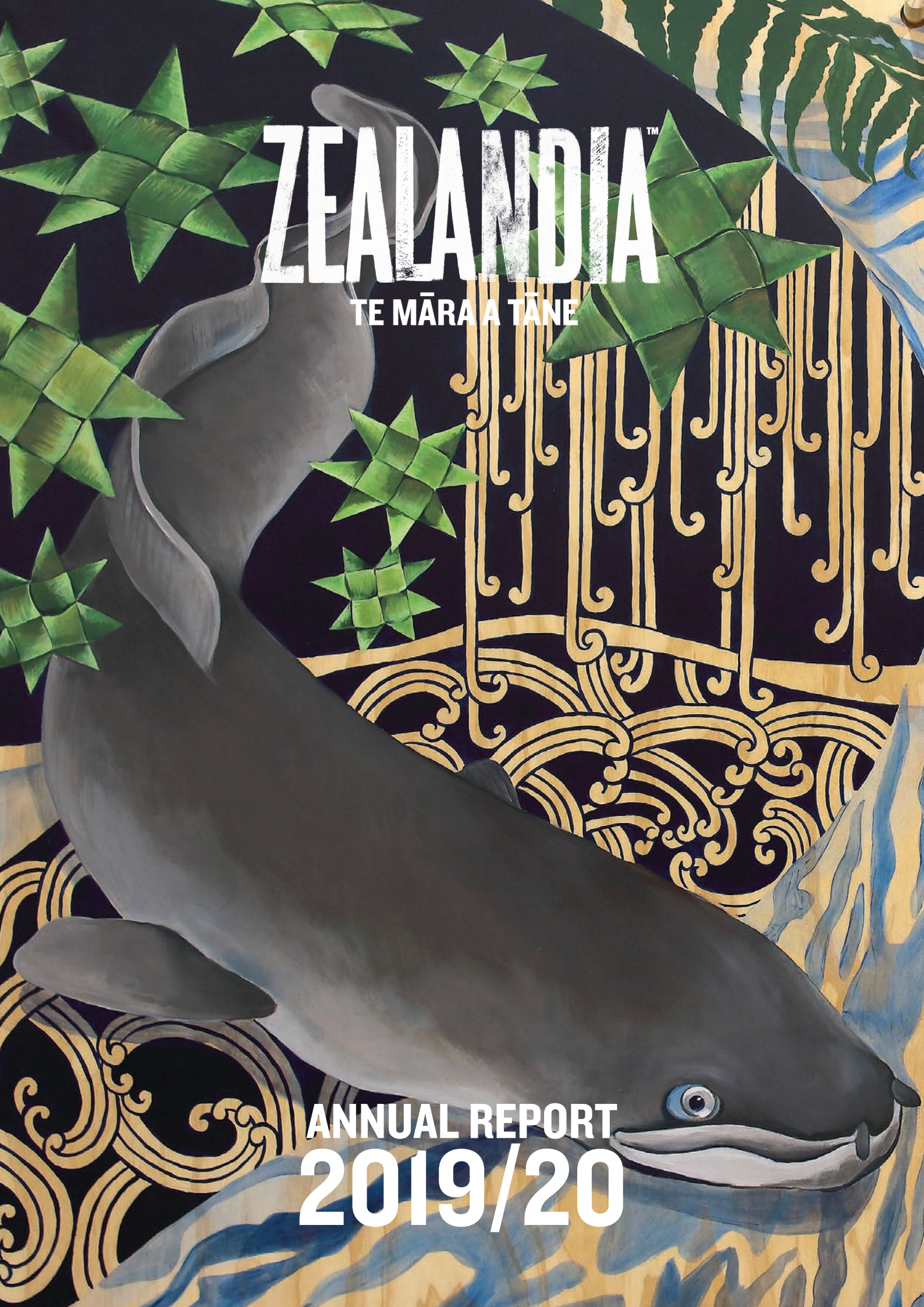


The cover art features a large, grey whale swimming in blue water, set against a background of stylized green ferns and a dark blue field with intricate yellow Maori kōwhiri patterns. The title 'ZEALANDIA' is prominently displayed in white, distressed capital letters at the top, with 'TE MĀRA A TĀNE' in smaller white capital letters below it. At the bottom, 'ANNUAL REPORT' and '2019/2020' are written in white capital letters.

ZEALANDIA™

TE MĀRA A TĀNE

ANNUAL REPORT
2019/2020

Introduction

Welcome to the Karori Sanctuary Trust's Annual Report for the financial year ending 30 June 2020. This report meets our reporting requirements for Wellington City Council and uses an integrated reporting format.



ZEALANDIA's 20-year strategy, **Living with Nature - Tiaki Taiao, Tiaki Tangata**, describes four strategic themes that guide and inform all we do. We are:

- A place that treasures
- A place that engages
- A place for learning
- A place that empowers

In this report we recognise that everything we do has positive impacts across a range of areas. In this light, we have chosen to tell the ZEALANDIA story as related to our strategic themes through the lens of the Integrated Reporting (<IR>) Framework. In this report, we review our contribution through four key <IR> areas, termed capitals: social, environmental, financial and human.

As set out in the international <IR> framework, an integrated report is a concise communication about how an organisation's strategy, governance, performance and prospects, in the context of its external environment, lead to the creation of value in the short, medium and long term. The framework enables an organisation to best tell its value creation story and impact across its capitals.

This annual report was project managed by Matthew Valentine, Manager Corporate Services; content was provided by the ZEALANDIA team; and layout design by volunteer, Caroline Cameron, and design foundations by Capiche Design.

Cover and inside photo: Te Kāhui o Waitī mural painted by Margaret Tolland for ZEALANDIA's education foyer. Photo credit: Melissa Boardman.

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Our Place In Transformation:

HE WĀHI AHUREI

Roto Kawau (Lower Lake) at ZEALANDIA. Photo credit: Melissa Boardman.

Tēnā koutou.

As we write this foreword to our 2019/20 annual report much of the world is still to emerge from the immediate health impacts of the COVID-19 pandemic. The economic consequences are also being realised and will likely be felt for a long time to come.

In this context, it has been a year of two parts.

It started with Time magazine naming ZEALANDIA as one of the world's 100 greatest places in 2019; an accolade that is testament to the hard work and support of numerous people over many years. Further recognition was achieved during the year as we were finalists in the Mitre 10 Community Award section of the New Zealander of the Year Awards and received the silver award for our 2018/19 annual report from the Australasian Reporting Awards.

Our transformational agenda has remained at the forefront of our work and this year saw continued and significant progress in all areas.

Our conservation activity included the final stages of preparation for the removal of perch from Roto Kawau (the lower lake), and the reinvigoration of the restoration of our wetlands within the sanctuary (page 24); these are projects generously supported by the Holdsworth Charitable Trust and the Wellington City Community Trust. Downstream, we continued our leadership role in the Sanctuary to Sea project (page 23), and translocated nearly 60 tuna (both short and long-fin eels) from the sanctuary to the lower reaches of the Kaiwharawhara catchment, enabling them to complete their lifecycle by having access to the sea. The tītīpounamu which were translocated into the sanctuary in 2019 had a stellar breeding season, with 44 fledglings sighted (page 26), and our weed team has continued its great work in removing sycamore trees from the sanctuary.



Summer in the Sanctuary event held at ZEALANDIA.
Photo credit: ZEALANDIA.

Up to the end of March 2020, visitor numbers were exceeding those for the same period last year and many more of our international visitors were choosing to take guided tours, adding to the quality of their experience at ZEALANDIA. To accommodate demand, we increased day tours to up to 13 times per day as well as our scheduled cruise ship and night tours.

The rapid spread of COVID-19 around the world, and the subsequent closure of borders and lockdown across New Zealand has thrust everyone into an entirely different world. Approximately 40% of our visitors (excluding members) are international tourists and the closure of the borders has had an immediate and dramatic impact on visitor numbers, tour product take-up and, of course, revenues.

On re-opening the sanctuary in mid-May, we provided free entry to the sanctuary through to and beyond the end of the financial year, in partnership with Wellington City Council. This initiative attracted over 34,000 visitors and saw a significant boost to our membership numbers which stood at over 14,000 by the end of June. The obvious delight of local visitors was very evident and for many people it was their first exploration of what ZEALANDIA has to offer.

In response to the significant impact the pandemic has had on our revenue, we launched a Givealittle campaign in late May. We remain humbled by the overwhelming generosity of so many people – your support is highly valued and greatly appreciated.

We have also been the recipient of a considerable donation from the Terawhiti Trust which has been placed in a scholarships fund for researchers in our Centre for People and Nature (see page 16). We are extremely grateful to the Trust for this significant gift.

Despite the extraordinarily difficult operating environment experienced in the closing months of the financial year, we have finished the year with a strong balance sheet and a clear plan for tackling the challenges of 2020/21. We have no doubt that one of the hallmarks of the new financial year will be continued uncertainty around international travel and tourism.

As we adjust to this new operating environment we will continue our focus on facilitating transformation. We will seek to attract and engage with more New Zealanders as we all spend more time exploring our own backyards. We will continue our work at a national scale with predator free work, the National Science Challenge, and a broad portfolio of world-leading research (see page 21), and we will, of course, continue the transformation of Te Māra a Tāne, notably with the completion of the perch removal from Roto Kawanu.

None of our work or the significant impacts we are achieving would be possible without the support of our visitors, volunteers, members, donors, researchers, staff, Board, Guardians and partner organisations. There are far too many to mention them all here but we would like to acknowledge our Te Tiriti partners, Taranaki Whānui ki te Upoko o te Ika and Ngāti Toa Rangitira. We also acknowledge Wellington City Council as our principal partner, and everyone who has so generously supported us through donations over the past few months.

Ehara taku toa i te toa takitahi, engari kē he toa takitini



Paul Atkins
Chief Executive



Phillip Meyer
Chair

The Year in Review

Named by **TIME Magazine** as one of the World's Top **100** Greatest Places of 2019 recognising the extraordinary transformative impact we have achieved through restoration of native ecosystems.

We continued our mission to restore the Wellington native bird life with **44** tītipounamu/rifleman fledglings recorded at ZEALANDIA this year.

We translocated nearly **60** tuna/eels from the sanctuary to the lower reaches of Kaiwharawhara catchment enabling them to complete their lifecycle by having access to the sea.

With the generous support of Wellington City Council, we opened ZEALANDIA free to the public post lockdown and provided a nature-rich experience for **34,960** visitors.

Over **400** volunteers continued to form an important part of our community and **88%** were satisfied/very satisfied with their experience at ZEALANDIA.

We inspired and engaged a record **143,367** people with their visit to ZEALANDIA.

We remain a financially sustainable enterprise by delivering a **5th** consecutive net operating surplus and will continue to manage our finances carefully to respond to the continued economic uncertainty.

We continue to demonstrate environmental best practice by being Toitū carbonzero certified for the **5th** consecutive year.

We made significant progress on improving our native canopy by completing the final stages of our adult sycamore tree control.

We recruited over **3,000** new members to support our goal of transforming how we live with nature.

Creating Value – The impact of our integrated reporting capitals across the United Nations Sustainable Development Goals

- Building our organisation's capacity to drive transformation.
- Contribute to economic growth for Wellington.



Sustain our financial health

Contribute to economic growth

Financial Capital

Our assets needed to provide goods or services, as measured in terms of money value

- Being a hub where people of all ages can learn, create and share new knowledge.
- Equipping people with experience and skills for a nature-rich future.



Contribute to lifelong learning

Promote health & safety

Staff & volunteer development

Human Capital

The collective skills, knowledge and talents of individuals combining to create value

Involve multiple stakeholders

Social Capital

We are committed to all our people and the impact we are able to achieve together

Inspire societal changes

- Creating inspiring, accessible experiences of nature and sparking change by leading through example.
- Forming strong and enduring partnerships based on shared goals.



Environmental Capital

The sanctuary, its biodiversity, and the ever widening environmental gains being made.

Restore the sanctuary ecosystem

Expand biodiversity of Wellington

Improve environmental awareness

Reduce our carbon emissions

- Restoring Te Māra Tāne and extending its halo of biodiversity.
- Transforming how we value and live with nature.



ZEALANDIA™
TE MĀRA A TĀNE

Awarded one of the
World's **Top 100** Greatest
Places 2019 by TIME

www.visitzealandia.com

Awards and Celebrations

ZEALANDIA was named by TIME Magazine as one of the World's 100 Greatest Places of 2019, an accolade that recognises the extraordinary transformative impact we have been able to achieve through the hard work and support of a whole community - our staff, volunteers, members, supporters, Board and Guardians. ZEALANDIA has been pivotal in demonstrating that whole cities can be transformed through the reintroduction and protection of native wildlife. Environmental change that leads to significantly positive social, economic and wellbeing changes supports our vision and shows what can be accomplished together.

In January, ZEALANDIA was honoured to be nominated as one of the finalists in the Mitre 10 Community of the Year category in the New Zealander of the Year Awards for 2020. Our nomination recognises the significant contribution the ZEALANDIA team has made to the economic, social and environmental health of the Wellington region. This nomination follows our semi-finalist position achieved both in 2018 and 2019.

Our 2018/19 annual report received a Silver Award at the 2020 Australasian Reporting Awards (ARA). The ARA Awards recognise quality impactful reporting and provide an opportunity for ZEALANDIA to benchmark our annual report against the world's best practice criteria. This is the third consecutive year that we have received such recognition.



Future Action



Aerial view of our sanctuary - Te Māra a Tāne. Photo credit: Rob Suisted.

We will continue to adjust to the impact of the spread of COVID-19 around the world. The closure of the borders has had an immediate and dramatic impact on visitor numbers, tours uptake and, of course, revenues. ZEALANDIA's tours are now being reoriented towards the domestic market to fill the gap left by our international and cruise-ship visitors. We are applying for funding through government funds available for tourism assets and wildlife management and will continue to seek support for our education and conservation offerings.

We will continue our focus on facilitating transformation by engaging with more New Zealanders. We are building on the positive response from Wellingtonians who noticed their incredible backyard wildlife during the lockdown, and the unprecedented visitation we experienced following our reopening.

The growth of the Centre for People and Nature will continue, with an injection of new energy in the appointment of ZEALANDIA's first Postdoctoral Fellow, Chris Woolley. Chris will help progress

research within the sanctuary as well as key projects focused on the relationship between people and nature.

While the restoration of Roto Kawau (the lower lake) was unable to go ahead in 2020 due to the COVID-19 lockdown, the planning has been done and we are ready to start the process again in autumn 2021. Some of the major activities that have already taken place include gaining necessary permits and consents, as well as relocating nearly 60 tuna/eels further downstream.

In 2020/21 we will continue our pine management. The number of pine trees at ZEALANDIA is large, and now the sanctuary is also home to a host of rare and endangered wildlife, their removal must be undertaken with the utmost care. There are known trees that require removal in the short term to reduce health and safety risks, and others that require removal for restoration reasons. Those in the latter category will be removed over decades due to the sensitive nature of the forest.

Social Capital

Social capital is a shared set of values that enable people to work together effectively to achieve a common purpose.

Personal relationships and networks of people all contribute to the success of ZEALANDIA.

Our work in this area is underpinned by our organisational values of:

- Manaakitanga: We welcome all, share our love of nature with enthusiasm and generosity, and value our supporters.
- Hāporitanga: We call on and value active input from all parts of the community.
- Mātauranga: We wisely develop and use our understanding of people and our natural world.
- Kotahitanga: We work in a collaborative movement of communities and organisations, sharing our experiences, and valuing others' insights.



Founding member, Ethne Wynham-Smith. Photo credit: Chris Gee.

Embracing mātauranga Māori



The annual Te Reo Māori parade in Wellington. Photo credit: ZEALANDIA.

Our ongoing commitment to Te Tiriti o Waitangi, and the growth of our foundation in te ao Māori, was further solidified this year through new activities across the organisation designed to increase our long-term confidence, capability and capacity. Our rangers' work as members of Te tini o Hākuturi, a Taranaki Whānui group, has seen the establishment of cultural health monitoring in the Kaiwharawhara, and multiple requests for workshops and to lead various wai kaitiakitanga kaupapa.

Matariki

We held our first Matariki celebrations for both our team and our visitors in July 2019, which included star-themed family activities, bilingual storytelling, and an extremely popular night sky session with the Wellington Astronomical Society.

Te Wiki o Te Reo Māori

During Te Wiki o Te Reo Māori (Māori Language Week) we hosted a wide range of activities to build knowledge, understanding and appreciation of te reo Māori. We took part in the annual parade through Wellington and attended Victoria University's Toitū te Ao festival day, as well as delivering staff and volunteer language-building workshops throughout the week.

We marked the end of the week with the launch of our first bilingual storytelling signage - the new botanical trail introducing the plants of the sanctuary. We worked closely with mana whenua on the content and translation, building and strengthening our relationship with Taranaki Whānui. This signage was launched during Te Wiki o Te Reo Māori with a dawn walk and unveiling.

Our volunteers and members

Our volunteers

Our volunteer programme continues to flourish, with over 400 volunteers supporting our work. Our volunteers span a range of ages and backgrounds. Many bring skills and experience to their roles and gladly share their expertise with staff and other volunteers. Others learn new skills and knowledge which they will carry with them into the future.

Our 2020 volunteer survey showed that levels of satisfaction continue to increase, with 88% of volunteers who participated saying they are satisfied/very satisfied with their volunteer experience. Levels of loyalty also continue to increase, with 87% of volunteers surveyed saying they would recommend volunteering at ZEALANDIA to others. Volunteering provides an important way to give back, to do something meaningful as an individual while contributing to the ongoing growth and evolution of our organisation.

ZEALANDIA's annual volunteer appreciation evening, held in August 2019, was well attended, with over 100 volunteers enjoying the opportunity to gather and celebrate. This was also an enjoyable occasion for staff, as it provided a formal opportunity to show their appreciation. We acknowledged the contribution of volunteers through the presentation of our annual volunteer awards.



Faye Schaef Award recipient Linton Miller.
Photo credit: Judi Lapsley Miller.

The 2019 recipient of our highest volunteer accolade, the Faye Schaef Award, was Linton Miller. This award is presented in remembrance of Faye, a long-standing volunteer, and acknowledges the contribution of a volunteer who embodies Faye's many qualities, including kindness, generosity and dedication.

Linton is a long-term volunteer who has been involved in many different projects across all sanctuary operations. He is patient and kind to humans and wildlife alike and always goes above and beyond the call of duty. He is known for his quiet, unassuming nature and dedication, and is always friendly, approachable and generous with his time and knowledge.



Volunteer, Judy Mikoz. Photo credit: ZEALANDIA.

"I have been volunteering as a project advisor in the finance team since March 2019 working on a wide range of projects in finance, contract management, pricing, and mentoring. Volunteering at ZEALANDIA has given me the opportunity to contribute in the areas where my skills and experience are suited and valued. ZEALANDIA is a great place to volunteer and I enjoy the collaborative work I've done with a wide range of teams. Long may it continue!"

- Volunteer, Judy Mikoz

Our members

ZEALANDIA's membership programme provides a unique opportunity for Wellingtonians and people all around the world to become part of our journey to transform how we live with nature. Members can visit ZEALANDIA for free to experience conservation activities and learn about the activities we undertake to conserve our taonga through our regular newsletters.

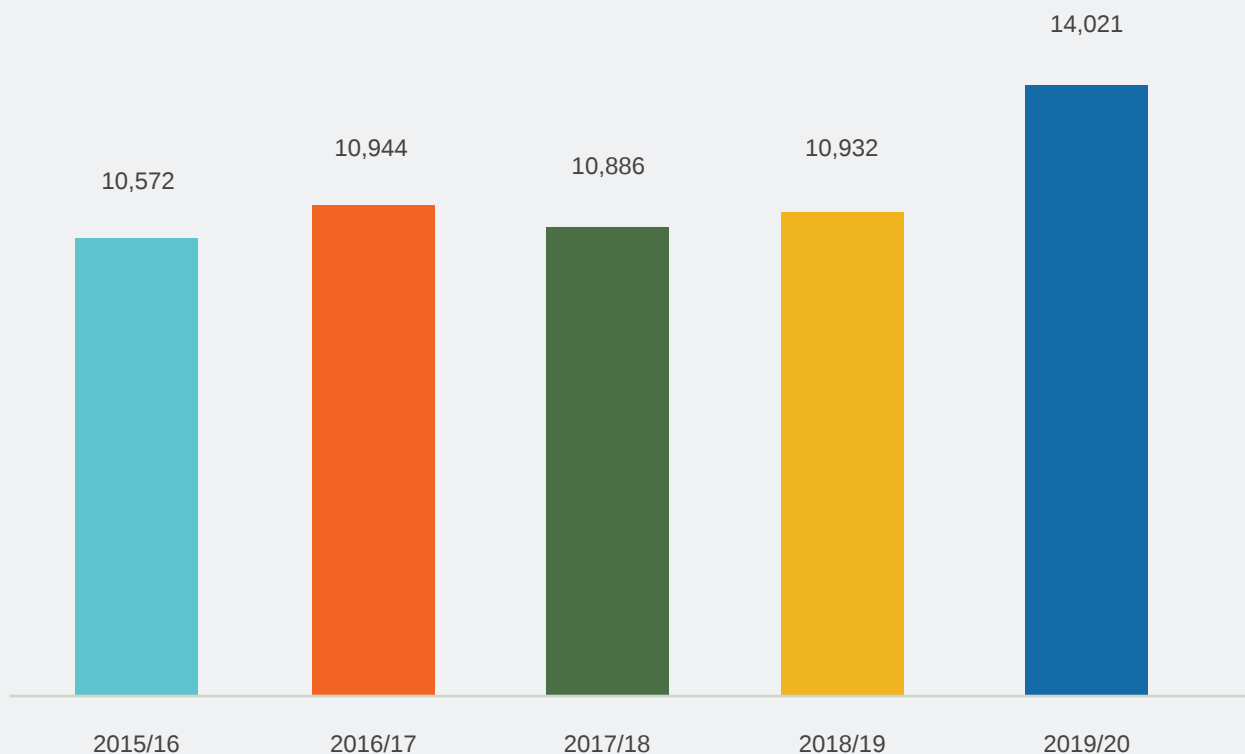
This year we welcomed more than 3,000 new members. Two initiatives during the year helped achieve this outstanding growth in membership:

- We encouraged guests on our day and night tours to continue to support ZEALANDIA after their visit by becoming a member. This successful initiative added approximately 1,000 new members who are largely overseas based.
- We sold 1,700 special offer memberships to ZEALANDIA visitors who visited for free following the reopening of ZEALANDIA at the end of the COVID-19 pandemic lockdown.

This year there were over 26,000 member visits, up 8% on last year. One of the benefits of the membership programme is to share the conservation experience at ZEALANDIA with friends and relatives. This year members introduced over 6,000 new friends or relatives to ZEALANDIA.

On the 14th and 15th May 2020, ZEALANDIA reopened exclusively to members and guests, following the closure of the sanctuary due to the COVID-19 pandemic. These two days were very popular, with 722 members and 420 members' friends and relatives visiting.

ZEALANDIA's members



Our support partners, sponsors and donors

“I am delighted to have signed this MoU which underscores the importance of our relationship with the Zoo and the value we are adding, together, to our city. ZEALANDIA has worked closely with the Zoo over many years and we continue to strengthen all aspects of the relationship, ranging from animal welfare through to joint projects in conservation and visitor engagement.”

- Paul Atkins, ZEALANDIA Chief Executive



Daniel Warsaw (left), Wellington Zoo Acting General Manager Animal Care and Science and Paul Atkins, ZEALANDIA Chief Executive after signing the MoU. Photo credit: Wellington Zoo.

Our continuing close partnership with Wellington City Council (WCC) is crucial to our ongoing financial sustainability as we adjust to this new operating environment and continue with our contribution to making Wellington a nature-rich and liveable region. WCC provides financial support through an annual grant that in 2019/20 represented 14% of our overall revenue.

As part of our ongoing commitment to working together for Wellington’s wildlife, ZEALANDIA and Wellington Zoo signed a Memorandum of Understanding (MoU) in 2019. With the signing of the MoU, Wellington Zoo will continue to treat native wildlife patients from ZEALANDIA at The Nest Te Kōhanga.

The Zoo will also offer support for veterinary health checks and wildlife disease screenings on-site at ZEALANDIA. The relationship may also lead to joint research projects, funding opportunities and further professional advice and support.

In June, we were delighted to receive a significant donation from the Terawhiti Trust. The Trust’s generous gift will fund future scholarships and fellowships for our Centre for People and Nature and support New Zealand’s next generation of leaders to find new ways that enhance and transform how we live with nature.

Our supporters

Donations, grants and appeals remain very important to the sanctuary. We could not have built our fence or delivered much of our conservation and restoration work without these kind contributions. In 2019/20 we raised \$429,084 from members, bequests and other donations that directly supported our conservation work as well as the generous donation from the Terawhiti Trust. Bequesting a gift is one of the way people can support ZEALANDIA. These special gifts create a lasting legacy that provides continuous support to ZEALANDIA to enable us to carry out our important conservation work. We would like to sincerely thank those people and their whanau for their generosity in choosing to support ZEALANDIA.



The next generation discovering ZEALANDIA with our new botanical signs. Photo credit: ZEALANDIA.



Stephen Jarvis. Photo credit: Stephen Jarvis.

Stephen Jarvis is a long-time supporter and volunteer of ZEALANDIA. In 2019, Stephen was a recipient of the sanctuary's Kākā Award for an outstanding contribution as a volunteer. When asked about why ZEALANDIA was so important to him, Stephen said:

“Growing up in the industrial West Midlands of England is about as far away from Aotearoa as you can get and yet these special islands in the South Pacific still managed to captivate me from afar. Now, decades later, I live in central Wellington within easy reach of ZEALANDIA. Whether I’m in the valley as a volunteer or otherwise, I always feel a sense of awe as I walk through this fragment of primeval Gondwana.”

Principal funder and strategic partner



Strategic partners



Other supporters

Beca
David and Hilary Young
Donald and Pamela Paterson Trust
Dorothy L Newman Charitable Trust
Erin and Ian
Endangered Species Foundation
Ernst & Young
F H Muter Charitable Trust
Fix and Fogg
Fletcher Construction
Forest & Bird
Gillian Ching and the Chingford Trust
James Cook Hotel Grand Chancellor Wellington
John Flux
John & Avenal McKinnon
Karori Brooklyn Community Trust/The Lion Foundation
Karori Lions Club
Liesle Theron and David Goddard
Massey University
Ministry of Education
Museum of New Zealand Te Papa Tongarewa
New Zealand Community Trust
Ngāi Tahu
Ngāti Koata
Ngāti Kuia
Ngāti Manuhiri
Ngāti Pāoa
Paddy Brow Charitable Trust
Steam & Sand
Te Ati Awa ki Whakarongotai
Te Kawerau ā Maki
Techsoup/Microsoft
New Zealand T/GEAR Charitable Trust
The Combined Rotary Clubs of Wellington
The Rotary Club of Karori
W.N Pharazyn Charitable Trust
Wellington Botanical Society
Wellington Community Trust
Whittaker's Chocolate

Founding supporters

NZ Lotteries Grants Board
Todd Corporation & Todd Foundation
Greater Wellington Regional Council
Keith Taylor Charitable Trust
The Fletcher Trust
The Community Trust of Wellington

Connecting for influence



Chief Executive, Paul Atkins (far left) and Danielle Shanahan (centre left) hosting Patron Helen Clark (centre right) and Peter Davis (far right) at ZEALANDIA. Photo credit: ZEALANDIA.



Nicola Willis MP (far left) and Hon Jacqui Dean MP (centre) visit ZEALANDIA hosted by Chief Executive, Paul Atkins (far right). Photo credit: ZEALANDIA.

Our international links remain strong despite the restrictions on overseas travel. We are planning a joint event in early 2020/21 with the United Arab Emirates Embassy to celebrate our common goals of commitment to the environment and sustainability. Our links with Canberra remain strong with Minister Mick Gentleman (a member of the Australian Capital Territory Legislative Assembly) visiting. A planned trip to Canberra to see the progress of the Woodlands and Wetland Trust's new visitor centre unfortunately was cancelled due to the COVID-19 lockdown, but we maintain close contact with the sanctuary and look forward to visiting in the future.

Several Members of Parliament have visited this year including Nicola Willis MP and Hon Jacqui Dean MP.

Communicating our message

NZ's native birds thrive under Covid-19 lockdown

7:34 pm on 14 April 2020

Share this     

Katie Doyle, Journalist
 @katie Doyle 01 katie.doyle@rnz.co.nz

New Zealand birds are loving this lockdown, no longer having to compete with cars, buses, trains, planes or people.

ZEALANDIA in the media

Our communications goal is to position ZEALANDIA as an urban ecosanctuary radically changing the way people connect with nature. Telling our stories through our own and partners' social media channels is key to our increasingly strong reputation as a leader in urban conservation.

In 2019/20, two key ZEALANDIA stories caught the attention of New Zealand, and the world.

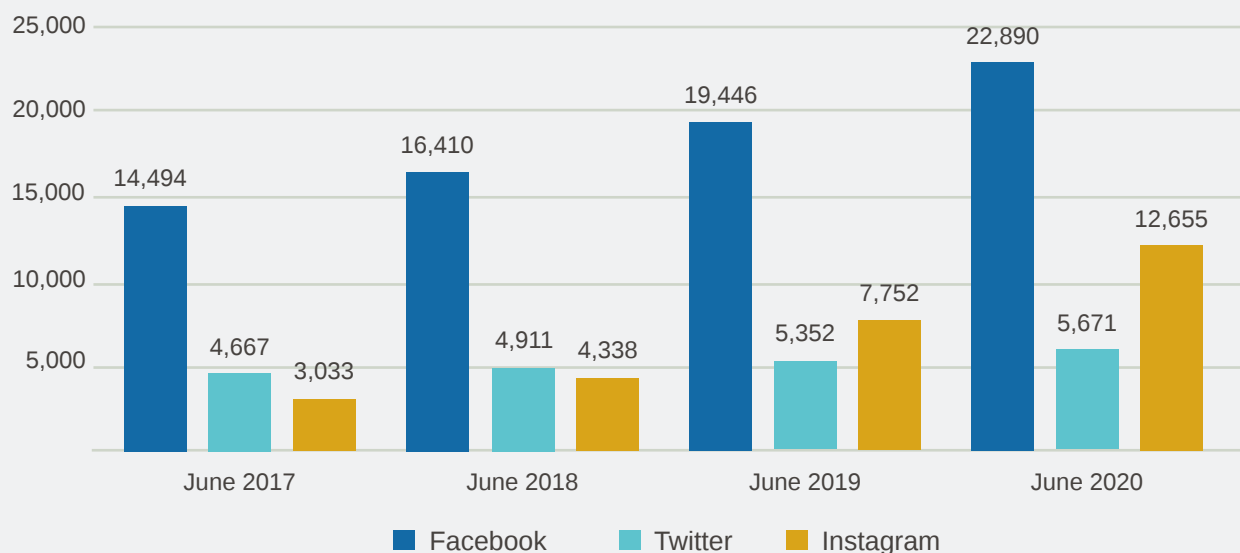
In August 2019, ZEALANDIA was announced as one of the World's 100 Greatest Places of 2019 by TIME magazine, one of only three New Zealand organisations, and the only ecosanctuary to be awarded this honour. This story was picked up by Stuff/ DomPost, New Zealand Herald, and The Breeze and The Hits radio stations.

As the city emptied and people spent more time at home during the COVID-19 pandemic response, reports of increased wildlife sightings were all over the news and social media. We were the first port of call for media enquiries about nature in the city, an aspect of our increasing reputation as New Zealand

experts on urban restoration and connections between people and nature. Dr Danielle Shanahan was interviewed for multiple stories across press, radio and television news. The sightings of species like pīwakawaka (fantail) in the middle of the city were incredibly exciting, showing what can happen if we make space for nature in our cities. The enthusiastic responses from Wellingtonians about the wildlife they were seeing in their own backyards shows the increasing value that people place on the nature around them and bodes well for the future.

Our social media presence continues to grow with over 41,000 followers by the end of the year, up 27% since June 2019. Our focus this year has been to create a community of followers who are using our social media platforms to engage with, and share their nature experiences, with others. We have been using the user-generated content that visitors have provided to increase our brand awareness and reach and to support our wider communication objective to radically transform the way we live with nature.

Social media followers



Conservation leadership and research



Holden Hohaia (Taranaki Whānui) and ZEALANDIA's Danielle Shanahan unveiling the new botanical signage.
Photo credit: ZEALANDIA.

This year, ZEALANDIA researcher Dr Danielle Shanahan has taken up a co-leadership role within the National Science Challenge Biological Heritage programme. The area of focus is on the social and ecological connections that make ecosystem regeneration successful. This is an extremely

exciting body of work for ZEALANDIA to be involved in, with multiple partners across Aotearoa/New Zealand. This work will form the second five-year tranche of investment in the Challenge, which ultimately aims to reverse New Zealand's decline in biodiversity through an innovation pathway.

ZEALANDIA led research shows wellbeing benefits of spending time in nature

ZEALANDIA led research into the role of nature in Wellingtonian's lives has shown that spending time in nature helps people feel better, and becoming involved in a local trapping group can give your health an even bigger boost.

The work is based on a survey of 1,200 Wellington city residents, and found that levels of depression, anxiety and stress are lower in people who spent more time in natural spaces. People who take part in predator trapping had even lower levels of depression and stress, and greater feelings of social cohesion.

The research forms part one of a longitudinal study and was carried out in collaboration with Wellington City Council. The work capitalises on the fact that Wellington provides a unique living laboratory to explore the link between people and nature, as it is one of the only cities in the world where positive trends in native birdlife are evident.

This type of research helps us understand the true contribution of nature to our everyday lives and demonstrates that it can have a significant role in supporting prosperous, healthy cities.

Environmental Capital

Environmental capital includes all stocks of the natural environment needed to support life and human activity, including things like soil, water, plants, animals, as well as minerals and energy resources.

ZEALANDIA continues to progress its work to add value to Wellington and the wider region through environmental restoration and transforming how we value and live with nature.

Our work in this area is underpinned by our organisational value of:

- Kaitiakitanga: We are effective stewards of Te Māra a Tāne, the sanctuary valley, its halo and our resources.



ZEALANDIA forest. Photo credit: Melissa Boardman.

Working together: Sanctuary to Sea Kia Mouriora te Kaiwharawhara

Te Māra a Tāne, the ZEALANDIA sanctuary, sits in a wider landscape which includes many people and organisations taking action to care for Wellington's unique and precious habitats. Our Conservation and Restoration Strategy emphasises the need to work in collaboration with people to ensure our actions not only achieve great outcomes within the fence, but scale-up in their impact for people and nature city-wide.

ZEALANDIA's Sanctuary to Sea project, established in 2017, provides a framework for the many people working to restore the health of the Kaiwharawhara catchment — Kia Mouriora te Kaiwharawhara. This year, among the significant efforts of our many partners, the core ZEALANDIA-led activities included community meetings that enabled groups to discuss progress in their respective areas, and the finalisation of our strategy document which articulates our collective community vision.

We began a collaboration with organisations who care for the estuary, including Taranaki Whānui, CentrePort, the Department of Conservation, and KiwiRail, to explore the possibilities for habitat restoration. Several exciting opportunities have emerged from a multi-stakeholder workshop held in February, including new plantings and the installation of novel structures that provide refuges for native fish. These ideas and actions will become the focus of activity and effort over the next few years.

One stream, many ripples

Te Tini o Hākuturi is a dedicated group of local mana whenua combining mātauranga Māori and western knowledge to monitor the mouri, and uphold the mana, of the Kaiwharawhara Whaitua (catchment).

It's a three-year project, part of the Kia Mouriora te Kaiwharawhara – Sanctuary to Sea journey, to create a freshwater kaitiaki monitoring framework that incorporates tikanga (customs) and kawa (protocol) with new technologies.

Te Tini o Hākuturi has identified six monitoring sites throughout the Kaiwharawhara catchment to monitor four times a year, two of which are in the sanctuary, and one directly outside. The group has completed



Map of Kaiwharawhara catchment.
Photo credit: Google maps.

two initial rounds of monitoring this year and the monitoring framework continues to be refined as information is gathered and new tools are trialled.

Te Tini o Hākuturi are active members of the Kia Mouriora Te Kaiwharawhara – Sanctuary to Sea strategy team. Members are regularly asked to speak at events and are often contacted by other iwi and community water monitoring groups for ideas, inspiration and advice.

Environmental DNA testing (eDNA) has been a recent engaging and exciting addition to the project.

The Environmental Protection Authority selected Te Tini o Hākuturi to lead the development of an eDNA science engagement programme that seeks to make science accessible to, and relevant for, iwi and community groups across the country. Equipped to take their own water samples, the group is accessing a wider environmental window particularly into a world of species that are not visible, including tracking the recovery of ecosystems and understanding when they are under stress and need help.

Te Tini o Hākuturi is engaging the wider Taranaki Whānui whānau in the project to collectively exercise kaitiakitanga (guardianship) and knowledge sharing. The rōpū utilises Make Ripples - a social outreach platform to engage with others, reaching waterways as far as Rēkohu (Moriōri)/Wharekauri (Māori)/Chatham Islands (Tauīwi). This project is also supported by Te Papa Atawhai (DOC) and Taihoro Nukurangi (NIWA).

Wetland restoration



The ZEALANDIA wetland weeding team. Photo credit: ZEALANDIA.

Over the past two years we have turned our attention to the ZEALANDIA wetlands, which were identified in our Conservation and Restoration Strategy as the next real focus for our restoration efforts.

Wetlands are incredibly important ecosystems—they have cultural and spiritual significance for Māori, and they are often considered the ‘kidneys’ of the landscape as they can filter contaminants from land before they reach other waterways. Wetlands have been heavily impacted across New Zealand with only about 10% of what was there previously now remaining. Those that do remain succumb readily to invasion of undesirable plants—the availability of light and abundance of nutrients in the soils mean plants such as blackberry can take off and quickly smother native species.

ZEALANDIA’s human-made wetlands are no exception. We are improving the state of these habitats starting with the removal of key weeds, and this effort will ramp up next summer. We are planning on our first planting effort in the area for some years, for July 2020.

This work has been generously supported by the Holdsworth Charitable Trust.

The ZEALANDIA Conservation team was particularly excited to work with Greater Wellington Regional Council, and several wetland experts including Owen Spearpoint, Bev Clarkson and Ngaire Foster to establish permanent monitoring plots within the Keith Taylor wetland. This work will help us assess the effectiveness of restoration efforts over time. At the end of June, we sent off our first soil samples to discover how we are tracking. This will give us an exceptional baseline against which to measure our efforts.

Shining a light on moths

Invertebrates are a critical part of any ecosystem. They are, of course, precious in their own right, but they are also pollinators of native plants, decomposers of dead matter, and they provide food for other species. Despite their importance, they are a tricky group of species to research and understand in a restoration context. Part of the problem is the lack of comparative and historical data.

At ZEALANDIA we are fortunate to have one of the few historical data sets on moths. Around 100 years ago, eminent NZ entomologist George Vernon Hudson lived just on the boundary of where ZEALANDIA now sits. He worked extensively to create a comprehensive list of Lepidoptera (moths and butterflies). Moths provide a great way to study an ecosystem as they have many different adaptations that reflect what plant species are present.

Now, the Wellington Branch of the New Zealand Entomology Society has embarked on a project in partnership with ZEALANDIA to develop a contemporary list of moths for the sanctuary. They use methods such as attracting moths in using a bright light to capture and identify individuals, and later generate a species list. The generation of this list will likely take a few years, but ultimately the project will enable us to do some comparison over time to understand how the forest of today differs from the forest of 100 years ago.



A group of keen citizen scientists at a monthly moth-catching session at ZEALANDIA.
Photo credit: Alison Ballance / RNZ.

Titipounamu establishing in the sanctuary



Titipounamu chicks together. Photo credit: Melissa Boardman.

Titipounamu/rifleman were reintroduced into the sanctuary in March 2019 with the support of Taranaki Whānui, Greater Wellington Regional Council, the Department of Conservation and many more partners. The first year after a reintroduction is a nervous time, as there are many unpredictable reasons why a translocation may not succeed. However, we were thrilled to see translocated birds take up territories and successfully rear nestlings. While we provided specially designed nest-boxes, the birds predominantly used natural nest locations, indicating that the forest at ZEALANDIA is providing suitable habitat such as nest holes to support the species.

Ultimately, there were 44 known fledglings, and likely more we did not find. They are a very secretive nester, and we know of some nests in well-visited locations that were not discovered till the fledglings emerged. In January, we noted that some of the young birds were starting to find their own territories, another major milestone for the project. We will continue to monitor this species closely in the coming breeding season.

Freshwater sponges in ZEALANDIA streams

As part of the freshwater work at ZEALANDIA we have been looking at some of the lesser-known species present in the awa (streams). This kind of research is important as it helps us understand the ecosystem we are working with, but also helps us identify whether any conservation action is required to maintain or enhance populations.

This year one of our interns, Mathilde Nieuwjaer, alongside Kaitiaki Ranger Aaria Dobson-Waitere, focused on understanding the ecology of *Heterorotula kakahuensis*, the only native species of freshwater sponge found in Aotearoa/New Zealand.

They discovered small sponges located all along the Te Māhanga stream, with the biggest located near the outflow from the upper lake. This initial work suggests that temperature influences their presence and growth; sponges appeared to be found more often in warmer water. This will help us plan further restoration action of the lake and stream habitats.



Weed control in the sanctuary. Photo credit: ZEALANDIA.

Restoring the indigenous character of the forest

Each year a two-person weed team tackles the significant job of keeping the environmental weeds within the sanctuary in check. This work is key to restoring the indigenous character of the forest.

While the pine trees are obvious in their presence, species such as sycamore have been our top priority as they are prolific seeders, and their wind-swept helicopter seeds travel great distances. For a long time, the sanctuary was quite probably the source of sycamore spreading to neighbouring bush such as Polhill. They had formed vast and dominant stands of trees around the eastern pylon within the sanctuary.

This year saw a major milestone, with over 600 sycamores (*Acer pseudoplatanus*) targeted, not to mention countless unrecorded juveniles pulled out by the roots. The massive infestation around the eastern pylon has now been largely controlled, and the canopy will be sycamore-free as a result. Only juveniles and seedlings that have either escaped the net, or recently sprouted, remain to be targeted.

This work has involved many rangers and volunteers for over a decade, which makes it the success of many.

Conservation continued during lockdown

The COVID-19 lockdown meant many valley operations ceased but maintaining animal welfare and caring for species that might be even further threatened should we ignore them was considered 'essential work'. This meant our team of rangers continued to make sure the fence was secure, and that dependent species such as hihi, takahē and the advocacy tuatara were well cared for.

The essential tasks included providing supplementary feed for specific animals, sugar water for hihi, locusts for the advocacy tuatara, and pellets for the takahē. The Infrastructure team walked the fence line regularly to ensure the continued integrity of the structure and the species in the sanctuary were not at risk due to potential incursions.



A ranger's bike gets a visitor during the lockdown. Photo credit: ZEALANDIA.

ZEALANDIA fence

The 8.6km ZEALANDIA fence is critical in maintaining our biosecurity against potential predators. Our team closely monitors and maintains the fence on a regular basis to identify any possible deterioration or risks.

In 2020, we started a major five-yearly audit of our fence. The audit included a team of staff and volunteers assessing a sample of each fence component across several risk areas. As the part of the process we will engage expert engineers to review our audit results and make recommendations on any future action.

We continue to work with Wellington City Council to both manage the maintenance of our perimeter track that provides the foundation of our fence and help address track erosion issues. In late 2020, we plan to fix several erosion and drainage issues and remove some tree stumps and roots close to the fence that pose a biosecurity risk on the western side of the perimeter track.



The ZEALANDIA fence. Photo credit: Hayley May.



Inspired by nature

In late 2018, we were contracted by Predator Free Wellington to deliver education programmes to Miramar schools as part of the major Predator Free Miramar project. It provided opportunities for schools to engage with the value of a nature-rich future through multiple approaches and activities, from trapping and tracking, to art exhibitions and schools-generated newsletters. This programme is now in the final months of contract delivery. The team is currently implementing a handover of the participating schools to Enviroschools Wellington, to ensure the groups have ongoing support to continue the momentum gained throughout the programme.

Artwork by Predator Free Schools participants on display at Te Papa Museum. Photo credit: ZEALANDIA.

Excellence in sustainability

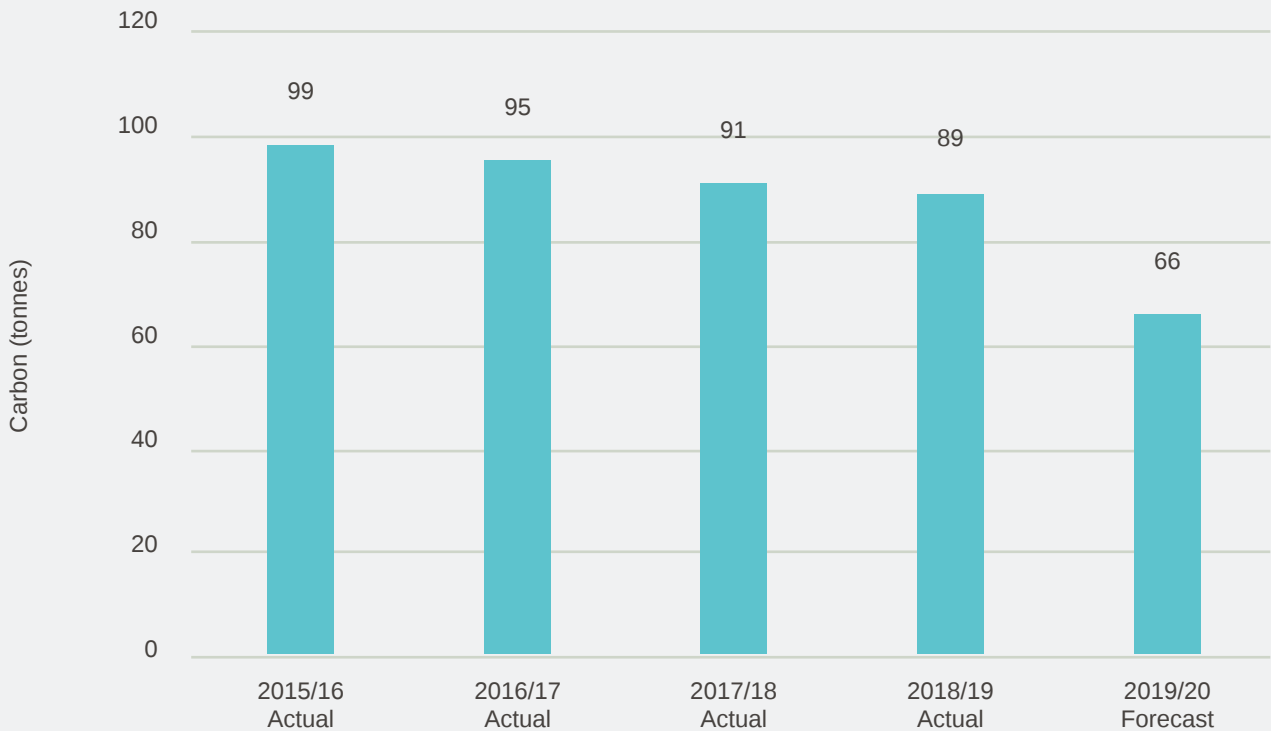
ZEALANDIA is committed to being an environmentally responsible organisation and taking a proactive approach to sustainability issues. ZEALANDIA aims to enable and empower employees, volunteers, visitors, and the community to act sustainably.



Toitū carbonzero certified for the fifth consecutive year

ZEALANDIA has been Toitū carbonzero certified for the fifth consecutive year. Our emissions in 2018/19 were 89 tonnes, which is 2% lower than the previous year's total of 91 tonnes and 17% lower than the base year total of 108 tonnes in 2014/15. We expect our carbon footprint to reduce significantly in 2019/20 to 66 tonnes mainly as a result of lower emissions from our two electric passenger buses and the impact of closing the sanctuary for seven weeks due to the COVID-19 lockdown.

ZEALANDIA carbon emissions year by year





A free water refill dispenser at Rātā Café.
Photo credit: ZEALANDIA.

RefillINZ

ZEALANDIA joined the RefillINZ campaign in 2020. RefillINZ, an award-winning, grassroots campaign, aims to prevent plastic pollution at source by making it easier to refill your reusable water bottle than buy water in a single-use plastic bottle. We offer six free water refill locations for our visitors.

The Green Team

Our Green team focuses on educating, inspiring and empowering ZEALANDIA staff around good sustainability practices. The team's major achievements this year include:

- Developing a new carbon emission forecast model to allow ZEALANDIA to closely monitor our performance and improve decision making in this area.
- Reduced our sales of plastic bottles by 2,700 per year.
- Introduced new reusable takeaway cups in our café.
- Installed a new water fountain in our visitor centre.
- Participated in a video made by Toitū to showcase the strides made in reducing our carbon emissions and to encourage others on a sustainability journey.

Next year, the Green team will continue to focus on reducing our carbon emissions even further by completing a plastic use audit of our café, and implementing an energy audit of our visitor centre.

Human Capital

Human capital is the collective capabilities, knowledge, and talents of people that can be used to create value.

ZEALANDIA's education work represents an investment in people through sharing environmental knowledge and helping to deliver wider conservation transformation beyond the sanctuary. We value the talent and productivity that people bring to our organisation.

Our work in this area is underpinned by our organisational values of:

- **Manaakitanga:** We welcome all, share our love of nature with enthusiasm and generosity, and value our supporters.
- **Kotahitanga:** We work in a collaborative movement of communities and organisations, sharing our experiences, and valuing others' insights.



Some of the new ZEALANDIA guides recruited over the summer. Photo credit: ZEALANDIA.

Growing the next generation



WILDLIFE PUPPET WORKSHOPS

Join Anna from String Bean Puppets as she shows you how to make your very own wildlife puppets. Using ZEALANDIA inhabitants as inspiration, Anna starts with something simple before progressing to shadow puppets and beyond.

→ [LEARN MORE](#) ←



MANU O AOTEAROA - LEARN ABOUT BIRDS!

Think you know your tūi from your tiu? Stories about korimako? Or fun facts about the warou? With the help of the Manu o Aotearoa activity sheets learn how to tell your tūi from your tiu stories about korimako and more!

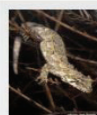
→ [LEARN MORE](#) ←



WHICH IS WHICH? PEST MATCHING ACTIVITY

In this fun activity test your knowledge of introduced pest species. Spot the pest that is NOT a mammal, match the pest with their characteristics and learn about the impact that these critters have on New Zealand wildlife.

→ [LEARN MORE](#) ←



MAKE A LIZARD GARDEN

Invite some wilderness into your garden! We have collated a series of resources to start you on your journey to make your backyard more attractive for lizards to live in as well as being a safe haven for native wildlife.

→ [LEARN MORE](#) ←



MAKE A WHARE WĒTĀ

Keep the wētā in your garden safe from predators by making them a motel they can check into when they need to get their beauty sleep. Instructions for everything from a simple wētā campground to a more luxurious abode.

→ [LEARN MORE](#) ←



MINDFULNESS IN YOUR BACKYARD

Print this poster and take it with you into your backyard, local park or simply put it up on your wall to remind you to take some time in your day to do this sensory grounding.

→ [LEARN MORE](#) ←

New activities for families on the ZEALANDIA website. Photo credit: ZEALANDIA.

The ZEALANDIA Education and Youth team are at the forefront of conservation education in New Zealand, leading the way in pedagogical change from explanation to co-creation.

We have now completed the first full year of the T-Gear Charitable Trust-funded *Nature at Your Place* programme. *Nature at Your Place* enabled 25 decile one to six schools to engage with ZEALANDIA in a rich and immersive new programme, which involved sessions in class, at ZEALANDIA, and then back at school developing their own conservation or environmental project.

Continuing from the 2018/19 year, the number of school and ECE students engaging with ZEALANDIA continued to be ahead of forecast. Until COVID-19

arrived in March, we were in line to surpass the record number of students that we achieved last year. This was the result of programming and systemic changes allowing us to schedule activity evenly across the year rather than being subject to the traditional supply and demand model where summer months were exceedingly busy and winter quiet.

COVID-19 created an abrupt and unexpected break in our school's programmes. While we were unable to work directly with schools during the lockdown, our educators spent the break creating new and exciting resources to help teachers, families and young people connect with nature in their own backyards.

Making valley exploration easier

To make it easier for our visitors to explore the sanctuary, we introduced the first stage of a planned upgrade of wayfinding and informational signage within the sanctuary. Following a new, simplified palette of design elements, we updated existing entry, health and safety and 'in the valley' signage; as well as new large-scale visitor maps at the entry and at key points throughout the sanctuary. These new materials have enabled visitors to better orient themselves and plan their day's expedition in the sanctuary. Accessible tracks for those with mobility issues are now also much more clearly marked.



New signage in the sanctuary.

Photo credit: ZEALANDIA.

Enhancing visitor experience

ZEALANDIA is a wonderful visitor attraction, an urban ecosanctuary teeming with wildlife allowing visitors to experience New Zealand's exceptional native ecosystems. It is our goal that by visiting the sanctuary, people are inspired to change the way they connect with and value nature.

Self-guided visitors can learn more about the sanctuary by taking advantage of regular, short nature talks. Guides share stories about some key species at ZEALANDIA, such as takahē, tuatara and kākā, and how we can aid their conservation. We also introduced a wetlands talk this year, to highlight the threats facing wetlands and what we are doing to restore ours. These talks were especially popular with families and helped visitors notice and understand more about some of our special species.

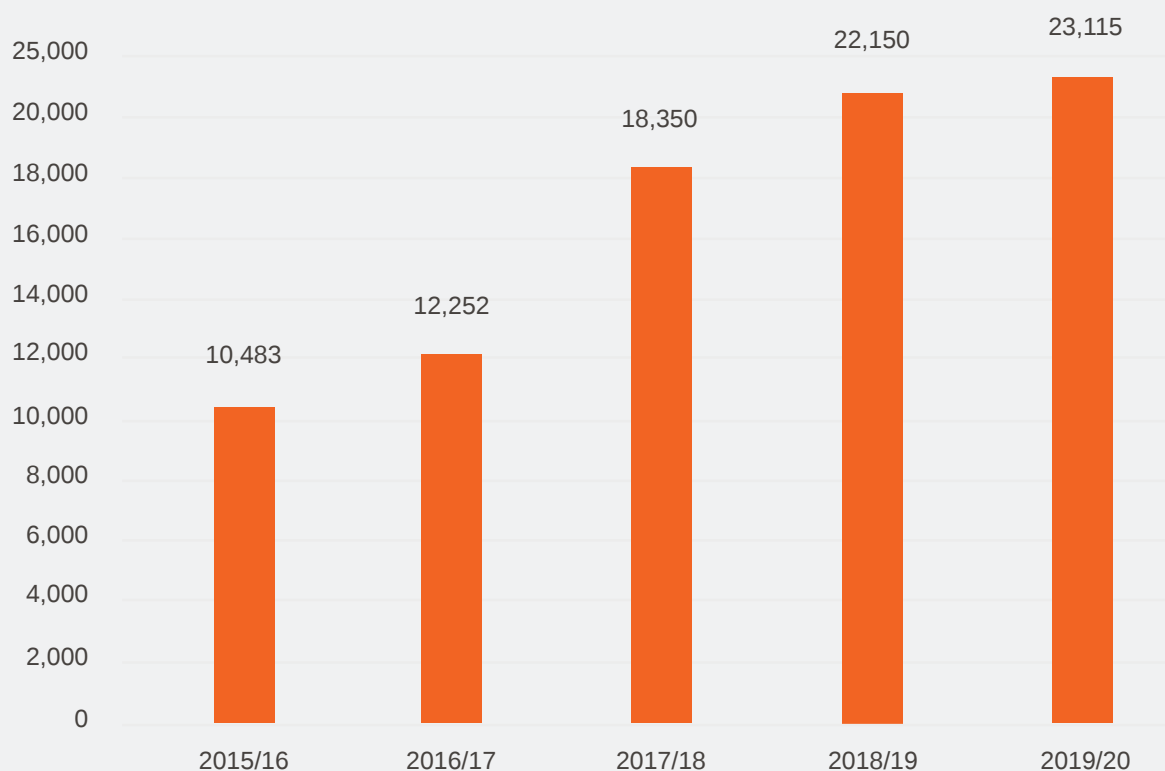
This year over 23,000 people experienced ZEALANDIA via a guided tour, up 4% on last year. This growth was achieved despite a season shortened due to the closure of the sanctuary

during the COVID-19 pandemic. The last cruise ship visitors were hosted on 14 March 2020 and ZEALANDIA closed to the public on 24 March 2020.

Every day during the peak season from Christmas to New Year, we hosted up to 13 public day tours as well as the scheduled cruise ship and night tours. There was a 24% increase in guests on the ZEALANDIA By Day tour and tours revenue increased to over \$1m.

In 2019/20 we introduced a new training programme for our guides to ensure the consistency and quality of all tours, based on the messages and vision outlined in our 20-year strategy, *Living with Nature*. Providing an excellent visitor experience is central to our goal of encouraging every visitor to use their ZEALANDIA experience as a springboard for taking conservation action where they live. Through this programme we recruited 22 guides for the summer season with several of these guides also finding other employment opportunities at ZEALANDIA.

Visitors on ZEALANDIA's Tours



During the COVID-19 lockdown, we launched a new virtual tour of ZEALANDIA on the Google Earth platform. The tour allows visitors from around the world to virtually explore 13 locations in the sanctuary from their own homes, using Google Earth imagery and 360-degree photography.

Looking ahead, the closure of international borders will have a negative impact on the number of tour guests in 2020/21. International tourists comprise 50% of ZEALANDIA By Night tour guests and over 80% of ZEALANDIA's day tour guests. The loss of the cruise ship season will also result in between 6,000 to 7,000 fewer tour guests and fewer general admission guests. ZEALANDIA's tours are being reoriented towards the domestic market and prices have been held at the 2019/20 season prices to ensure they remain attractive and affordable for domestic tourists. However, even with these changes we are expecting to host approximately half the number of tour guests in 2020/21.

Creating connections for community conservation



The Ora Toa Men's Group hosted by Terese Mcleod from ZEALANDIA. Photo credit: Wesley Community Action.

In December 2019 we welcomed a visit from the Ora Toa Men's Group, part of the Maraeroa Health Clinic and Wesley Community Action programmes in Cannon's Creek, Porirua. Their visit was facilitated by Terese Mcleod, our Lead Ranger Bicultural Engagement. It was the first time any of the group had visited ZEALANDIA, and they were thrilled at the opportunity to experience rich and abundant native wildlife.

"It was a bit of a trudge for the boys but well worth it as we were blessed with a beautiful day and the views were amazing!", they posted to their Facebook group. As a result of their visit, the group has developed a passion for conservation, and this enthusiasm has been the catalyst for the development of a community-driven conservation project in their own rohe/area. We are now working with the group as well as key stakeholders, like DOC and Greater Wellington, to develop a governance plan and steering group to facilitate the programme and to help the community become kaitiaki of their own restoration and conservation project.

Creative ways to connect people with nature



Artist Chris Barrand leads a printing workshop during the Summer in the Sanctuary programme.
Photo credit: ZEALANDIA.

Conservation Week ran from 14-22 September 2019, around the nationwide theme Nature Needs Us. We ran a programme of activities for all ages including Nature Day – a day full of performances, art and craft activities for all the family; seminars with EPA bee expert Dr Elodie Urlacher and DOC's Threatened Species Ambassador Nic Toki; and a panel discussion on the ethics surrounding the use of dead wildlife with experts from the science, art, taxidermy and conservation sectors. A taxidermy workshop with artist and taxidermy expert Antoinette Ratcliffe sold out. The week ended with the novel ExtINKtion tattoo fundraising event, which saw people queueing for up to two hours to get a native bird tattoo or tattoo voucher and raised over \$5,000 each for ZEALANDIA and Forest and Bird.

Over the course of the summer holiday period the Education and Youth team ran initiatives supporting wider learning and engagement outcomes. As part of the programme for school holiday providers,

we were visited by over 400 young people from across the Wellington region. The Predator Free Wellington schools programme hosted the exhibition 'Inspired by nature: a future for Wellington' in the Pāteke Room at ZEALANDIA. Additionally, we delivered a series of workshops, drop-in activities and performances as part of the public programme Summer in the Sanctuary. Of note was the success of the conservation and nature-themed puppet performances by Anna Bailey and storytelling by Moira Wairama.

February saw the start of a series of freshwater-themed activities. This included World Wetlands Day featuring Greater Wellington, Lakes 360 and Hākuturi, and a seminar with international dragonfly experts Ruory MacKenzie Dodds and Kari de Koenigswarter. The impact of COVID-19 unfortunately meant the cancellation of public programmes and activities for the remainder of the year, but the team is looking forward to being able to offer them again.



Kaitiaki Ngāti Koata - Tuatara at ZEALANDIA. Photo credit: Ricky Situ.

People, capability and culture

At ZEALANDIA, all our people contribute every day to our performance and achievements, and they create value across our four capitals. We care for ZEALANDIA staff by providing support to enable everybody to contribute to our nature-rich vision and realise their full potential.

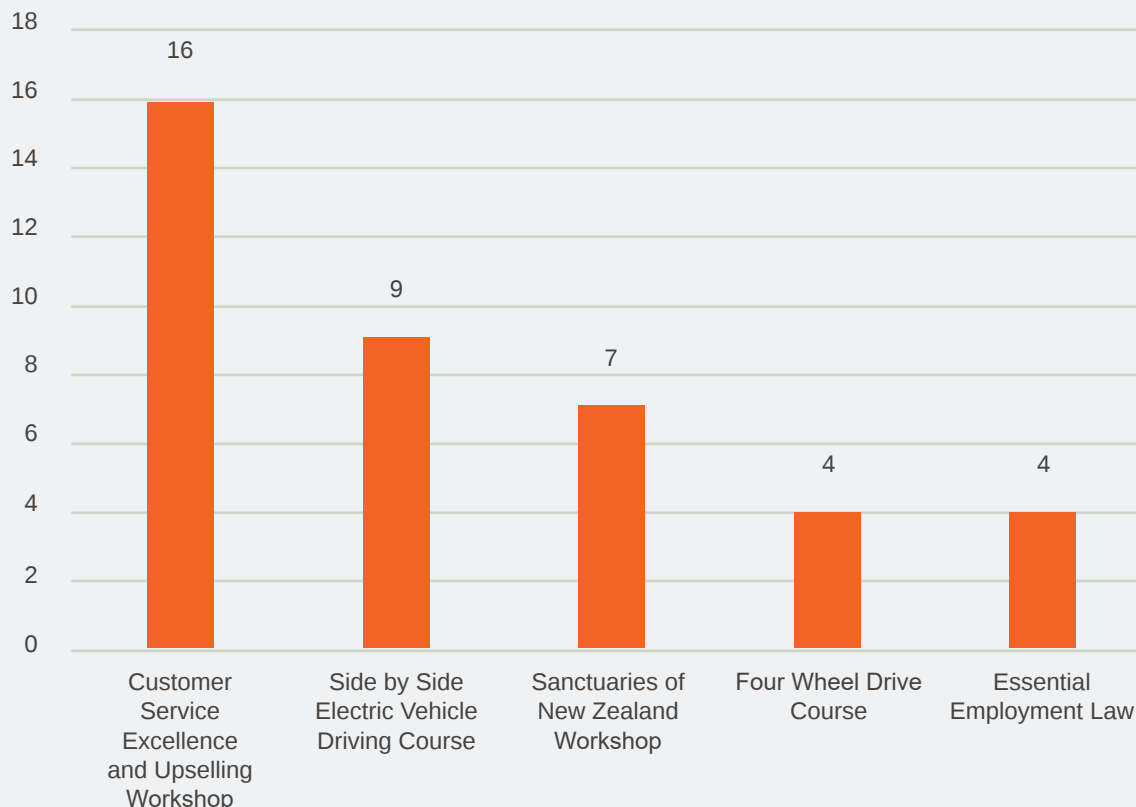
ZEALANDIA remains committed to developing and retaining our staff. In 2019/20 we have invested over \$24,000 in staff training to ensure that we continue to support the professional development of our people.

In August 2019, seven staff members attended the Sanctuaries of New Zealand (SONZI) conference in Whangārei. It was a good opportunity to network and share knowledge about the exciting conservation work happening all over Aotearoa.

“At the beginning of March 2020, I nervously set off for an Outward Bound Women in Leadership course. I had no idea I would come back a week later feeling as if I were a whole new person! I am grateful for the experience which has given me better leadership and communication skills and much more self-awareness which will help me greatly in my role on the conservation team. It was truly a life-changing experience.”

**- Chrissy Joy,
ZEALANDIA Conservation Ranger**

**Training courses attended by staff
in 2019/20**





ZEALANDIA staff participate in an outdoor first aid course. Photo credit: ZEALANDIA.

In January, our duty operations team completed a two-day outdoor first aid course. This was an opportunity not only to refresh basic first aid skills but also to practice doing first aid in some specific outdoor situations, including recognising, and managing serious emergencies and providing basic life support.

Our focus on developing and strengthening our organisational culture continued into 2019/20. Building on feedback from our staff engagement survey in 2018, we have improved communication by introducing a new programme of staff discussions that will:

- Continuously improve our ability to work together in unity towards a clearly understood and shared vision and goals.
- Share important information that enables the above.
- Provide regular opportunities for discussion in areas of particular cross-organisational importance.

Governance: the Board and Guardians

The Karori Sanctuary Trust Board

The Board continues to work together with the senior management team to ensure the long-term success of ZEALANDIA. The Board meets monthly, although through the lockdown period met weekly via Zoom. Continuing professional development is important to the Board and they support director development internally and externally. The Board hosted an external observer at its February meeting to observe our approach to demonstrating good governance.

In early March, the Board considered various strategic scenarios as the COVID-19 situation developed, helping prepare ZEALANDIA to successfully navigate the lockdown period.

In June the reappointment of Phillip Meyer (Chairman) and Pete Monk (Audit and Risk Committee Chair) were endorsed by the Guardians and confirmed by Wellington City Council. Looking forward, the Board will be working on their own capability in te reo Māori and developing their own learning pathways.

The Guardians

At the AGM in 2019 Latu Clark and Ellen Carlyon were elected as member-appointed Guardians. Mayor Andy Foster and Councillor Teri O'Neill became the Wellington City Council representatives on the Guardians, and in early 2020 Helen McConnell was appointed by the Wellington Tenth Trust as its representative. We thank outgoing Guardians Dr Peter Gilberd, Kevin Mason, John Burnett and Anaru Smiler for their contribution.

The Guardians awarded three Honorary Memberships at the 2019 AGM. These went to: Richard Bentley, a former trustee and Chairman of the Trust from 1998-2009; Helen Ferner, a founding trustee from 1995-2007 who led the fence trials and design; and Dr Colin Miskelly, a key conservation advisor and subsequent trustee from 1998-2009.

Board Meeting Attendance

Name	3 Jul 2019	25 Jul 2019	20 Aug 2019	3 Sep 2019	24 Sept 2019	31 Oct 2019	29 Nov 2019	17 Dec 2019	27 Feb 2020	19 Mar 2020	30 Apr 2020	28 May 2020	25 Jun 2020	Total
Phillip Meyer	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	13/13
David Bibby	✓	✓	✓	✓	✗	✗	✓	✓	✓	✓	✓	✓	✓	11/13
Russell Spratt	✓	✓	✓	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	12/13
Pete Monk	✗	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	12/13
Jo Breese	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	13/13
Libby Harrison	✗	✓	✓	✓	✓	✓	✓	✗	✓	✗	✓	✓	✓	10/13

Note: Additionally during the five-week lockdown the Board meet weekly for an update with the Chief Executive.

Audit and Risk Committee Attendance

Name	3 Sep 2019	29 Nov 2019	19 Mar 2020	28 May 2020	Total
Peter Monk (Chair)	✓	✓	✓	✓	4/4
Phillip Meyer	✓	✓	✓	✓	4/4
Libby Harrison	✓	✓	✗	✓	3/4
Iain Craig (Independent member)	✓	✗	✗	✗	1/4
Board members in attendance					
David Bibby	✓	✓	✓	✓	4/4
Russell Spratt	✗	✗	✗	✗	0/4
Jo Breese	✓	✓	✗	✓	3/4

People, Capability and Culture Committee

Name	19 Mar 2020	28 May 2020	Total
David Bibby (Chair)	✓	✓	2/2
Jo Breese	✓	✓	2/2
Russell Spratt	✓	✗	1/2
Phillip Meyer	✓	✓	2/2
Board members in attendance			
Pete Monk	✓	✓	2/2
Libby Harrison	✗	✗	0/2

Maintaining a safe environment



Additional health and safety measures taken to keep all our people and visitors safe.
Photo credit: ZEALANDIA.

The health, safety and wellbeing of our people and visitors is a priority, and we promptly put in place a number of measures throughout the COVID-19 alert levels to ensure that ZEALANDIA is always a safe place to both work and visit.

In late March we closed ZEALANDIA to the public under COVID-19 alert levels three and four as directed by government's advice. On reopening ZEALANDIA at level two in mid-May, and in-line with Ministry of Health requirements, we introduced additional health and safety measures to keep all our people and visitors safe.

We will continue with all required health and safety measures in line with government advice during the operation of the COVID-19 alert system.

In 2019/20 we have:

- Replaced one of our petrol quad bikes with a new electric side-by-side vehicle with greatly improved driver safety.
- Invested in our people by providing first aid training, quad bike and side-by-side vehicle training.
- Continued to provide key health and wellbeing information to our people through the Employee Assistance Programme. This year the messages included "Staying strong through uncertain times", "Prioritise self-care" and "Strengthen your relationships".
- Delivered a number of safety improvements to our visitor centre carpark including the painting of a new zebra crossing, the removal of an individual car park space to help buses turn around, and the installation of a new bus stop.
- Installed new Fire and Medical Emergency Action Plan signage across our offices.
- Improved again on our health and safety. awareness survey results from our 400 volunteers, with the most recent results showing 87% agree/strongly agree that ZEALANDIA has good health and safety practices in place. This is an improvement of 20% since the 2015 survey.
- Improved our health and safety dashboard reporting for our Board by providing further trend analysis on our near misses and hazards.
- Started planning of stage one of our pine management project that firstly involves identifying and prioritising the removal a number of trees that pose a potential health and safety risk in the sanctuary.
- Replaced the CCTV system in our visitor centre.

Financial Capital

Financial capital is the pool of funds available to an organisation to deliver its operations.

ZEALANDIA optimises these funds to achieve a better overall financial position and this enables a more sustainable future for the organisation. By building a sound financial capital base we can deliver our organisational goals.

Our work in this area is underpinned by our organisational value of:

- Kaitiakitanga: We are effective stewards of Te Māra a Tāne, the sanctuary valley, its halo and our resources.



Hihi at ZEALANDIA. Photo credit: Steve Attwood.

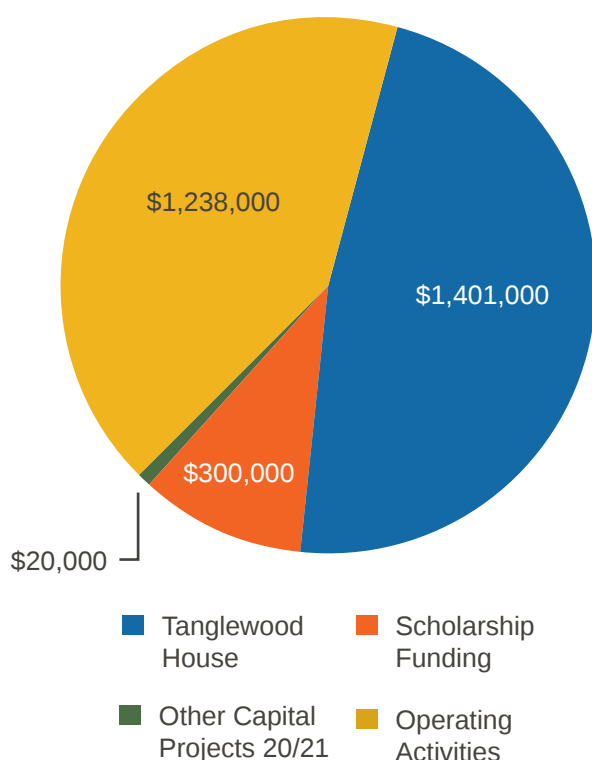
Remaining financially sustainable in the new environment

In March, we faced the significant economic challenge of a global pandemic and responded swiftly to remain financially sustainable in the final quarter of 2019/20. We were very grateful to receive generous support from the following:

- Wellington City Council through its part-funding of free post-lockdown entry to the public.
- Ministry of Social Development through its wage subsidy scheme.
- Givealittle appeal.

Despite the challenging operating environment in the last quarter, ZEALANDIA completed the financial year with only a small operating deficit of \$100,000 (after adjusting for one-off income items) and a healthy balance sheet. At the end of 2019/20, our operating working capital balance was \$2,959,381 and we will continue to manage this balance carefully in 2020/21 and beyond. The balance includes unexpended commitments for our Tanglewood House build and scholarship funding. The remainder of \$1.2m will be set aside in reserve to cover our expected 2020/21 budget deficit; it includes at least three months of operating expenses in line with financial management best practice.

Future allocation of our working capital balance of \$2.959m



Key achievements

We welcomed a record 143,367 visitors to ZEALANDIA this year.

The WCC grant (excluding living wage funding) contributed 14% of the total Trust revenue, down from 15% last year.

Average revenue per visitor increased by 13% from \$32.85 in 2018/19 to \$37.08 in 2019/20, substantially exceeding our target of \$26.74.

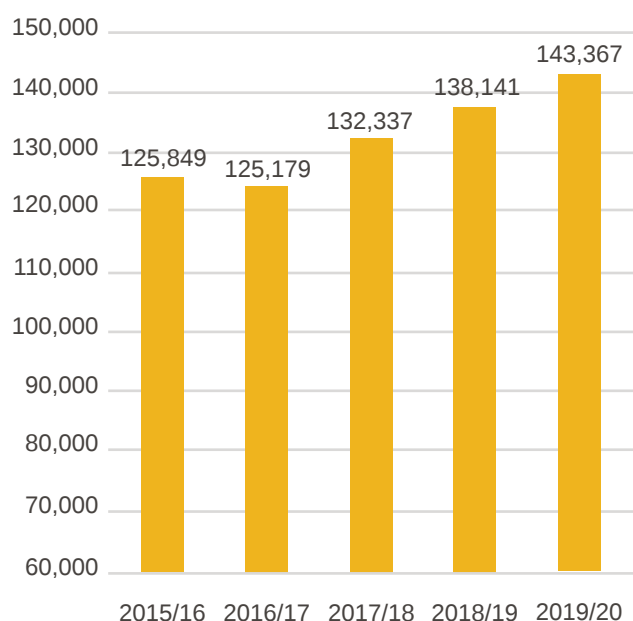
We achieved our highest ever revenue of \$6,436,690 in 2019/20 including record income in both tours (\$1m) and retail sales (\$560,000).

We remain a financially sustainable enterprise that has steadily built up a good balance of working capital over the last five years. We have allocated a significant part of this balance to reinvest in specific projects and set aside an amount for a future rainy day. That rainy day has now arrived!

Net operating surplus (deficit) before extraordinary items	
Year	\$
2019/20	903,051
2018/19	444,622
2017/18	174,099
2016/17	87,670
2015/16	107,892
2014/15	(511,349)
2013/14	(1,373,375)
2012/13	(1,698,643)

Our economic contribution

Visitors to ZEALANDIA



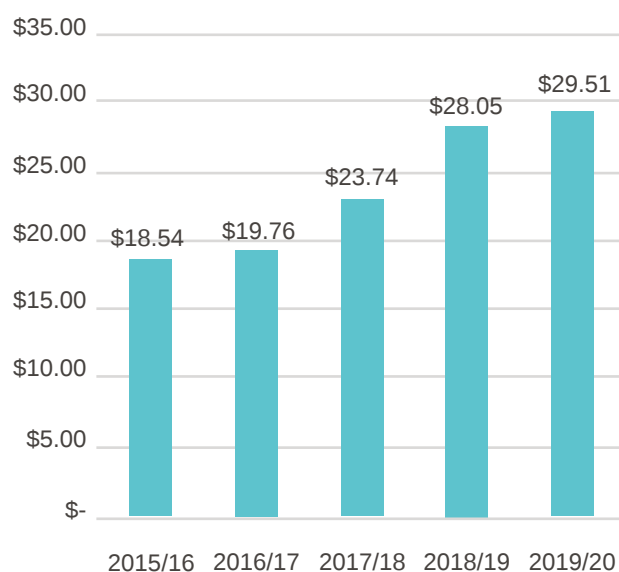
This year, ZEALANDIA was recognised as a world-leading conservation experience as it was named as one of the World's 100 Greatest Places of 2019 by TIME magazine and the number two tourist attraction in Wellington (second to Te Papa) by Trip Advisor. ZEALANDIA is increasingly seen as one of the reasons for people to visit Wellington, from New Zealand and overseas. It provides opportunities for visitors to see and experience New Zealand's native wildlife, just five minutes from the city centre.

Reopening ZEALANDIA following the COVID-19 lockdown

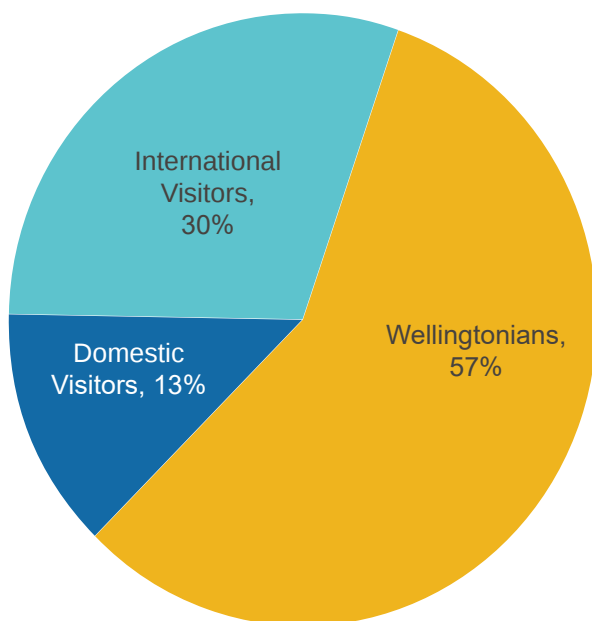
On 24 March 2020 ZEALANDIA closed to the public in response to the COVID-19 pandemic. After seven weeks, ZEALANDIA reopened to the public for free on 16 May. Free entry to ZEALANDIA was part of Wellington City Council's initiative to stimulate activity across the city post-lockdown, and ran until 30 June. During this time ZEALANDIA hosted over 34,000 visitors, a record number for this time of the year. Based on the success of the campaign, ZEALANDIA extended the offer to cover the July school holiday period.

ZEALANDIA not only benefits Wellington's environment but also contributes positively to its regional economy. Over the busy summer season ZEALANDIA employed over 100 people and provided over 400 training opportunities to volunteers and interns to learn new skills and further their careers. In 2019/20, ZEALANDIA has contributed close to \$30m of economic value to the Wellington region through capital investment, job creation, training and other local spending.

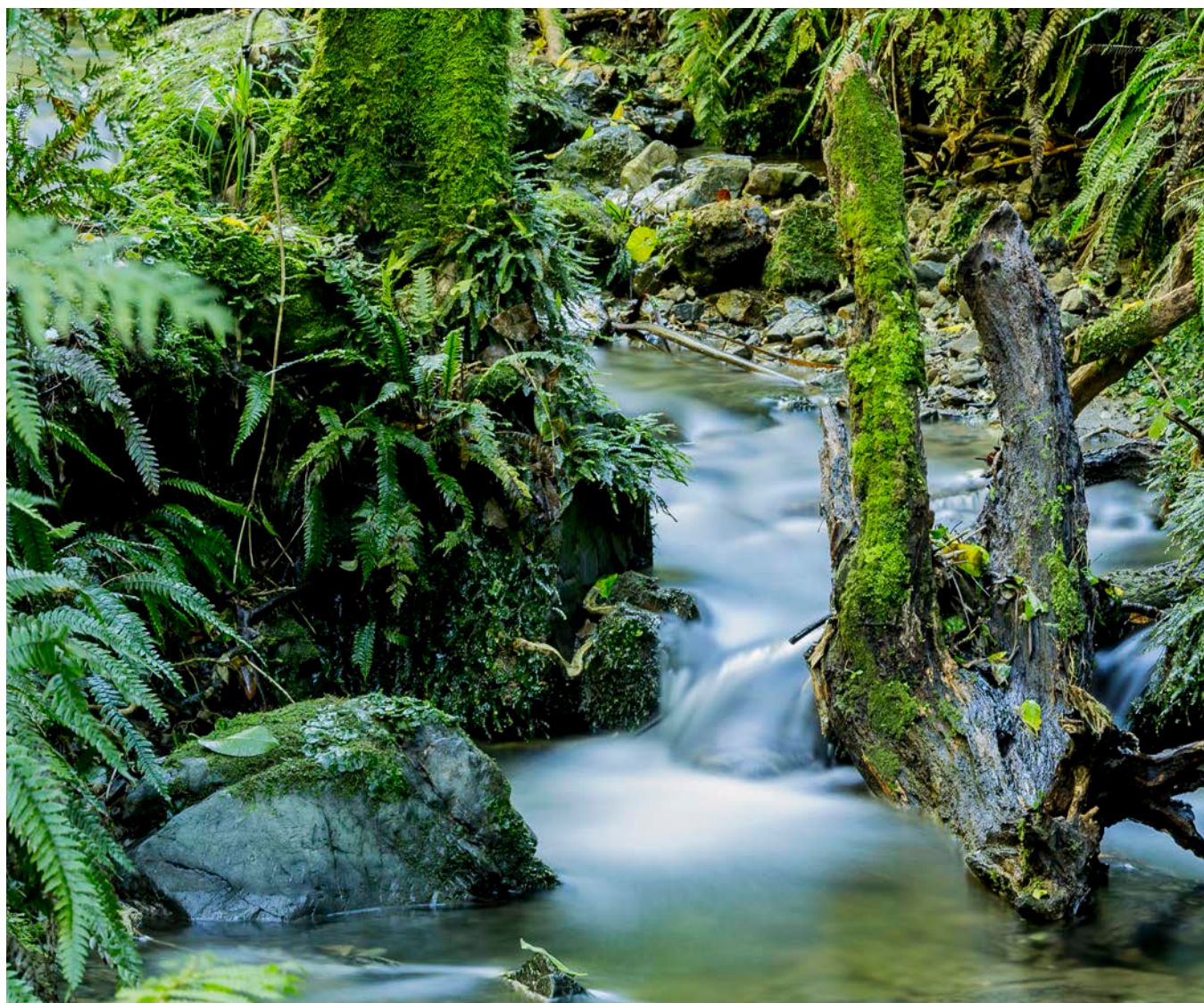
Economic value to Wellington \$m



Where our visitors come from



This year, ZEALANDIA hosted 143,367 visitors, up 4% on last year. With the closure of New Zealand's international borders in March 2020 in response to the COVID-19 pandemic and through offering free entry from 16 May to 30 June, the number of Wellingtonians visiting ZEALANDIA this year has increased to 57% of all visitors, up from 49% last year. Correspondingly, the number of international visitors has dropped from 39% to 30% this year. Looking forward, we will work closely with WellingtonNZ to position Wellington as an attractive destination for New Zealand domestic tourists.



A stream at ZEALANDIA. Photo credit: Janice McKenna.

Our infrastructure



Te Tiritiri o Papatūānuku, the newly refurbished ground floor space of the ZEALANDIA visitors centre. Photo credit: ZEALANDIA.

In June 2020 we completed the refurbishment of the ground floor space of the ZEALANDIA visitors centre. The blessing ceremony, led by Holden Hohaia of Taranaki Whānui, was attended by a mix of ZEALANDIA staff, funders and others involved in the project. The name of the space, Te Tiritiri o Papatūānuku, was revealed along with the name of the mural, Te Kāhui o Waitī, created by Wellington Artist Margaret Tolland.

We offer sincere thanks to everybody involved in the project, particularly the design team at StudioC, Holden Hohaia, Margaret Tolland who created the stunning mural, and the funders: The Lions Foundation, Karori Brooklyn Community Charitable Trust and the Combined Rotary Clubs of Wellington.

Lead Ranger – Education and Youth, Steve Moorhouse, who oversaw the project, said, “The intention of the new space is threefold. The first is to act as a welcoming and calming space for visitors to the sanctuary, the second as a learning space, and finally as a place where ZEALANDIA can tell the stories of current and future work.”



ZEALANDIA staff using our new mountain bikes. Photo credit: ZEALANDIA.

In early 2020, we took ownership of a new side-by-side electric vehicle that replaced one of our petrol quad bikes. The purchase of the new vehicle was generously funded by Transpower through its Community Care Fund and will help ZEALANDIA reduce our carbon footprint and improve safety for our people with its protective cage feature.

This year the New Zealand Community Trust kindly funded the purchase of six new mountain bikes for use in our sanctuary. These new additions replaced our old fleet of bikes that were gifted to us a number of years ago by NZ Post.

In 2019/20 we continued to progress plans for Tanglewood House, our purpose-built hub for the ZEALANDIA Centre for People and Nature. The hub will accommodate all our research and education work, creating a physical space for interdisciplinary dialogue and discovery related to our 'living with nature' goals. Following the granting of resource consent, more detailed preliminary drawings have been completed and it is anticipated that building work will commence during the latter part of 2020/21.

Performance Reporting

2019/20 Statement of Intent targets

Non-financial Performance Measures*

Measure	Actual	Annual Target	✓ Achieved ✗ Not achieved
Visitation	143,367	>118,100	✓
Education Visits (LEOTC, tertiary, early childhood, school holiday programme and outreach)	8,051	>8,800	✗
Members (Individual Members)	14,021	>11,000	✓
Volunteers numbers	445	>470	✗
Volunteer Satisfaction Survey	88%	>80%	✓
Percentage of Satisfied Visitors	95.3%	>95%	✓

*The measures against Strategy Areas table on pages 49 to 51 provides commentary on each performance measure.

Financial Performance Measures

Measure	Actual	Annual Target	✓ Achieved ✗ Not achieved
Full cost per visitor (including WCC costs)	\$12.04	<\$14.95	✓
Average subsidy per visit (Total WCC operating grant/all visitors)	\$6.13	<\$8.54	✓
Average revenue per visitation (excludes Council & Government grants)	\$37.08	>\$26.74	✓
Non-Council Donations/Funding	\$1,049,397	>\$275,000	✓
Net surplus (deficit) before depreciation and tax	\$1,261,476	>\$331,100	✓
Non-WCC grant revenues as a % of overall revenue	86%	>75%	✓
Membership subscription revenue	\$382,866	>\$318,300	✓

Conservation Measures

Conservation Measures	Actual	Annual Target	Commentary
Restore missing species to the wild in accordance with the Restoration Strategy			
% transferred animal species regarded as self-sustaining.	66%	70%	2 species of kākahi (freshwater mussel) plus one bird species (tītīpounamu) were reintroduced in the 2018/19 year and will take some years to become self-sustaining. As such, 14/21 species are regarded as self-sustaining (assuming ongoing current management). Of these, 2 transfers failed (tomtit, weka) and 2 (bellbird, long-fin eels) are not regarded as self-sustaining.
Number of new species transferred or 'topped up'.	0	0	
Maintain or improve the population status of nationally threatened species present			
Number of threatened fauna species present and breeding successfully.	4	4	Hihi, Maud Island frog; Cook Strait giant weta; tuatara, & takahē (usually excluded for reporting purposes as the pair is held for advocacy purposes).
Manage species held for captive breeding purposes to ensure they remain healthy and breed successfully			
Number of species breeding in captivity.	1	2	Maud Island frogs breeding. The target of 2 is no longer applicable as the barking geckos have now left the sanctuary to be released on Mana Island. This is a major conservation success.
Monitor animal pest status, control mice & successfully respond to any incursions			
Mice maintained to target levels (abundance per 100 trap nights).	5.7	<10	On track. This is the average number across three monitoring periods (July, Sept and March). Abundance was high in March (13.6) and a June/July mouse control operation has been completed to reduce numbers again.
Percentage of incursions successfully eradicated.	100%	100%	A weasel was detected in the sanctuary in August. This was not redetected and the animal either left or died.
Monitor plant pest status and reduce distribution of environmental weeds (currently 123) within and near the fence perimeter			
Number of pest plant species actively controlled or surveyed.	36	44	A lower number of invasive plant species infestations were found due to this year's grid searching occurring predominantly in the centre of the sanctuary.
Number of pest plant species where control has achieved a decline to low levels of infestation in the sanctuary.	71	53	Achieved.

Measures against Strategy Areas

MEASURE against Strategy Areas	TARGET 2019-20	ACTUAL 2019-20
Restoring Te Māra a Tāne and its extending halo of biodiversity		
Continue to grow the Sanctuary to Sea project through the development and implementation of a three-year strategic plan.	A minimum of 10 community groups active in restoring the Kaiwharawhara catchment.	Target surpassed. 30+ community groups are now involved in the project in some way.
Carry out perch removal in the lower lake.	Lower lake perch removal completed, pending appropriate weather conditions.	Project postponed due to COVID-19 shutdown.
Establish a cultural health monitoring programme with mana whenua.	Mana whenua beginning active monitoring in the sanctuary.	Target surpassed. The Hakuturi group has been actively monitoring in the sanctuary.
Building our organisation's capacity to drive transformation		
Building our organisation's capacity to drive transformation.	A net surplus before depreciation and tax of \$331,100.	The net surplus before depreciation and tax is \$1,261,476.
	Non-WCC grant revenues equating to >75% of overall income.	The Non-WCC grant (excluding living wage funding) revenues equating to 86% in 2019/20.
	11,000 members.	Achieved. We have 14,021 members as at 30 June 2020 (27% above target).
	Membership subscriptions of \$318,300.	Achieved. We received \$382,866 of membership subscriptions in 2019/20 (20% above target).
	Full cost per visitor (including WCC costs) \$14.95.	Achieved. The full cost per visitor is \$12.04 in 2019/20.
	Average WCC subsidy per visitor of no more than \$8.54.	Achieved with an average WCC subsidy per visitor of \$6.13 due to the impact of achieving 21% above target visitor results in 2019/20.
	Average revenue per visitor of no less than \$26.74.	Achieved with an average revenue per visit of \$37.08 due to better than budgeted commercial revenue including higher than expected Tours and Membership revenue.
	Non-Council Donations/Funding of \$275,000.	Achieved with Non-Council Donations/Funding income of \$1,049,397 in 2019/20.
	Maintain > 470 volunteers, with the establishment of new avenues for people to volunteer.	445 active or in training volunteers with 62 applicants on the waiting list. Recent improvements in record management of volunteer details identified no-longer-active volunteers who have subsequently been removed from the system. We have an appropriate number of active volunteers to run our operations smoothly and expect to increase this level further in 2020/21.
	> 80% of volunteers are satisfied with their relationship with ZEALANDIA	Achieved. 88% satisfaction.

MEASURE against Strategy Areas	TARGET 2019-20	ACTUAL 2019-20
Creating inspiring, accessible experiences and change through example and shared passion for action		
Continue development and delivery of signage and interpretation upgrades alongside overall visitor experience planning.	Visitor numbers – 118,100 separate visitations with breakdown of visitor demographics.	Visitor numbers during the year were 143,367.
Continue to develop and grow activities and experiences for young people and families.	8,800 education visitors.	The Education and Youth team hosted 8,051 in 2019/20. Prior to the impact of the COVID-19 pandemic, based on previous years visit numbers and confirmed bookings for the remainder of the year, we were on target to reach approximately 12,500 education visits in 2019/2020. While visitation ahead of COVID-19 was tracking well ahead of target, we were significantly impacted by the closedown and the period after re-opening.
Continue to grow our range of programmes and offerings to reach a wider cross-section of Wellington's diverse communities.		
Increase engagement opportunities for those with differing accessibility needs.		
Develop new tours experiences that enable visitors to build a deeper understanding of our conservation and restoration activities, and our natural heritage.		
Participate in the Council's review of the Leisure Card programme with the aim to improve accessibility to ZEALANDIA when price might otherwise be a barrier, subject to operational and commercial considerations.	Visitor experience – ZEALANDIA achieves a satisfied visitor rating of 95% or greater.	Achieved with a 95.3% satisfaction rate.
	Continue to improve accessibility and achieve Be.Accessible Gold rating.	A number of mapping improvements have been made that mark more clearly the more accessible areas in our sanctuary. Also, a new step has been installed on our boat to make this facility more accessible to our visitors.
Forming strong and enduring local, national and international partnerships based on shared goals		
We will identify key ways through which our partnership with Wellington City Council can deliver greater gains for biodiversity across the region.	A growing number of partnerships and programmes that enable us to work with and through others in community restoration projects.	Delivered as planned.
We will grow our leadership roles in Predator Free Wellington, contributing to the delivery of school-based programmes in Miramar and through leading research coordination.	Delivery of education programmes as agreed as part of the Predator Free Wellington partnership.	Delivered as planned.
	Research coordination for Predator Free Wellington as developed and agreed.	Delivered as planned.
We will participate in international research gatherings (e.g. conferences) to share our knowledge and solidify partnerships.	Identification and delivery of a range of avenues for communicating our learnings to other sanctuaries and other conservation/restoration initiatives.	Delivered. The team at ZEALANDIA attended the Sanctuaries of NZ Conference in order to achieve this target and has also published science journal articles on ZEALANDIA work.
We will continue to liaise with all our CCO colleagues and especially with Experience Wellington and The Cable Car to contribute where possible to further improving the overall experience in the Kelburn precinct at the top of the cable car.	Participation in an increasing number of events (eg conferences, workshops, speaking engagements) that enable the broader communication of our knowledge for use in other locations.	Completed, despite disruption from COVID-19.

MEASURE against Strategy Areas	TARGET 2019-20	ACTUAL 2019-20
Embracing mātauranga Māori and other knowledge frameworks		
Continue to grow and integrate mātauranga Māori perspectives into all elements of ZEALANDIA project and programme development processes.	Delivery of activities and opportunities for staff and volunteers to increase their knowledge and confidence in te ao Māori.	Delivered.
Develop and deliver learning opportunities for staff and volunteers to increase their capacity and capability in te reo Māori and te ao Māori.		
Develop and grow relationships that enable closer partnerships with iwi and integration of mātauranga Māori.		
Develop and deliver public programmes and initiatives that increase connection to te ao Māori.	Improved visitor experience through new public programmes and activities for Matariki and Māori Language Week 2019.	Delivered.
Increase bilingual content in signage and interpretation materials.	Bilingual content incorporated in all new signage and interpretation materials developed.	On track: Bilingual and bicultural wildlife signage in planning. Bilingual welcome and safety signage in the lower sanctuary.
Being a hub where people of all ages can learn, create new knowledge and share their insights and understanding		
Implement a communications strategy to grow the impact of the Centre for People and Nature.	Research programme on the relationship between people and nature in Wellington underway.	Completed.
Carry out research focussed on understanding how changes to Wellington's biodiversity is affecting people.	Maintain (and grow where possible) the number of peer-reviewed science publications emerging from the ZEALANDIA team.	Delivered.
Raise funds to support and expand our formal and informal education programmes, with a focus on opportunities for those less able to access conservation experiences and learning.	Deliver agreed school-based conservation education in Wellington as part of the Predator Free Wellington partnership.	Delivered.
	Continue to deliver valley-based and outreach programmes under our Ministry of Education LEOTC contract.	Delivered.
	Continue to expand the range of programmes and activities offered to schools.	Delivered: New programmes established for 2020 and online content created during COVID-19 lockdown.
	Continue to expand the range of activities for children, young people and families during school holiday periods.	Delivered.
	Continue to grow the number of school holiday programmes visiting ZEALANDIA.	Delivered.
Equipping people with experience and skills for a nature-rich future		
Develop a long-term visitor experience plan aligned with the restoration and valley management plans.	Long-term visitor experience plan developed and implemented.	Plan developed, to be implemented over next few years.
	Signage and interpretation within the sanctuary continued to be upgraded as funding allows.	Botanical signage, and new entry signage delivered.
Provide learning and development opportunities for volunteers that are applicable both inside and outside the sanctuary.	Diversity of learning opportunities and programmes offered to volunteers increased.	Volunteer seminars and activities delivered.
Increase the diversity of ZEALANDIA's partners and volunteers by working with and through a wider variety of community organisations.		
Develop and deliver visitor programmes and events that appeal to both current and potential new audiences.	Programmes and events that enable a wider diversity of people to engage with ZEALANDIA developed and delivered.	The late 2019/20 activities were impacted by our closure due to COVID-19 but earlier programmes delivered as planned.

FINANCIAL STATEMENTS

KARORI SANCTUARY TRUST (INC.) FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2020

Statement of Comprehensive Revenue and Expense for the year ended 30 June 2020

	Note	2020 \$	2019 \$
Operating Revenue			
Membership Subscriptions		382,866	338,775
Wellington City Council Grant		1,032,124	1,006,950
Other Grants and Donations*		1,005,831	697,089
Admissions		2,072,155	1,986,776
Sale of Goods		1,398,999	1,566,137
Other		127,045	72,569
Total Operating Revenue		6,019,020	5,668,296

Other Revenue			
Finance Income		52,308	46,315
COVID-19 Wage Subsidy		365,362	-
Tanglewood House Funding**		-	700,000
Total Operating Revenue and Other Revenue	2	6,436,690	6,414,611

Operating Expenses			
Cost of Goods Sold		643,892	691,583
Other Operating Expenditure	3	4,420,822	4,152,179
Trustee Remuneration	9	110,500	92,733
Depreciation and Amortisation Expense	6,7	358,425	333,494
Total Operating Expenses		5,533,639	5,269,989

Operating Surplus/(Deficit)		903,051	1,144,622
Other Comprehensive Revenue		-	-
Total Comprehensive Revenue and Expense		903,051	1,144,622

* Included within 2019/20 Other Grants and Donations is a contribution of \$300,000 towards a future fellowship and scholarships programme.

**In 2018/19 the Trust received a \$700,000 contribution towards the future build of new premises, to be named Tanglewood House.

Statement of Changes in Equity for the year ended 30 June 2020

	2020 \$	2019 \$
Accumulated Funds at Beginning of Year	5,171,429	4,026,807
Net Comprehensive Revenue and Expenses	903,051	1,144,622
Accumulated Funds at End of Year	6,074,480	5,171,429

The accompanying notes on pages 55 to 62 form an integral part of these financial statements.

Karori Sanctuary Trust (Inc.)

Statement of Financial Position as at 30 June 2020

	Note	2020 \$	2019 \$
Current Assets			
Cash and Bank		1,798,657	1,419,943
Term Deposit		2,000,000	1,250,000
Accounts Receivable	4	52,535	40,218
Prepayments		16,069	14,443
Stock on Hand		62,645	59,200
Total Current Assets		3,929,906	2,783,804

Non-Current Assets			
Property, Plant and Equipment	6	3,109,153	3,187,290
Intangible Assets	7	5,946	11,892
Total Non-Current Assets		3,115,099	3,199,182
Total Assets		7,045,005	5,982,986

Current Liabilities			
Accounts Payable and Accruals	5	379,893	325,894
GST Payable		42,795	13,446
Accrued Holiday Pay		153,798	125,466
Income in Advance		394,039	346,751
Total Current Liabilities		970,525	811,557
Total Liabilities		970,525	811,557

Net Assets		6,074,480	5,171,429
Equity			
Accumulated funds		6,074,480	5,171,429

The Board of Trustees authorised the financial statements for issue on;

Chairman:



Date: 27 August 2020

Trustee:



Date: 27 August 2020

The accompanying notes on pages 55 to 62 form an integral part of these financial statements.

Statement of Cash Flows for the year ended 30 June 2020

	Note	2020 \$	2019 \$
Cash Flows from Operating Activities			
Cash was provided from:			
Membership Subscriptions		418,846	348,509
Grants and Donations		2,042,204	1,862,238
Admissions and Other Revenue		3,592,941	3,603,147
COVID-19 Wage Subsidy		365,362	-
Tanglewood House Funding		-	700,000
Net GST Receipt		29,349	21,426
Total		6,448,702	6,535,320
Cash was applied to:			
Payments to Suppliers and Employees		(5,097,958)	(4,878,927)
Total		(5,097,958)	(4,857,501)
Net Cash Flows from Operating Activities	8	1,350,744	1,656,393
Cash Flows from Investing Activities			
Cash was provided from:			
Interest Received		52,308	46,315
Receipt from Maturity of Term Deposits		2,750,000	3,250,000
Total		2,802,308	3,296,315
Cash was applied to:			
Purchase of Plant, Equipment & Other Assets		(274,338)	(673,111)
Investment in Term Deposits		(3,500,000)	(3,400,000)
Total		(3,774,338)	(4,073,111)
Net Cash Flows from Investing Activities		(972,030)	(776,796)
Opening Cash		1,419,943	540,346
Net Increase/(Decrease) in Cash		378,714	879,597
Closing Cash		1,798,657	1,419,943

The accompanying notes on pages 55 to 62 form an integral part of these financial statements.

Statement of accounting policies

i. Statement of compliance and basis of preparation

Statement of compliance

The financial statements presented here are for the reporting entity, Karori Sanctuary Trust. The Trust is a charitable trust registered under the Charities Act 2005.

As the primary objective of the Trust is to develop a secure native wildlife sanctuary which benefits the community, rather than making a financial return, the Trust is a public benefit entity for the purpose of financial reporting.

These financial statements were authorised for issue by the Board of Trustees on 27 August 2020.

Basis of preparation

The financial statements are prepared in accordance with Generally Accepted Accounting Practice in New Zealand (NZ GAAP). They comply with Public Benefit Entities Standards Reduced Disclosure Regime (PBE Standards RDR) and authoritative notices that are applicable to entities that apply PBE standards.

The Trust applies Tier 2 PBE Standards and disclosure concessions. The Trust is eligible to report in accordance with Tier 2 PBE Standards RDR because it does not have public accountability and it is not large.

Management has applied judgement in determining whether revenue streams have been appropriately classified as exchange or non-exchange in nature.

The financial statements have been prepared on a going concern basis, and the accounting policies have been applied consistently throughout the period.

Measurement base

The financial statements have been prepared on a historical cost basis.

The financial report is measured in New Zealand dollars and all values are rounded to the nearest dollar (\$) unless otherwise stated.

ii. Recognition of revenue

Grants are recognised as revenue when the requirements under the grant agreement have been met. Any grants for which the requirements under the grant agreement have not been completed are carried as liabilities until all the conditions have been fulfilled. Revenue received from membership subscriptions is allocated proportionally over the period to which they relate. The unearned portion of subscriptions is shown under current liabilities. Prepaid visits are also treated as current liabilities.

Sales of goods and admissions comprise the amounts received and receivable for goods and services supplied to customers in the ordinary course of business. This revenue is recognised when the goods or services are provided to the customer.

Exchange revenue is defined as transactions in which one entity receives assets or services, or has liabilities extinguished, and directly gives approximately equal value (primarily in the form of cash, goods, services or use of assets) to another entity in exchange. Revenue streams defined as exchange are membership subscriptions, admissions, sales of goods, certain other

grants (where there is an exchange obligation) and certain items of other revenue.

Non-exchange transactions arise where an entity receives value from another entity without giving approximately equal value in exchange. Revenue streams defined as non-exchange are the Wellington City Council grant as well as other grants and donations and items of other revenue that are not included under exchange transactions.

Interest income is accounted for as earned.

In the financial statements, there is no financial recognition of support given in the form of donated labour and materials.

iii. Cost of goods sold

Cost of goods sold comprises the purchase of stock items and other directly attributable costs relating to the Café, Retail, Functions and Education services.

iv. Property, plant and equipment and intangible assets

Property, plant and equipment and intangible assets are measured initially at cost. Cost includes expenditure that is directly attributable to the acquisition of the items. The cost of an item is recognised only when it is probable that future economic benefit or service potential associated with the item will flow to the entity.

Subsequent costs that meet the recognition criteria above are recognised in the carrying value of the item of the fixed asset or intangible asset. Such cost includes the cost of replacing part of the asset if the recognition criteria are met. When significant parts of the asset are required to be replaced at intervals, the entity recognises such parts as individual assets with specific useful lives and depreciates them accordingly. Likewise, when a major inspection is performed, its cost is recognised in the carrying amount of the fixed asset as a replacement if the recognition criteria are satisfied. All other repair and maintenance costs are recognised in surplus or deficit as incurred.

Measurement subsequent to initial recognition:

Subsequent to initial recognition, Property, plant and equipment and intangible assets are measured using the cost model.

Statement of accounting policies

v. Depreciation and amortisation

Depreciation of Property, plant and equipment and amortisation of intangible assets is calculated on a straight-line basis so as to allocate the cost of the assets over their useful lives as follows:

Building/Infrastructure	5-100 years
Exhibitions	2-20 years
Leasehold improvements	10-25 years
Predator fence	25-50 years
Fixtures, Plant and Equipment	2-25 years
Vehicles	3-14 years
Other Assets	3-25 years
Computer Software	3 years

vi. Cash and Bank

Cash and bank includes bank balances, funds held at call with financial institutions and other short-term and highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

vii. Accounts and Sundry Receivables

Accounts receivable are stated at anticipated realisable value after providing against debt where collection is doubtful.

viii. Stock on Hand

Stock on hand comprise of retail, food and beverages. They are stated at the lower of cost and net realisable value. Cost is determined on a weighted average cost basis.

ix. Leased Assets

As Lessee:

Operating leases

Operating lease payments are recognised as an expense in the periods the amounts are payable.

Finance leases

A finance lease is a lease that transfers to the lessee substantially all the risks and rewards incidental to ownership of an asset, whether or not title is eventually transferred.

At the commencement of the lease term, finance leases where the Trust is the lessee are recognised as assets and liabilities in the statement of financial position at the lower of the fair value of the leased item or the present value of the minimum lease payments.

The finance charge is charged to the surplus or deficit over the lease period so as to produce a constant periodic rate of interest on the remaining balance of the liability.

x. Impairment

Property, plant and equipment and intangible assets held at cost that have a finite useful life are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable service amount.

The recoverable service amount is the higher of an asset's fair value less costs to sell and value in use. If an asset's carrying amount exceeds its recoverable service amount, the asset is regarded as impaired and the carrying amount is written-down to the recoverable amount. The total impairment loss is recognised in the surplus or deficit. The reversal of an impairment loss is recognised in the surplus or deficit.

xi. Employee Entitlements

Employee entitlements to salaries and wages, annual leave and other benefits are recognised when they accrue to employees.

The liability for employee entitlements is carried at the present value of the estimated future cash outflows.

xii. Goods and Services Tax (GST)

The financial statements have been prepared so that all components are stated exclusive of GST with the exception of receivables and payables that include GST invoiced.

xiii. Income Tax

The Trust being a charitable organisation is income tax exempt under the Income Tax Act 2007.

xiv. Statement of Cash Flows

The following are the definitions of the terms used in the statement of cash flows:

(a) Operating activities include all transactions and other events that are not investing or financing activities.

(b) Investing activities are those activities relating to acquisition, holding and disposal of property, plant and equipment and of investments.

(c) Financing activities are those activities that result in changes in the size and composition of the capital structure. This includes both equity and debt not falling within the definition of cash.

(d) Cash is considered to be cash on hand and current accounts in banks, net of bank overdrafts.

xv. Changes in accounting policies

There have been no changes in accounting policies in the year.

Comparative figures have been reclassified where applicable to conform with current year classifications.

2. Revenue

	2020 \$	2019 \$
<i>Revenue from exchange transactions:</i>		
Sale of goods and services	3,751,065	3,964,256
Grant revenue	73,414	66,740
Interest Income	52,308	46,315
<i>Revenue from non-exchange transactions:</i>		
Grant revenue	1,171,714	1,110,155
Bequests	34,262	36,117
Gifts, Donations	758,565	491,028
Free Admissions Revenue from Wellington City Council	230,000	-
COVID-19 Wage Subsidy	365,362	-
Tanglewood House Funding	-	700,000
Total Revenue	6,436,690	6,414,611

3. Operating Expenditure

	2020 \$	2019 \$
Administration and Management	65,139	80,701
Personnel Costs	3,592,723	3,260,704
Fees to auditor		
- fees to PwC for audit	38,784	34,700
Other Operating Expenditure	724,176	776,074
Total Operating Expenditure	4,420,822	4,152,179

4. Accounts Receivable

	2020 \$	2019 \$
<i>Total receivables comprises:</i>		
Receivables from the sale of goods and services (exchange transactions)	48,535	40,218
Donation receivables (Non-exchange)	4,000	
	52,535	40,218

5. Accounts Payable and Accruals

	2020 \$	2019 \$
<i>Total payables comprises:</i>		
Trade Payables	159,382	175,415
Payroll Accruals	220,511	150,479
	379,893	325,894

6. Property, Plant and Equipment for the year ended 30 June 2020

	Trust Buildings	Exhibition Centre	Leasehold Improvements	Predator Fence	Fixtures, Plant and Equipment	Vehicles	Other Assets	Buildings - Work in Progress	Total
COST									
As at 1 July 2019	1,928,150	3,639,384	1,132,006	2,457,633	622,941	375,327	895,023	104,378	11,154,842
Additions at cost	10,803	-	63,751	-	19,655	29,073	56,292	94,768	274,342
Disposals	-	-	-	-	-	-	-	-	-
As at 30 June 2020	1,938,953	3,639,384	1,195,757	2,457,633	642,596	404,400	951,315	199,146	11,429,184
ACCUMULATED DEPRECIATION									
As at 1 July 2019	687,755	3,620,304	660,448	1,807,190	355,627	170,736	665,492	-	7,967,552
Depreciation charge	82,952	9,634	48,700	95,231	37,711	35,902	42,349	-	352,479
Disposals	-	-	-	-	-	-	-	-	-
As at 30 June 2020	770,707	3,629,938	709,148	1,902,421	393,338	206,638	707,841	-	8,320,031
NET BOOK VALUE	1,168,246	9,446	486,609	555,212	249,258	197,762	243,474	199,146	3,109,153

The current balance in Buildings - Work in Progress is the development of Tanglewood House.

6. Property, Plant and Equipment for the year ended 30 June 2019

	Trust Buildings	Exhibition Centre	Leasehold Improvements	Predator Fence	Fixtures, Plant and Equipment	Vehicles	Other Assets	Buildings - Work in Progress	Total
COST									
As at 1 July 2018	1,491,656	3,639,384	1,132,006	2,457,633	594,667	178,387	807,308	195,555	10,496,596
Additions at cost	-	-	-	-	28,274	196,940	87,815	345,317	658,246
Completion of Building	436,494	-	-	-	-	-	-	(436,494)	-
Disposals	-	-	-	-	-	-	-	-	-
As at 30 June 2019	1,928,150	3,639,384	1,132,006	2,457,633	622,941	375,327	895,023	104,378	11,154,842
ACCUMULATED DEPRECIATION									
As at 1 July 2018	624,300	3,610,510	607,033	1,711,959	319,581	139,868	635,566	-	7,648,817
Depreciation charge	63,455	9,794	53,415	95,231	36,046	30,868	29,926	-	318,735
Disposals	-	-	-	-	-	-	-	-	-
As at 30 June 2019	687,755	3,620,304	660,448	1,807,190	355,627	170,736	665,492	-	7,967,552
NET BOOK VALUE	1,240,395	19,080	471,558	650,443	267,314	204,591	229,531	104,378	3,187,290

During the 2018/19 year Pukeahu House (formerly the Brierley Pavilion) was completed.

The current balance in Buildings - Work in Progress is the development of Tanglewood House.

7. Intangible Assets for the year ended 30 June 2020

	Computer Software	Total
COST		
As at 1 July 2019	62,801	62,801
Additions at cost	-	-
Disposals	-	-
As at 30 June 2020	62,801	62,801
ACCUMULATED DEPRECIATION		
As at 1 July 2019	50,909	50,909
Amortisation	5,946	5,946
Disposals		
As at 30 June 2020	56,855	56,855
NET BOOK VALUE	5,946	5,946

7. Intangible Assets for the year ended 30 June 2019

	Computer Software	Total
COST		
As at 1 July 2018	47,936	47,936
Additions at cost	14,865	14,865
Disposals	-	-
As at 30 June 2019	62,801	62,801
ACCUMULATED DEPRECIATION		
As at 1 July 2018	36,150	36,150
Amortisation	14,759	14,759
Disposals	-	-
As at 30 June 2019	50,909	50,909
NET BOOK VALUE	11,892	11,892

8. Reconciliation of Cash Flow Statement

Reconciliation of net cashflow from operating activities with operating surplus

	2020 \$	2019 \$
Net Surplus/(Deficit) from Operations	903,051	1,144,622
Adjustments		
Depreciation and amortisation	358,425	333,494
Interest Received	(52,308)	(46,315)
Movements in Working Capital Items		
Decrease / (Increase) in GST Receivable	29,349	21,426
Decrease / (Increase) in Stock on Hand	(3,445)	(16,201)
Decrease/(Increase) in Receivables and Prepayments	(13,943)	15,157
(Decrease) / Increase in Income in Advance	47,288	150,671
(Decrease) / Increase in Accounts Payable from Operations	82,327	53,539
	141,576	224,592
Net Cash Flow from Operating Activities	1,350,744	1,656,393

9. Related Party Transactions

During the year, the following related party transactions occurred:

	2020 \$	2019 \$
Related Party Transactions:		
Grants from Wellington City Council	1,032,124	1,006,950
Sales to Wellington City Council	23,017	17,160
Financial support to fund free admissions from Wellington City Council	230,000	-
Fee for payroll services provided by Wellington City Council	9,000	9,000
Rental expense paid to Wellington City Council	18,383	20,055

Wellington City Council charged the Trust for a number of other services in the ordinary course of business, including rates, licence fees, arborist and advertising fees.

The partner of one of the Board Trustees was employed by the Trust in our Conservation team.

During the 2017 year, the sale of the Visitors Centre and associated assets was finalised to the Wellington City Council. As part of the sale transaction the Trust signed an agreement to lease the Visitors Centre back from the Council for an initial 10 year term with the option for the Trust to extend the lease in 10 year increments in perpetuity. Annual rental of the Visitors Centre is \$1 if demanded. The lease arrangement has been accounted for as a finance lease under PBE IPSAS 13, resulting in an immaterial asset and lease liability being recognised in the financial statements.

	2020 \$	2019 \$
Key management personnel compensation:		
Leadership team remuneration	783,988	701,534
Full-time equivalent members	5	5
Board remuneration paid to Trustees	110,500	92,733

Key management personnel are defined as the Board of Trustees, the Chief Executive and the Strategic Management Team.

10. Lease Commitments

i. ZEALANDIA land and Trust offices

The Trust is a party to an agreement with the Wellington City Council and Wellington Regional Council for the transfer of ZEALANDIA land and its ultimate lease to the Karori Sanctuary Trust. The Current Deed of Lease is dated 8 January 2013. The Trust also leases its office building from the Wellington City Council.

ii. Photocopiers, telephone system and EFTPOS terminals

Commitments for minimum lease payments in relation to non-cancellable operating leases are payable as follows:

	2020 \$	2019 \$
Within one year	15,215	11,752
Later than one year but not later than five years	32,714	33,668
	47,929	45,420

11. Capital Commitments

As at 30 June 2020, there are no capital commitments (2019: none).

12. Contingent Liabilities

There are no contingent liabilities as at 30 June 2020 (2019: none).

13. Contingent Assets (possible income)

During the year, the Trust received notice that it has been named as a beneficiary in a will. The will has been challenged by a third party in the Family Court. The timing and value of the bequest is dependent on the outcome of the judicial process and cannot be reliably estimated at balance date. Consequently, an asset has not been recognised at 30 June 2020. If the possible income from the bequest is subsequently received, it will be accounted for in the year in which it is received.

14. Post balance date events

There are no post balance date events which affect these financial statements (2019: none).

15. Impact of COVID-19

On 11 March 2020, the World Health Organisation declared the outbreak of COVID-19 a pandemic. On 26 March 2020, the New Zealand Government increased its COVID-19 alert level to level 4, resulting in a nationwide lockdown. As part of the lockdown ZEALANDIA was closed to the public and the majority of staff were required to work remotely from home, with a skeleton staff on site to maintain animal welfare and biosecurity.

ZEALANDIA re-opened in mid-May under COVID-19 alert level 2 and all staff returned to the office with the move down to level 1.

The impact of COVID-19 in 2019/20 has been manageable due to the busy summer season finishing in March. The Trust received the Government Wage Subsidy Scheme, and launched a successful public appeal in May, both of which have supported the ongoing operations of the Trust. In addition, Wellington City Council has provided a level of financial support to enable free admissions to the public in the period following the reopening of the sanctuary through to 30 June 2020, and remains committed to ensuring ZEALANDIA is able to continue providing a native wildlife sanctuary which benefits the community.

As at 30 June 2020, the Trust is in a strong financial position. While \$1.7 million of the year end cash and bank balance has been committed (primarily the construction of Tanglewood House and provision of research fellowships), the Trust continues to hold sufficient cash reserves to help mitigate any currently foreseen adverse financial impact COVID-19 may have.

In the 2020/21 financial year we expect a 40% reduction in visitor numbers, as a significant portion of our visitors are international tourists. In response we have shifted our focus towards the Wellington and New Zealand market. Expenditure has been scaled back in relation to revenues, and management is pursuing other income streams including further COVID-19 related funding, grant applications, appeals, donations and membership support. In addition, all non-committed capital expenditure has been postponed until the economic outlook is more certain.

We are continuing to monitor the economic situation closely so we can remain agile and respond quickly to further developments.

On consideration of the factors above, the Board of Trustees consider the preparation of the financial statements on a going concern basis is appropriate.

Karori Sanctuary Trust (Inc.)



Independent auditor's report

To the readers of Karori Sanctuary Trust's financial statements and performance reporting for the year ended 30 June 2020

The Auditor-General is the auditor of Karori Sanctuary Trust (the "Trust"). The Auditor-General has appointed me, Christopher Ussher, using the staff and resources of PricewaterhouseCoopers, to carry out the audit of the financial statements and performance reporting of the Trust on his behalf.

Opinion

We have audited:

- the financial statements of the Trust that comprise the statement of financial position as at 30 June 2020, the statement of comprehensive revenue and expense, statement of changes in equity and statement of cash flows for the year ended on that date and the notes to the financial statements that include accounting policies and other explanatory information; and
- the performance reporting of the Trust.

In our opinion:

- The financial statements of the Trust
 - present fairly, in all material respects:
 - its financial position as at 30 June 2020; and
 - its financial performance and cash flows for the year then ended; and
 - comply with generally accepted accounting practice in New Zealand in accordance with the New Zealand Public Benefit Entity Reduced Disclosure Regime; and
- the performance reporting of the Trust presents fairly, in all material respects, the Trust's actual performance compared against the performance targets and other measures by which performance was judged in relation to the Trust's objectives for the year ended 30 June 2020.

Our audit was completed on 28 August 2020. This is the date at which our opinion is expressed.

The basis for our opinion is explained below, and we draw your attention to a matter. In addition, we outline the responsibilities of the Board of Trustees and our responsibilities relating to the financial statements and the performance reporting, we comment on other information, and we explain our independence.

Basis for our opinion

We carried out our audit in accordance with the Auditor-General's Auditing Standards, which incorporate the Professional and Ethical Standards and the International Standards on Auditing (New Zealand) issued by the New Zealand Auditing and Assurance Standards Board. Our responsibilities under those standards are further described in the Responsibilities of the auditor section of our report.

We have fulfilled our responsibilities in accordance with the Auditor-General's Auditing Standards.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of matter - Impact of COVID-19

Without modifying our opinion, we draw attention the disclosures about the impact of COVID-19 on the Trust as set out in note 15 to the financial statements

Responsibilities of the Board of Trustees for the financial statements and the performance reporting

The Board of Trustees is responsible on behalf of the Trust for preparing financial statements that are fairly presented and that comply with generally accepted accounting practice in New Zealand. The Board of Trustees is also responsible for preparing the performance reporting for the Trust.

The Board of Trustees is responsible for such internal control as it determines is necessary to enable it to prepare financial statements and performance reporting that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements and the performance reporting, the Board of Trustees are responsible on behalf of the Trust for assessing the Trust's ability to continue as a going concern. The Board of Trustees is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless the Board of Trustees intend to liquidate the Trust or to cease operations, or has no realistic alternative but to do so.

The Board of Trustees' responsibilities arise from the Local Government Act 2002.

Responsibilities of the auditor for the audit of the financial statements and the performance reporting

Our objectives are to obtain reasonable assurance about whether the financial statements and the performance reporting, 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 carried out in accordance with the Auditor-General's Auditing Standards will always detect a material misstatement when it exists. Misstatements are differences or omissions of amounts or disclosures, and can arise from fraud or error. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of readers, taken on the basis of these financial statements and the performance reporting.



For the target information reported in the performance reporting, our procedures were limited to checking that the information agreed to the Trust's statement of intent.

We did not evaluate the security and controls over the electronic publication of the financial statements and the performance reporting.

As part of an audit in accordance with the Auditor-General's Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. Also:

- We identify and assess the risks of material misstatement of the financial statements and the performance reporting, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Trust's internal control
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board of Trustees
- We evaluate the appropriateness of the reported performance reporting within the Trust's framework for reporting its performance.
- We conclude on the appropriateness of the use of the going concern basis of accounting by the Board of Trustees and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Trust's ability to continue as a going concern. If we conclude that a material uncertainty exists we are required to draw attention in our auditor's report to the related disclosures in the financial statements and the performance reporting or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Trust to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the financial statements and the performance reporting, including the disclosures, and whether the financial statements and the performance reporting represent the underlying transactions and events in a manner that achieves fair presentation

We communicate with the Board of Trustees regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit

Our responsibilities arise from the Public Audit Act 2001.

Other Information

The Board of Trustees is responsible for the other information. The other information does not include the financial statements and the performance reporting, and our auditor's report thereon

Our opinion on the financial statements and the performance reporting does not cover the other information and we do not express any form of audit opinion or assurance conclusion thereon. At the time of our audit, there was no other information available to us.

In connection with our audit of the financial statements and the performance reporting, our responsibility is to read the other information. In doing so, we consider whether the other information is materially inconsistent with the financial statements and the performance reporting or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on our work, we conclude that there is a material misstatement of this other information, we are required to report that fact.

Independence

We are independent of the Trust in accordance with the independence requirements of the Auditor-General's Auditing Standards, which incorporate the independence requirements of Professional and Ethical Standard 1: International Code of Ethics for Assurance Practitioners issued by the New Zealand Auditing and Assurance Standards Board.

Other than the audit, we have no relationship with, or interests in, the Trust.

Christopher Ussher
PricewaterhouseCoopers
On behalf of the Auditor-General
Wellington, New Zealand

PricewaterhouseCoopers

Directory

Trustees:

Phillip Meyer FAIM, Life FNZIM, CF Inst D, F Fin

Pete Monk

Emeritus Professor David Bibby CNZM, PhD, DSc

Russell Spratt

Libby Harrison, PhD

Jo Breese

Guardians:

Roy Sharp, Chair

Jim Lynch QSM

Professor Nicola Nelson, PhD

Julia Bracegirdle

Mayor Andy Foster

Councillor Teri O'Neill

Helen McConnell

Latu Clark

Ellen Carlyon

Senior Management

Paul Atkins, Chief Executive

Danielle Shanahan, PhD, Director Centre for People and Nature

Matthew Valentine, Manager Corporate Services

Anastasia Turnbull, Manager Learning and Development

Chris Fitzgerald, Manager Commercial Development

ZEALANDIA™

TE MĀRA A TĀNE

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ZEALANDIA is a registered charity (CC21900)

Te Kāhui o Waitī mural painted by Margaret Tolland for ZEALANDIA's education foyer. Photo credit: Melissa Boardman.

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