



TO THE FRONT

Inspiring young women, trans, takatāpui, rainbow, intersex, and gender diverse youth through music

Girls Rock Aotearoa Incorporated Performance Report For the year ended 31 March 2024

IMPACT SNAPSHOT

3

Holiday programmes
across 3 centres

8

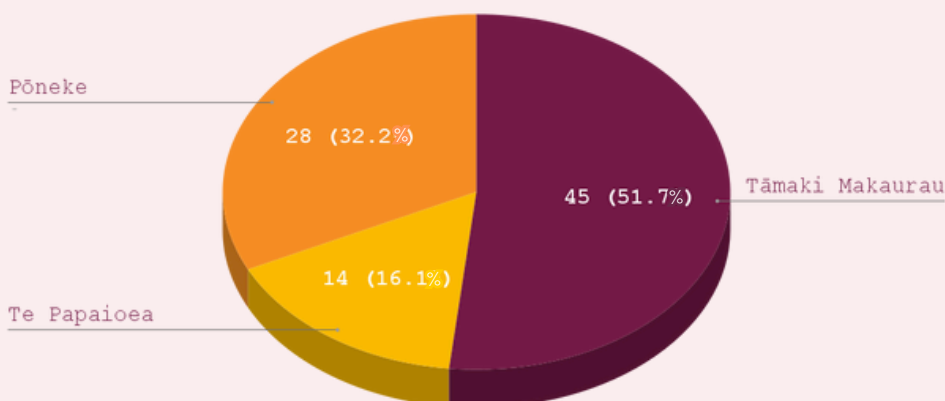
Year-round
workshops

139

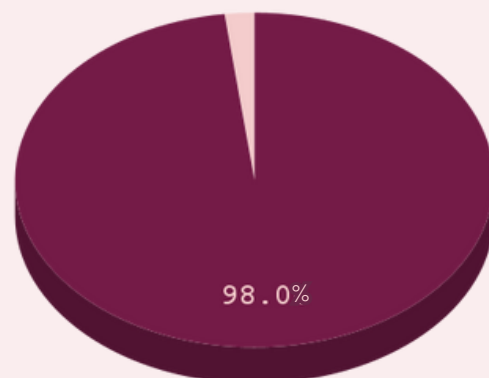
Youth participants



To the Front holiday programme Youth Participants



Youth inspired to keep making
music after our 2023-2024
holiday programmes



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5 year dreams	23
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Thank you	24
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Entity Information

For the year ended 31 March 2024



**TO THE
FRONT**

Legal name of entity:	Girls Rock Aotearoa Incorporated
Type of entity:	Incorporated society, Registered Charity (25 April 2023).
Legal basis:	Incorporated Societies Act 2022, Charities Act 2005
Registration numbers:	2671372 CC61193
Entity purpose:	To advance education by developing and providing programmes centred around engagement and agency within musical communities that provide educational, cultural, recreational and social activities in a supervised, caring, positive environment particularly directed towards children and youth.
Entity structure:	<p>The entity consists of the below subcommittees:</p> <ul style="list-style-type: none">• To the Front Tāmaki Makaurau• To the Front Pōneke• To the Front Te Papaioea• Pathways To the Front <p>The entity is governed by the executive committee, consisting of a Chairperson, Secretary, Treasurer, and other members. There are 7 paid part time staff and many volunteers.</p>
Main Sources of the Entity's Cash and Resources:	The main sources of the entity's cash and resources include youth participant application fees, and grants and donations.
Main Methods Used by the Entity to Raise Funds:	In order to raise funds through grants and donations, the entity applies to a number of both private and public sector organisations offering grants during the lead up to the programmes. In addition to this, the entity runs crowdfunding campaigns and organises fundraising shows. The residual costs of the programme are covered through application fees paid by those attending the programme.
Entity's Reliance on Volunteers and Donated Goods or Services:	The entity strongly relies on volunteers throughout the organisation and running of each programme. Mentors that provide services through the running of the programme are paid, however a number of other positions are not. The entity also relies on the short term loan (free-of-charge) of musical equipment, from musicians supporting the programme. The programmes organised by the entity would not be possible (in its current form) without the assistance of volunteers or donations.
Additional information:	In order to meet the objectives listed above, Girls Rock Aotearoa ("the entity") runs four music focussed holiday programmes ("the programme") targeted towards young women, and/or intersex, transgender, takatāpui, queer and gender diverse youth. During the 2024 financial year there were three programmes run in Auckland, Wellington, and Palmerston North. A fourth programme is currently being developed to run in the 2025 financial year in Hamilton (in July 2024).
Contact details	<p>The registered office of the entity is 159a Ladies Mile, Ellerslie, Auckland.</p> <p>www.girlsrockcamp.co.nz</p> <p>girlsrockcampaotearoa@gmail.com</p>

WHO WE ARE



Our Vision

An equitable music community in Aotearoa full of empowered and thriving youths and adults of all genders.

Our Mission

To inspire, educate and empower youth through musically-facilitated programmes that allow them to explore and be validated in their creativity.

Entity Structure

Girls Rock Aotearoa Governance Board

- Chair
- Secretary
- Treasurer
- Regional Directors Tāmaki Makaurau, Pōneke, Te Papaioea
- Pathways Coordinators
- Funding Coordinator
- Development & Wellbeing Coordinator
- Accounts Coordinators
- Communications Coordinator

To the Front Regional Programmes

Tāmaki Makaurau, Pōneke, Te Papaioea

- Admin roles - 1-12 month contractors (paid and volunteer)
- Operational Subcommittees

Short Term Contractors

- Coordinators (paid)
- Mentors (paid)
- Volunteers

A message from our Chairperson



Welcome to the Girls Rock Aotearoa / To The Front performance report for 2023-2024! I am thrilled to update you on all we have achieved and the ways we have grown.

Last year was massive for us, from securing funding from Manatū Taonga Ministry for Culture and Heritage (which enabled us to create seven year-round, paid roles!), to officially gaining charity status, and running the second iteration of our To The Front Te Papaioea programme, we were busy in 2023-2024!

Our teams around the country have been working hard and having fun creating and delivering our programmes in Tāmaki Makaurau, Pōneke and Te Papaioea. As well as our yearly, 'To The Front' offerings, we now offer a series of year round workshops in each of those cities, along with the 'Pathways' programme in Tāmaki Makaurau.

In 2023 we were able to hold our first ever board retreat, which was an invaluable time for our strategic leaders to come together and discuss our next five years. As a nationwide organisation, our board rarely get time to be in the same room and the ability to be together in-person was highly generative.

For most of last year, the board undertook a cultural safety process with Khali Meari Materoa. We explored Tiriti partnership, our organisation's values and how to best support our Māori community members. We look forward to continuing our journey to better serve our community.

A key focus was sustainability, moving forward with our people and their well-being as the priority. We increased our pay rate for all staff and contractors from \$25ph to \$30ph. We undertook professional development in first aid, looking after people's nervous systems in the workplace, and dealing with disclosures of trauma. We created seven year-round paid roles for everything from Regional Directors for each of our centres, to a national Wellbeing and Development Coordinator.

We welcomed Leea Lamatoa as the new Regional Director for Tāmaki Makaurau. We thanked Nicole Gaffney for her incomparable previous efforts in that role and welcomed her as the new Regional Director for Te Papaioea. We were also fortunate to welcome Kelsi Stroud as the new Regional Director for Pōneke.

In 2024-2025, we look forward to launching our newest programme, 'To The Front Kirikiriroa' and welcome Lora Thompson as Regional Director. We look forward to another year of empowering and inspiring youth around the country.

We thank you for your part in our thriving community. We are nothing without our people and, together, we look forward to all the challenges and achievements the next year will bring.

Our gratitude,

Eliana Gray



GIRLS ROCK AOTEAROA STATEMENT OF SERVICE PERFORMANCE

"WHAT WE SEEK TO ACHIEVE OR INFLUENCE"

FOR THE YEAR ENDED 31 MARCH 2024

OUR OUTCOMES

Description of the Entity's Outcomes:

- To advance education by developing and providing programmes centred around engagement and agency within musical communities that provide educational, cultural, recreational and social activities in a supervised, caring, positive environment particularly directed towards children and youth;
- To assist and guide the advancement of young women and gender minorities in New Zealand, specifically, in the music community;
- To encourage and facilitate positive social change, in particular, inclusivity and diversity;
- To foster and promote generally the autonomy, welfare and development of young women and gender minorities in New Zealand, specifically, in the music community



GIRLS ROCK AOTEAROA STATEMENT OF SERVICE PERFORMANCE

"WHAT DID WE DO?", "WHEN DID WE DO IT?"

FOR THE YEAR ENDED 31 MARCH 2024

OUR OUTPUTS

Description and Quantification (to the extent practicable) of the Entity's Outputs:	Actual This year	Actual Last year
Top Tips series video view count Video resource distributed to music teachers across Aotearoa and online	10,090 views	0 views
Youth Holiday programmes Across 3 regional centres	3	3
Year round workshops Across 3 regional centres	8	3
Total youth participant attendance Across all programmes and workshops	139	81
Percentage of Attendees identifying as an ethnicity other than Pākeha. Across all programmes	32%	30.86%
Percentage of youth participants who's general confidence had increased Feedback gathered from post programme surveys	97.5%	92.86%
Percentage of youth participants that learnt "some" or "many" new skills Feedback gathered from post programme surveys	100%	96.77%
National management contractors weekly paid hours	70	8
National volunteers weekly hours	730	780



2023 marked our fifth year of To the Front Programmes in Pōneke and launched our Audio Production stream in this centre. This year saw us expand our offerings to include year-round workshops in Guitar Maintenance, Songwriting & Music Making and a RadioActive broadcasting workshop in January 2024

100% of participants surveyed after our holiday programme learnt new skills over the week, 100% said To the Front motivated them to continue making music and 100% said they may consider a career in the music industry

★ PROJECTS

★ DETAILS

★ OUTPUTS

To the Front Pōneke 2023 Holiday programme

4-7 July 2023
at Massey
University
Wellington

- 28 Youth Participants
- 30 Mentors, Coordinators and Volunteers
- 7 Bands (2 in Audio Production stream)
- 6 Workshops
- 4 Local Artist Performances

Guitar Maintenance Workshop

28 October 2023
at Massey
University
Wellington

- 2 Youth Participants
- 80% learnt new guitar maintenance skills
- 100% felt more confident after the workshop

Songwriting + Music Making Workshop

2 December 2023
at Massey
University
Wellington

- 9 Youth Participants
- 4 Songwriting Mentors in Music Making, Noise Making and Lyric Writing

Radioactive Workshop

24-25 January 2024
at Massey
University
Wellington

- 5 Youth Participants
- 100% of youth felt more confident after attending the workshop



TO THE **FRONT** TE PAPAIOEA

To the Front Te Papaioea is our newest regional programme, established in 2022. We delivered our second school holiday programme in September 2023, as well as Screen Printing and Zine workshops.

We engaged 28 youth across the Manawatū-Whanganui region with 100% of surveyed youth feeling more confident in their abilities after each project.



PROJECTS

DETAILS

OUTPUTS

To the Front **Te Papaioea 2023** **Holiday programme**

22-25 September
2023 at The
Stomach,
Palmerston North

- 14 Youth Participants
- 14 Mentors, Coordinators and Volunteers
- 3 Bands
- 5 Workshops
- 5 Local Artist Performances

Screen Printing **Workshop**

20 May 2023
at Youth Space
Palmerston
North

- 14 Youth Participants
- 80% learnt new t-shirt design and printing skills
- 100% felt more confident after the workshop.

Zine Workshop

2 March 2024

- 5 Youth Participants
- 100% of participants learnt new skills from the zine workshop



TO THE FRONT

TĀMAKI MAKĀURAU

To the Front Tāmaki Makaurau held its sixth annual programme in 2023, offering one 6-day school holiday programme (including the fourth year of our Audio Production stream) and a Pathways Radio Workshop at 95bfm

95% of participants indicated that they had learned some new skills during their time at To the Front

74% of participants felt more confident in their musical abilities after attending To the Front (19% maybe)



★ PROJECTS

★ DETAILS

★ OUTPUTS

Pathways: Radio Workshop

September –
October 2023
At 95bfm radio
station

- 5 Youth Participants shadowed radio hosts, created an ad and presented their own radio show

To the Front Tāmaki Makaurau 2024 Holiday programme

15-19 January 2024
at SAE Creative
Media Institute
Auckland

- 45 Youth Participants
- 7 Pathways Youth
- 47 Mentors, Coordinators and Volunteers
- 11 Bands (5 in Audio Production stream)
- 5 Workshops
- 5 Local Artist Performances



FEEDBACK

FROM OUR HOLIDAY PROGRAMMES

FEEDBACK

"To the Front has been the most amazing experience ever. The support, the tutoring and just the sheer awesomeness of it all! I hope that To the Front can live on for eternity"

-Youth Participant

"Healing, a sense of camaraderie that I've never had before around likeminded souls, the chance to give back, the chance to learn and be reminded that there's always something new that you can get from a situation."

-Mentor



PŌNEKE

87.5% of youth surveyed felt more confident in their musical abilities after attending To the Front, while 12.5% said maybe

TE PAPAIOEA

100% of youth surveyed said To the Front motivated them to continue making music

TĀMAKI MAKAURAU

94% of youth surveyed agreed that their experiences at To the Front had motivated them to continue making music after the programme

100%

OF ALL YOUTH SURVEYED
LEARNED NEW SKILLS
AT TO THE FRONT
PROGRAMMES

FEEDBACK FROM OUR HOLIDAY PROGRAMMES

FEEDBACK

"[Participant] had the best week of her LIFE in Auckland, January 2024. She finally found her "people" and was fizzing for weeks afterwards. She's been looking forward to Hamilton for months and if even talking about becoming a mentor one day. It has given her a real vigour for her music lessons and she's improving so quickly, to get good for the next Girls Rock camp."

**-Parent of Tāmaki Makaurau
youth participant**



PŌNEKE

80% of youth surveyed felt more confident in general after attending To the Front, while 20% said maybe

TE PAPAIOEA

100% of youth surveyed said they gained confidence in their musical abilities after To the Front

TĀMAKI MAKAURAU

100% of youth surveyed agreed that they had supportive mentors at To the Front

FEEDBACK

"Best ever. To The Front is an incredibly safe space in which youths can learn about and play awesome music - I can't imagine a better program, it's amazing!"

**-Youth Participant
Tāmaki Makaurau**

PATHWAYS TO THE FRONT

Pathways To The Front was created to foster development opportunities within our programmes and through year-round engagement - open to young women, trans, intersex, rainbow, takatāpui, and gender diverse youth between the ages of 16 and 20.

We saw the need for a clear 'pathway' for young people who had been involved in the programme for multiple years, or aged out of the 12-17 youth participant bracket, to become involved in musical communities, careers and paid or volunteer roles within our own organisation. Seeded in the Tāmaki Makaurau holiday programme, with the first Pōneke iteration launching later this year, participants learn about the behind-the-scenes of To The Front, how to engineer live sound, forming a band, and take part in a discussion session with a varied group of music industry and community leaders. A series of year-round workshops are run in all our centres under the Pathways banner on everything from Radio Broadcasting, to DIY Gigs. Our year-round Pathways Coordinators are currently working on expanding the programme into our other centres and extending the year-round offerings.



FEEDBACK

"I learnt that if you put your mind into something like music, and were always willing to learn and develop that there is space for you in the industry - or if you find that there may not be anyone in an area of interest for you - that there is support available for you to create your own 'role' . It has also taught me how important relationship keeping is - that everyone will remember someone who was respectful, polite and a really good team worker"

-Youth Participant

TOP TIPS WITH TO THE FRONT

In partnership with the New Zealand Music Commission, we have made an educational video series, presented by Aotearoa musicians, on everything from songwriting techniques to soundchecking at a gig.

These free-to-access videos were released February 2024 through our social media channels and the NZ Music Commission's social media channels, as well as being made available to teachers and educators throughout Aotearoa.



GIRLS ROCK AOTEAROA INCORPORATED

STATEMENT OF FINANCIAL PERFORMANCE

"HOW WAS IT FUNDED?" AND "WHAT DID IT COST?"

FOR THE YEAR ENDED 31 MARCH 2024

	Note	Actual This Year \$	Actual Last Year \$
Revenue			
Donations, koha, bequests, and other general fundraising activities	1	180,988	134,066
Fees, subscriptions and other revenue from members	1	180	100
Revenue from providing goods or services	1	14,580	14,100
Interest, dividends and other investment revenue	1	2,067	682
Other revenue		-	-
Total Revenue		197,815	148,948
Expenses			
Expenses related to public fundraising	2	12,203	7,735
Volunteer and employee related costs	2	180,649	102,872
Costs related to providing goods or services	2	14,079	19,397
Grants and donations made		-	-
Other expenses	2	9,553	54
Total Expenses		216,484	130,058
Surplus/(Deficit) for the Year		(18,669)	18,890

GIRLS ROCK AOTEAROA INCORPORATED
STATEMENT OF FINANCIAL POSITION
"WHAT THE ENTITY OWNS?" & "WHAT THE ENTITY OWES?"
FOR THE YEAR ENDED 31 MARCH 2024

	Note	Actual This Year \$	Actual Last Year \$
Assets			
Current Assets			
Bank accounts and cash	3	81,904	64,772
Debtors and prepayments		-	-
Inventory		-	-
Other current assets		-	-
Total Current Assets		81,904	64,772
Non-Current Assets			
Property, plant and equipment		-	-
Investments		-	-
Other non-current assets		-	-
Total Non-Current Assets		-	-
Total Assets		81,904	64,772
Liabilities			
Current Liabilities			
Bank overdraft		-	-
Creditors and accrued expenses		-	-
Employee costs payable	3	9,825	74
Unused donations and grants with conditions	3	25,530	-
Other current liabilities	3	520	-
Total Current Liabilities		35,875	74
Non-Current Liabilities			
Loans		-	-
Other non-current liabilities		-	-
Total Non-Current liabilities		-	-
Total Liabilities		35,875	74
Total Assets less Total Liabilities (Net Assets)		46,029	64,698
Accumulated Funds			
Capital contributed by owners or members		-	-
Accumulated surpluses or (deficits)		46,029	64,698
Reserves		-	-
Total Accumulated Funds		46,029	64,698

This performance report has been approved by the Board, for and on behalf of Girls Rock Aotearoa Incorporated:



Eliana Gray
2023-2024 Chair
30 August 2024



Nicole Gaffney
2023-2025 Treasurer
30 August 2024



Anna Reilly
2024-2025 Chair
30 August 2024

GIRLS ROCK AOTEAROA INCORPORATED

STATEMENT OF CASH FLOWS

""HOW THE ENTITY HAS RECEIVED AND USED CASH""
FOR THE YEAR ENDED 31 MARCH 2024

	Actual This Year \$	Actual Last Year \$
Cash Flows from Operating Activities		
Cash was received from:		
Donations, fundraising and other similar receipts	206,519	123,998
Fees, subscriptions and other receipts from members	180	100
Receipts from providing goods or services	14,580	14,100
Interest, dividends and other investment receipts	2,067	750
Net GST	7,907	-
Cash was applied to:		
Payments to suppliers and employees	214,121	130,058
Donations or grants paid	-	-
Net Cash Flows from Operating Activities	17,132	8,890
Cash flows from Investing and Financing Activities		
Cash was received from:		
Receipts from the sale of property, plant and equipment	-	-
Receipts from the sale of investments	-	-
Proceeds from loans borrowed from other parties	-	-
Capital contributed from owners or members	-	-
Cash was applied to:		
Payments to acquire property, plant and equipment	-	-
Payments to purchase investments	-	-
Repayments of loans borrowed from other parties	-	-
Capital repaid to owners or members	-	-
Net Cash Flows from Investing and Financing Activities	-	-
Net Increase / (Decrease) in Cash	17,132	8,890
Opening Cash	64,772	55,882
Closing Cash	81,904	64,772
This is represented by:		
Bank Accounts and Cash	81,904	64,772

GIRLS ROCK AOTEAROA INCORPORATED

STATEMENT OF ACCOUNTING POLICIES

"HOW DID WE DO OUR ACCOUNTING?"

FOR THE YEAR ENDED 31 MARCH 2024

Basis of Preparation*

Girls Rock Aotearoa Incorporated has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit) on the basis that it does not have public accountability and has total annual expenses of equal to or less than \$2,000,000. All transactions in the Performance Report are reported using the accrual basis of accounting. The Performance Report is prepared under the assumption that the entity will continue to operate in the foreseeable future.

Goods and Services Tax (GST)*

All amounts are recorded exclusive of GST, except for Debtors and Creditors which are stated inclusive of GST.

Income Tax

Girls Rock Aotearoa Incorporated is wholly exempt from New Zealand income tax having fully complied with all statutory conditions for these exemptions.

Bank Accounts and Cash

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

Donations of Cash

Donations of Cash are recognised as revenue on the date they are received.

Non-exchange transactions other than cash donations

The entity does not record non-exchange transactions other than cash in the financial statements, except in the instance that the non-exchange transaction; creates an asset for the entity, and has a useful life of greater than 12 months, and is expected to be significant in comparison to the entity's financial statements.

Grants

Grants received from Council, Government, and private sector organisations are recognised as revenue when the funding is received, unless there is an obligation to return all or part of the funds if certain conditions of the grant are not met ("use or return" conditions). If there is such an obligation, the grant is initially recorded as a liability and recognised as revenue when the conditions of the grant are satisfied.

Changes in Accounting Policies*

There have been no changes in accounting policies during the financial year (last year - nil)

GIRLS ROCK AOTEAROA INCORPORATED

NOTES TO THE PERFORMANCE REPORT

FOR THE YEAR ENDED 31 MARCH 2024

Note 1 : Analysis of Revenue

Revenue Item	Analysis	This Year \$	Last Year \$
Fundraising revenue	Fundraising events	1713	585
	Total	1,713	585

Revenue Item	Analysis	This Year \$	Last Year \$
Donations and other similar revenue	Recorded Music NZ	10500	15000
	Ministry for Culture and Heritage	83670	-
	AKL Council - Creative Communities	3600	-
	NZ Music Commission	23000	40000
	Central Energy Trust	6000	6000
	APRA AMCOS	3000	4400
	Tindall Foundation - Next Gen	39000	36000
	Wellington City Council	5739	5000
	Spotify Plus1	-	17085
	Auckland City of Music	-	5000
	Whanganui Zinefest	521	-
	Correction of prior year accounts	-571	-
	Donations	4815	4996
	Total	179274	133,481

Revenue Item	Analysis	This Year \$	Last Year \$
Fees, subscriptions and other revenue from members	Society Members Fees	180	100
	Total	180	100

Revenue Item	Analysis	This Year \$	Last Year \$
Revenue from providing goods or services	Participant Fees	14,580	14,100
	Total	14,580	14,100

Revenue Item	Analysis	This Year \$	Last Year \$
Interest, dividends and other investment revenue	Interest Income	2,067	682
	Total	2,067	682

GIRLS ROCK AOTEAROA INCORPORATED

NOTES TO THE PERFORMANCE REPORT

FOR THE YEAR ENDED 31 MARCH 2024

Note 2 : Analysis of Expenses

Expense Item	Analysis	This Year	Last Year
Expenses related to public fundraising	Marketing and merchandise	\$ 12,203	\$ 7,735
	Total	12,203	7,735

Expense Item	Analysis	This Year	Last Year
Volunteer and employee related costs	Mentor and people costs	\$ 180,649	\$ 102,872
	Total	180,649	102,872

Expense Item	Analysis	This Year	Last Year
Costs related to providing goods or services	Equipment, venue and operating costs	\$ 14,079	\$ 19,397
	Total	14,079	19,397

Expense Item	Analysis	This Year	Last Year
Other expenses	Tax expenses	\$ -	\$ 54
	Training, travel, entertainment and fees	9,553	-
	Total	9,553	54

Note 3 : Analysis of Assets and Liabilities

Asset Item	Analysis	This Year	Last Year
Bank accounts and cash	Cheque account balance	\$ 81,904	\$ -
	Total	81,904	-

Liability Item	Analysis	This Year	Last Year
Employee costs payable	Tax payables	\$ 9,825	\$ -
	Total	9,825	-

Liability Item	Analysis	This Year	Last Year
Unused donations and grants with conditions	Ministry for Culture and Heritage grant	\$ 25,530	\$ -
	Total	25,530	-

Liability Item	Analysis	This Year	Last Year
Other current liabilities	Trade payables	\$ 520	\$ -
	Total	520	-

GIRLS ROCK AOTEAROA INCORPORATED

NOTES TO THE PERFORMANCE REPORT

FOR THE YEAR ENDED 31 MARCH 2024

Note 4 : Property, Plant and Equipment

This Year					
Asset Class	Opening Carrying Amount	Purchases	Sales/Disposals	Current Year Depreciation and Impairment	Closing Carrying Amount
Land	-	-	-	-	-
Buildings	-	-	-	-	-
Motor Vehicles	-	-	-	-	-
Furniture and fixtures	-	-	-	-	-
Office equipment	-	-	-	-	-
Computers (including software)	-	-	-	-	-
Machinery	-	-	-	-	-
Total	-	-	-	-	-

PPE7 - PPE8	
Current Valuation	Source and Date of Valuation
-	-
-	-
-	-
-	-
-	-
-	-
-	-

Last Year					
Asset Class	Opening Carrying Amount	Purchases	Sales/Disposals	Current Year Depreciation and Impairment	Closing Carrying Amount
Land	-	-	-	-	-
Buildings	-	-	-	-	-
Motor Vehicles	-	-	-	-	-
Furniture and fixtures	-	-	-	-	-
Office equipment	-	-	-	-	-
Computers (including software)	-	-	-	-	-
Machinery	-	-	-	-	-
Total	-	-	-	-	-

Significant Donated Assets Recorded - Source and Date of Valuation

We have no significant donated assets recorded

Significant Donated Assets - Not Recorded

We have no significant donated assets not recorded

GIRLS ROCK AOTEAROA INCORPORATED

NOTES TO THE PERFORMANCE REPORT

FOR THE YEAR ENDED 31 MARCH 2024

Note 5: Accumulated Funds

This Year				
Description	Capital Contributed by Owners or Members	Accumulated Surpluses or Deficits	Reserves	Total
Opening Balance	-	64,698	-	64,698
Capital contributed by owners or members	-	-	-	-
Capital returned to owners or members	-	-	-	-
Surplus/(Deficit)	-	(18,669)	-	(18,669)
Distributions paid to owners or members	-	-	-	-
Transfer to Reserves	-	-	-	-
Transfer from Reserves	-	-	-	-
Closing Balance	-	46,029	-	46,029

Last Year				
Description	Capital Contributed by Owners or Members	Accumulated Surpluses or Deficits	Reserves	Total
Opening Balance	-	45,808	-	45,808
Capital contributed by owners or members	-	-	-	-
Capital returned to owners or members	-	-	-	-
Surplus/(Deficit)	-	18,890	-	18,890
Distributions paid to owners or members	-	-	-	-
Transfer to Reserves	-	-	-	-
Transfer from Reserves	-	-	-	-
Closing Balance	-	64,698	-	64,698

Note 6 : Commitments and Contingencies

Commitments

There are no commitments as at balance date (Last Year - nil)

Contingent Liabilities and Guarantees

There are no contingent liabilities or guarantees as at balance date (Last Year - nil)

GIRLS ROCK AOTEAROA

NOTES TO THE PERFORMANCE REPORT

FOR THE YEAR ENDED 31 MARCH 2024

Notes 7-12

Note 7: Other

Significant Grants and Donations with Conditions which have not been Recorded as a Liability

There are no significant Grants and Donations with Conditions which have not been Recorded as a Liability

Goods or Services Provided to the Entity in Kind

Description	Amount
SAE institute - premises used in kind for our Auckland Programme	One week venue hire
Massey University, College of Creative Arts - premises used in kind for our Wellington Programme	One week venue hire
Accounting hours volunteered by Nicola Guthrie	40 hours
Police vetting for all staff at our programmes - in kind from New Zealand Music Commission	70 staff members police vetting

Assets Used as Security for Liabilities

There were no assets used as securities for liabilities at balance date. (Last year - Nil)

Note 8: Assets Held on Behalf of Others

There were no assets held on behalf of others at balance date. (Last year - Nil)

Related Party Disclosures:

There were no transactions involving related parties during the financial year. (Last Year - Nil)

Events After the Balance Date:

There were no events that have occurred after the balance date that would have a material impact on the Performance Report. (Last Year Nil)

Note 11: Ability to Continue Operating

The entity will continue to operate for the foreseeable future.

Note 12: Correction of Errors

There are no corrections of errors.

5 YEAR DREAMS

Girls Rock Aotearoa are aiming for sustainable growth over the next 5 years, in a way that echoes our mission and vision to support youth in way that makes for a more equitable and safe music industry.

1

GROWTH

- More youth representation on boards and in governance
- Upskilling young people and transitioning them into the workforce
- More engagement in Poneke, Te Papaioea and Kirikiriroa
- Professional development training for mentors and board
- Working with schools
- Disability support capabilities
- New programmes serving different communities

2

CONNECTION

- Volunteer support systems year round
- Connecting with other youth / music organizations to identify gaps, and collaborate
- Connect with Australian camps
- Survey and evaluation systems with youth and mentors
- Engaging with Girls Rock Aotearoa ambassadors
- Ability to run year round programmes and after school programmes.
- Resources for schools / going into schools

3

SUSTAINABILITY

- Nurturing governance roles that oversee the sustainability of the organisation
- Easy handover for future staff
- Paid time, travel and accommodation to set up new programmes
- Multiple paid roles in each centre
- Annual board retreats
- Physical space for Tāmaki staff
- Ergonomic workspaces for working from home staff

4

FUNDING & MARKETING

- Membership sponsorship model
- Paid marketing role/s
- 20hrs paid per week for funding roles
- Annual pay rises
- Paid roles robust enough to be a living wage year round
- Professional development funds
- More evaluation systems to gain feedback and stories to share with our supporters
- Music releases from musicians in our community

WE COULDN'T HAVE DONE IT WITHOUT YOUR GENEROUS SUPPORT

A huge thanks to all our volunteers, mentors and coordinators who worked tirelessly to put on all our projects, and our generous supporters!



THANK YOU TO ALL OUR SUPPORTERS AND SPONSORS

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NEW ZEALAND
MUSIC COMMISSION
TE REO REKA O AOTEAROA

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