interests) through the development and implementation of support programs
- Timely and transparent reporting to stakeholders on the use of our funds and the impact the contribution to wellbeing achieves for our service users



## How we generate income

We operate with funding provided by central government, local government, philanthropic grants and through patient user fee charges.

## Key judgements

In developing the statement of service performance information for the period ending 30 June 2025, The Trust’s management have made key judgements regarding the information to be presented.

The key judgements include:

- An evaluation of what information is most appropriate and meaningful to users and stakeholders when assessing performance against the Trust’s purpose and objectives.
- Providing an appropriate balance between comprehensive information on the Trust’s service performance and avoiding information overload. Ensuring the report is concise and focused.

- Consistent presentation and disclosure of performance information, to facilitate meaningful comparisons over time – allowing users to evaluate changes and trends in service performance effectively.

To enhance transparency, disclosure of relevant assumptions, estimates and limitations have been included within the report.

The service performance information should be read in conjunction with our Strategic Plan 2023 – 2026, and our activity reports in the Annual Report.

## Our objectives and how we measure them

We use four strategic pillars to guide our actions and achieve our vision (our objectives). They provide a clear framework for evaluating our service performance and tracking against our goals.



# Statement of service performance

For the year ended 30 June 2025

## 1 **Become the preferred provider for Pacific**

A goal to grow enrolment across current services while looking for opportunity in new areas, with the long-term goal to become a national and Pacific based organisation.

Grow services to meet additional wellbeing outcomes aligned with Treasury's Wellbeing Framework.

Convert Pacific that are currently using mainstream services to switch to Pacific services delivered by The Fono.

## 2 **Increase influence and impact**

Gain additional funding to complete research work. Create notable impact across Government and have an influence in policy creation for Pacific.

Form and build strong partnerships with stakeholders across Government, community groups and leaders.

We will utilise data to demonstrate impact and increase influence to get the right messaging to the right people.

## 3 **Become the preferred provider for funders and stakeholders**

Be the agency and organisation of choice for delivery of services in our specialised areas.

Be known for being a modern organisation with reliable delivery of outcomes that are tracked and measured.

## 4 **People, People, People**

Our people are happy, driven, passionate, professional and committed to delivering the very best of value to our stakeholders.

To position The Fono within our sector as an employer of choice.

Ensuring that we have the right people, in the right roles at the right time.





# Statement of service performance

For the year ended 30 June 2025

## 1. Become the preferred provider for the Pacific

Performance measure	2025	2024
Number of enrolled general practice patients	14,108	13,979
Number of enrolled general practice Pacific patients	7,608	7,338
Number of medical consultations by General practitioners and Registered Nurses	36,333	38,596
Number of dental patients seen	8,385	5,600
Number of Healthy Minds (mental health/wellbeing) consultations	11,727	7,303
Number of service locations operating in New Zealand	9	9
Percentage of medical patients satisfied with the quality of the treatment/care received	62%	62%

## 2. Increase influence and impact

Performance measure	2025	2024
Number of research projects that the Trust has substantially contributed to	9	9
Number of incorporated community groups with which the Trust has specific partnerships through its community outreach work	60	51
Education and training qualification completion rates	76%	65%
Number of seats held by the Executive Leadership Team on government boards and committees	19	18
Number of community outreach health preventative care events	2,606	1,031
Percentage of medical patients satisfied with the quality of the treatment/care received	62%	62%

## 3. Become the preferred provider for funders and stakeholders

Performance measure	2025	2024
Number of development projects which have been funded out of development funding	9	9
Number of NZQA approved programmes and programme changes	7	8

## 4. People, People, People

Performance measure	2025	2024
Funds applied to staff development and training	\$244,641	\$231,802
Number of training or study programmes equivalent to New Zealand Qualification Accreditation standards completed by staff	38	42
Percentage of staff that are happy in their role	74%	70%





## INDEPENDENT AUDITOR'S REPORT

### To the Trustees of The Group

#### Opinion

We have audited the Consolidated Financial Statements of The Fono Group Trust and its subsidiaries (the Group) which comprise, the Consolidated Statement of Service Performance, Consolidated Statement of Financial Position as at 30 June 2025, and the Consolidated Statement of Comprehensive Revenue and Expenses, Consolidated Statement of Changes in Equity and Consolidated Statement of Cash Flows for the year then ended, and Notes to the Consolidated Financial Statements, including a summary of significant accounting policies.

In our opinion, the accompanying Consolidated Financial Statements present fairly, in all material respects:

- the service performance for the year ended 30 June 2025, in that the service performance information is appropriate and meaningful and prepared in accordance with the entity's measurement bases or evaluation methods;
- the financial position of the Group as at 30 June 2025, and its financial performance, and cash flows for the year then ended, in accordance with Public Benefit Entity Standards issued by the New Zealand Accounting Standards Board (Tier 1 (PBE)).

#### Basis for Opinion

We conducted our audit of the Consolidated Statement of Comprehensive Revenue and Expenses, Consolidated Statement of Financial Position, Consolidated Statement of Cash Flows, Statement of Accounting Policies and Notes to the Consolidated Financial Statements in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)), and the audit of the Entity Information and Statement of Service Performance in accordance with New Zealand Auditing Standard (NZ AS1 (Revised) '*The Audit of Service Performance Information (NZ)*').

Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements section of our report. We are independent of the Group in accordance with Professional and Ethical Standard 1 'International Code of Ethics for Assurance Practitioners (including International Independence Standards) (New Zealand) issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than in our capacity as auditor we have no relationship with, or interests in, The Group.

#### Information Other than the Financial Statements and Auditor's Report Thereon

The trustees are responsible for the other information. The other information obtained at the date of this auditor's report such as the Chair's Report and the CEO's Report but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of audit opinion or assurance conclusion thereon. In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Trustees' Responsibility for the Consolidated Financial Statements

The Trustees are responsible on behalf of the entity for such internal control as the Trustees determine is necessary to enable the preparation of Consolidated Financial Statements that are free from material misstatement, whether due to fraud or error.

- (a) the selection of elements/aspects of service performance, performance measures and/or descriptions and measurement bases or evaluation methods that present service performance information that is appropriate and meaningful in accordance with Tier 1 PBE;
- (b) the preparation and fair presentation of the Consolidated Financial Statements which comprise:

- the Consolidated Statement of Service Performance; and
- the Consolidated Statement of Comprehensive Revenue and Expenses, Consolidated Statement of Financial Position, Consolidated Statement of Cash Flows, Statement of Accounting Policies and Notes to the Consolidated Financial Statements in accordance with Tier 1 PBE, and

- (c) for such internal control as the Trustees determine is necessary to enable the preparation of Consolidated Financial Statements that are free from material misstatement, whether due to fraud or error.

In preparing the Consolidated Financial Statements, the Trustees are responsible on behalf of the entity for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

## Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the Consolidated Financial Statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance ISAs and NZ AS1(Revised) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of these Consolidated Financial Statements.

A further description of the auditor's responsibilities for the audit of the Consolidated Financial Statements is located at the XRB's website at [www.xrb.govt.nz/standards-for-assurance-practitioners/auditors-responsibilities/audit-report-8/](http://www.xrb.govt.nz/standards-for-assurance-practitioners/auditors-responsibilities/audit-report-8/).

*Forbes*

Forbes Audit and Accounting Limited

Auckland

14 November 2025



# Get in touch

To talanoa with our team or learn more about our services.

Phone: **0800FONO4U (366 648)**

Email: **customerservice@thefono.org**

## Follow us for updates and community news

Visit us at:



**the.fono.org**



**Facebook**  
**@the.fono**



**Instagram**  
**@the.fono**



**LinkedIn**  
**the-fono**



**YouTube**  
**@the-fono**







**the  
fono**  
caring is our culture

**0800 FONO4U (366 648)**  
**thefono.org**