



ANNUAL REPORT  
APRIL 2022 to MARCH 2023  
Diversity Counselling New Zealand



# *A Safe Space*

*- Engage, Connect and Thrive -*

To Provide Culturally Responsive Counselling and Promote  
Community Well-being



## Board of Trustees

Chairperson : Jennifer Field  
Vice-chairperson : Steven Donald  
Treasurer : Foster Shek  
Secretary : Melvan Earle Driscoll  
Trustees : Jo de Lisle  
Richard Lawrence  
Jawaid Pardehi  
Victoria Mann

## Organisational Information

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Website : <https://dcnz.net>  
Facebook : @DiversityCounsellingNZ  
Twitter : @dcnz2013



# Chair's Report

I would like to open this report by paying tribute to DCNZ's Director Vani Mills, Team Leader and Counsellor Kaoru Tsukigi and Finance Officer Jessie Zhu. These key personnel are both the drivers and the sustainers of DCNZ's operation. They work over and above what is required, and their vision and their caring professional abilities are a key reason that DCNZ continues to grow and develop.

## Planning

During the 2022 - 2023 year Diversity Counselling New Zealand has both looked back and planned for the future. In September practitioners and the Advisory group met with the board to set goals and review our values. Our values which underpin our activities and service are cultural responsiveness, connection, compassion, equity and respect.

The goals we aim to fulfil by 2025 are to:

1. Operate through a culturally responsive approach
2. Provide excellent services nationally through highly effective people and systems
3. Build self-reliance into funding streams
4. Increase DCNZ's outreach in Aotearoa New Zealand
5. Strengthen our strategic partnerships and Relationships



## Training and policy

The board worked on other roles too. After beginning the year with valuable board training from Community Waikato, two policy sub-committees started. They reviewed DCNZ's policies to reflect what we do, and to provide guidelines for future activities. A new Governance Manual was developed and others such as Finance, Privacy, Travel and Expenses and Credit Card were reviewed. A Finance subcommittee was also formed. They recommended a review of remuneration for our three employees which resulted in increases from 1 June 2022.



# Chairperson's Report

## Trust Deed Review

We completed a minor review of the Trust Deed so that there is now clear differentiation between the board and operations in terms of remuneration, with board members no longer being engaged in provision of services.

### Board movement

There were some movements in the board too and our need for a new treasurer resulted in Foster Shek joining the team in February 2023. Foster brings wide experience in finance and auditing. We continue to seek members who reflect and represent the communities we work with.

## New Project

An exciting development was collaborating and signing a Memorandum of Understanding with a new partner,

Hohou te Rongo Kahukura and attracting DCNZ's first government contract for one year which began in October 2022.

## Community Support

DCNZ had discussions with Forsyth Barr and they have generously committed to continue supporting our organisation in practical ways looking forward. We do appreciate their contribution to DCNZ.

I wish to warmly thank the board for their wholehearted and generous commitment in terms of their time and expertise over the past year. You are a wonderful team.

Jenny Field, Chair





# Director's Report

DCNZ takes pride in being a grassroots professional mental health organization with a community lead approach working to improve the psychological well-being of our ethnic communities. We experienced a significant increase in referrals for mental health support over the period. Through our ongoing "Free counselling project" people from ethnic communities accessed culturally responsive professional counselling services without any barriers including finance, language, and cultural understanding. It has been a real privilege to provide our service when people most needed support. We also offer our counseling and psychotherapy services through another avenue via our PHO contracts.

We facilitated our 6 weeks School based "Breathing Space" programme for intermediates school children at Fairfield school.

We have collaborated with the Waikato Management Event Team and their marketing students to deliver six diverse community engagement events, namely "Connect Your Roots," "Community Corner," "Flow to Grow," "Colour the Tee for Diversity," and "Mindful Movement." These events were designed to promote mental well-being and foster community engagement with DCNZ. These initiatives were well attended and warmly received by our community.



Our services offer early interventions. However, we are intentionally placing a greater emphasis on a preventive approach, aiming to be more strategic in nature and actively seeking opportunities for systemic and intergenerational change. Although the outcomes of such mahi may take time to materialize, the long-term impact on our communities is profound.

In October 2022, we successfully secured a government contract for a year-long project focused on enhancing community-led solutions for child sexual abuse prevention. For this project, we are collaborating with Hohou te Rongo Kahukura. We have engaged a team of 13 individuals, comprising community mobilizers, project support staff, and project leads for this initiative.

We are delighted to welcome new therapists Asma Shah, Ka Wai (Ray) Law, Gayathri Nair, Kavita Ram, Maria Bacal, Karina Vaccarezza. We offered counselling placements to Rachael Cho, Jaslyn Yujie Geng.



# Director's Report

Finally, DCNZ provides a unique and vital service. The work we do makes a difference. I cannot speak highly enough of our staff, practitioners, volunteers, practicum counsellors for their passion, compassion, skill, and determination. In particular I thank our staff members Kaoru Tsukigi and Jessie Zhu for their unwavering dedication and willingness to go the extra mile. To the Board of Trustees - Thank you for supporting and guiding us on this meaningful journey. Your commitment and encouragement of our service, your skills and expertise are greatly appreciated. We are grateful for our funders, mentors, supervisors, advisory committee members and supporters including Forsyth Barr.

On behalf of DCNZ, thank you to all who believe in us and support our work.

Vanisri Mills, Director



# Our Team



## DCNZ's Staff

- Vanisri Mills (Director)
- Kaoru Tsukigi (Team Leader)
- Jessie (Qiujie) Zhu (Finance Officer/ Operations Coordinator)

## Psychologists

- Aditi Podder
- Komala Pather
- Ying-Ni Huang
- Areej Arif
- Asma Shah

## Ethnic Advisory Committee

- Lushomo Thebe
- Dr. Mahmud Arif
- Liaqat Changezi
- Nagasree Konisetty
- Jovi Abellanosa
- Wang Yi
- Dr. Gauri Nandedkar

## Practicum Counsellor

- Rachael Cho
- Jaslyn Yujie Geng

## Counsellors

- Kou Kunishige
- Sunjin Heo
- Vanisri Mills
- Kaoru Tsukigi
- Dunuvila Metteyya
- Catherine Chomba Simwinga
- Ajay Kumar
- Laura Hurtado-Roberts
- Lynn Yue Yang
- Susanna Wilford
- Jawahir Jama Ahmed
- Jarman Singh
- Karpagam Sarangan
- Ka Wai (Ray) Law
- Gayathri Nair
- Kavita Ram
- Maria Bacal
- Karina Vaccarezza

## Volunteers

- Natasha Miranda (Content Creator)
- Taiki Yamamori (Graphic Design)
- Nishanthi Kariyapperuma (Research Analyst/Administrative Assistant)
- Hui Shu Yin (Content Creator)
- Jeanie Holland (Content Creator)



# Counselling and Family Support

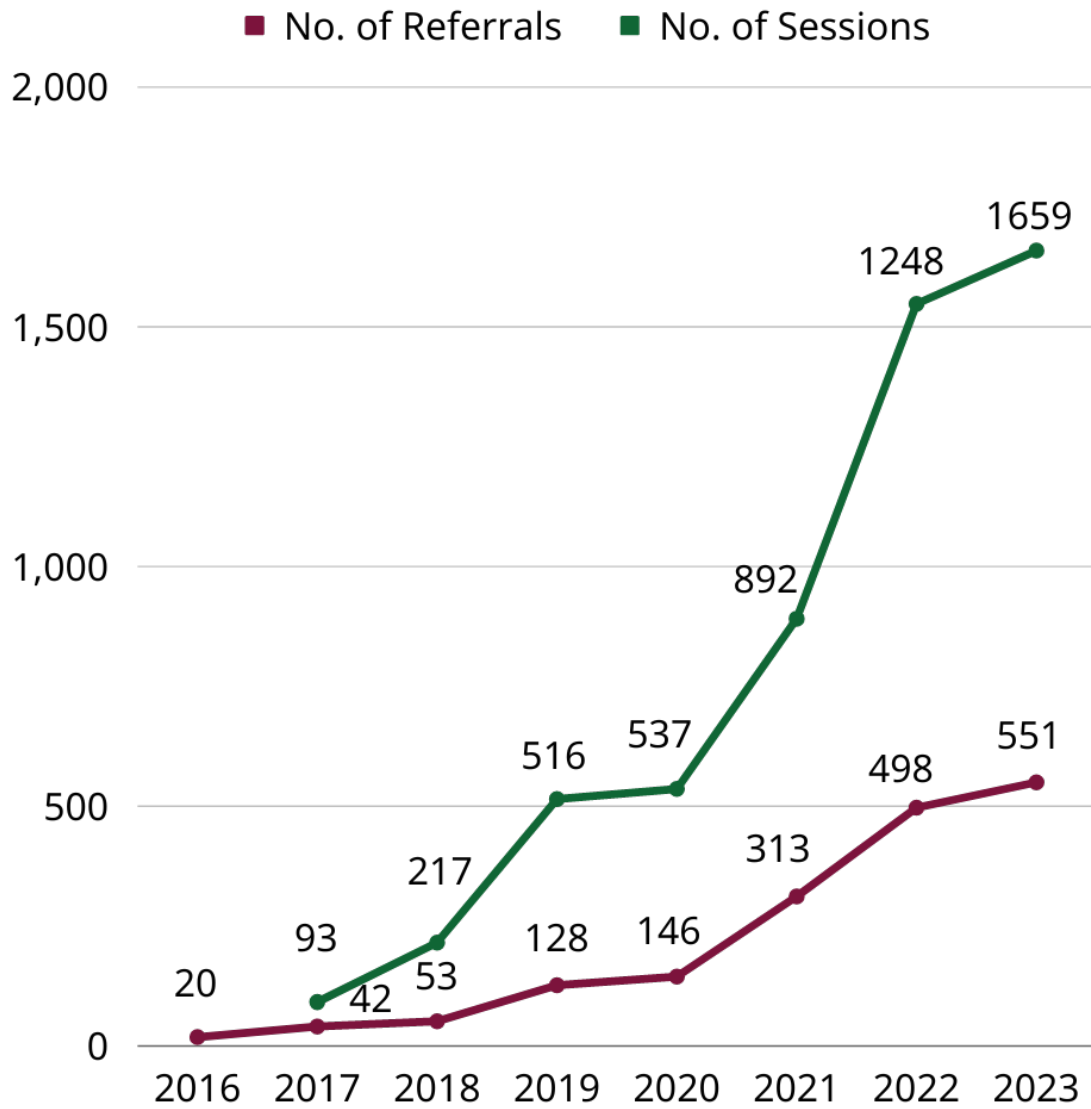
Apr 2022 to Mar 2023	Referral Numbers				Counselling Session Numbers			
	PHO/DHB	International	Community Counselling	Monthly Referrals	PHO/DHB	International	Community Counselling	Monthly Sessions
2022								
April	13		28	41	42		93	135
May	22	2	40	64	60	2	128	190
June	24		29	53	26		98	124
July	11	1	25	37	51		127	178
August	32		25	57	63	2	123	188
September	23	1	25	49	64	2	97	163
October	24		18	42	76	4	71	151
November	35	1	22	58	67	5	72	144
December	16		17	33	51	5	79	135
2023								
January	21		9	30	32		30	62
February	26		12	38	46		41	87
March	29		20	49	61		41	102
<b>Total of Referrals/ Sessions</b>	<b>276</b>	<b>5</b>	<b>270</b>	<b>551</b>	<b>639</b>	<b>20</b>	<b>1,000</b>	<b>1,659</b>



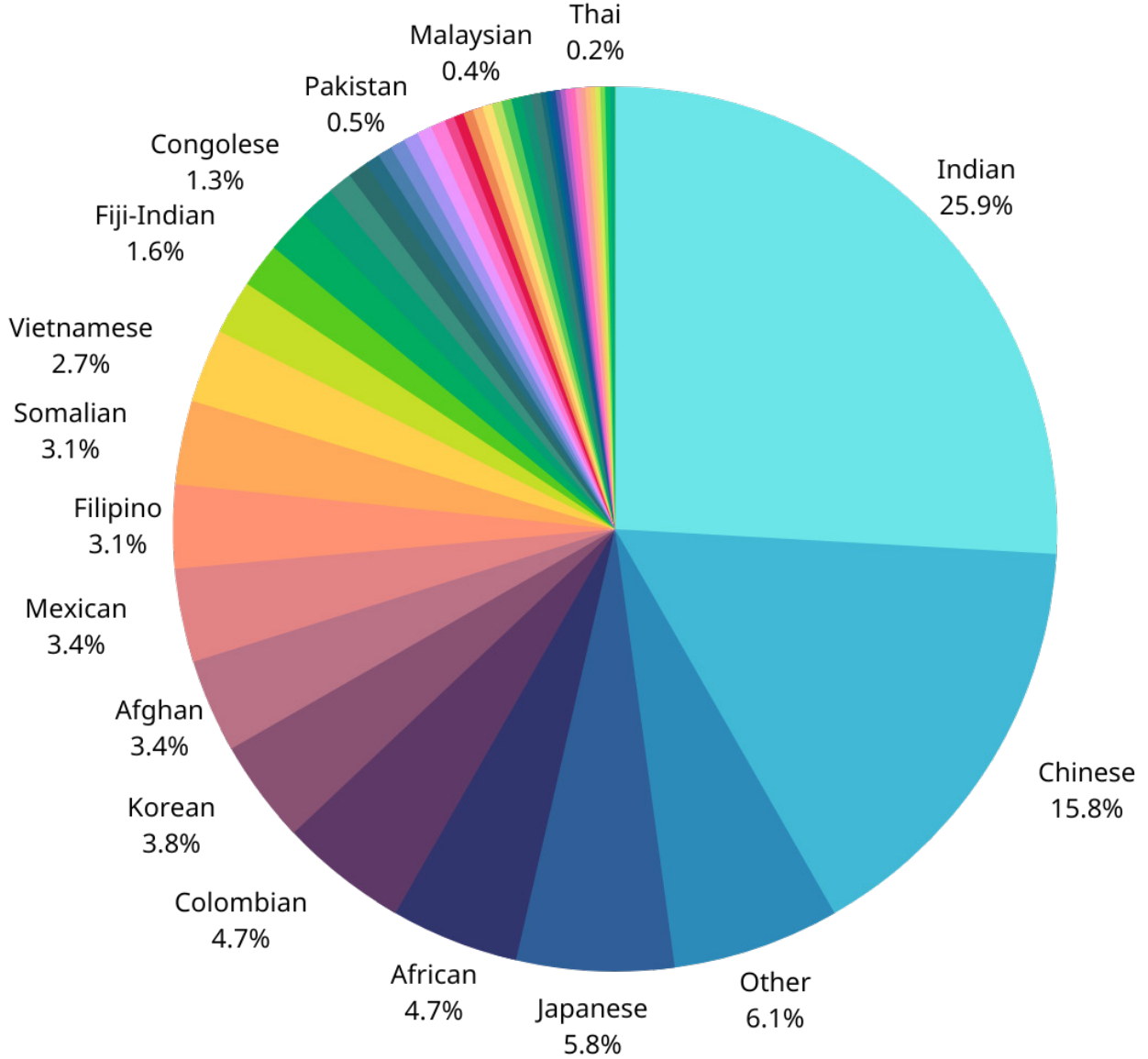


# Counselling and Family Support

## Culturally Responsive Counselling and Psychological Services



## Client Ethnicities





# Free Counselling March 2022

## ONLINE/PHONE

### Free counselling service for Ethnic communities – Nationwide - 2022

We will respond within 24 hours.

We are able to offer online services through Skype, Zoom, phone calls etc.

Monday -Friday: 9am-5pm

Tel: 0800143269

Text: 02102625587

Email: [contact@dcnz.net](mailto:contact@dcnz.net)

Diversity Counselling New Zealand (DCNZ) is offering **free face to face culturally responsive counselling services for migrants and former refugees from Asian, Middle Eastern, Latin American, African and Continental European backgrounds (all age groups, all genders all genders)**. Services are provided **by ethnic, registered professional counsellors and clinical psychologists** in the following languages:

Arabic	Somali	Amharic	Hindi
Sinhalese	German	Bemba	French
Japanese	English	Bengali	Punjabi
Korean	Telugu	Nyanja	Tamil
Spanish	Mandarin	Malayalam	

For other languages, we use professional interpreters.



Diversity Counselling New Zealand



# Summary of Our Activities

Diversity Counselling New Zealand: Statement of service Performance		
DESCRIPTION AND QUANTIFICATION OF THE ENTITY'S OUTPUTS		
ENTITY'S OUTPUTS		
DESCRIPTION	2023	2022
<b>Counselling &amp; Family Support</b>		
No. of Participants (Referrals)	551	498
No. of Sessions	1659	1548
<b>Community Development Project</b>		
No. of Sessions	10	3
No. of Participants	353	25
<b>Seminars and Workshops for Professionals</b>		
No. of Sessions	1	3
No. of Participants	14	72
<b>Tree of Life Workshops</b>		
No. of Series	0	5
No. of Participants	0	36
<b>Ethnic Men Wellness Programme</b>		
No. of Sessions	0	6
No. of Participants	0	36
<b>Breathing Space Programme (school based)</b>		
No. of Sessions	6	12
No. of Participants	72	144
<b>Promotional Awareness Event</b>		
No. of Sessions	5	2
No. of Participants	152	70

Our organisation provides comprehensive psychological support to both clients and their families. In addition, we conduct community development workshops aimed at equipping participants with vital knowledge and skills to improve their overall well-being. Furthermore, our professional development workshops cater to health and social practitioners seeking valuable insights and abilities in working with migrants and former refugees.



# Child Sexual Abuse Prevention Work







# Community Engagement





## Diversity Counselling New Zealand

### Statement of Service Performance "What did we do?", When did we do it?"

**For the year ended  
31 March 2023**

#### **Description of the Entity's Outcomes:**

Comprehensive psychological support to both clients and their families. Community development workshops aimed at equipping participants with vital knowledge and skills to improve their overall well-being. Professional development workshops cater to health and social practitioners seeking valuable insights and abilities in working with migrants and former refugees.

Description and Quantification of the Entity's Outputs:	Actual This Year	Actual Last Year
<b>Counselling &amp; Family Support</b>		
- No. of Clients	551	498
- No. of Counselling Sessions	1,659	1,548
<b>Community Development Project</b>		
- No. of Sessions	10	3
- No. of Participants	353	25
<b>Seminars and Workshops for Professionals</b>		
- No. of Sessions	1	3
- No. of Participants	14	72
<b>Tree of Life Workshops</b>		
- No. of series	-	5
- No. of Participants	-	36
<b>Ethnic Men Wellness Programme</b>		
- No. of Workshops	-	6
- No. of Participants	-	36
<b>Breathing Space Programme (School Based)</b>		
- No. of Sessions	6	12
- No. of Participants	72	144
<b>Promotional Awareness Events</b>		
- No. of Sessions	5	2
- No. of Participants	152	70





**Diversity Counselling New Zealand**

**Statement of Financial Performance**  
 "How was it funded?" and "What did it cost?"

For the year ended  
 31 March 2023

	Note	Actual This Year \$	Actual Last Year \$
<b>Revenue</b>			
Revenue from providing goods or services	1	174,808	45,369
Donations, Fundraising, and other similar revenue	1	235,421	234,057
Interest Income		220	16
<b>Total Revenue</b>		<b>410,449</b>	<b>279,442</b>
<b>Expenses</b>			
Volunteer and employee related costs	2	167,125	135,016
Costs related to providing goods or services	2	254,275	136,468
Other expenses	2	5,048	4,264
<b>Total Expenses*</b>		<b>426,448</b>	<b>275,748</b>
<b>Surplus/(Deficit) for the Year*</b>		<b>(15,999)</b>	<b>3,694</b>



This Statement should be read in conjunction with the Notes to the Performance Report



## Diversity Counselling New Zealand

### Statement of Financial Position "What the entity owns?" and "What the entity owes?"

As at  
31 March 2023

	Note	Actual This Year \$	Actual Last Year \$
<b>Assets</b>			
<b>Current Assets</b>			
Bank accounts and cash	3	199,625	190,692
Sundry debtors		6,335	7,075
<b>Total Current Assets</b>		<b>205,960</b>	<b>197,767</b>
<b>Non-Current Assets</b>			
Property, plant and equipment	5	2,248	4,058
<b>Total Non-Current Assets</b>		<b>2,248</b>	<b>4,058</b>
<b>Total Assets</b>		<b>208,208</b>	<b>201,825</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Creditors and accrued expenses	3	34,307	15,195
Employee costs payable	3	17,732	13,302
Unused grants with conditions	3	119,904	135,094
GST Payable		31,770	17,740
<b>Total Current Liabilities</b>		<b>203,713</b>	<b>181,331</b>
<b>Total Liabilities*</b>		<b>203,713</b>	<b>181,331</b>
<b>Total Assets less Total Liabilities (Net Assets)</b>		<b>4,495</b>	<b>20,494</b>
<b>Accumulated Funds</b>			
Accumulated surpluses or (deficits)	6	4,495	20,494
<b>Total Accumulated Funds</b>		<b>4,495</b>	<b>20,494</b>

This performance report has been approved by the Trustees for and on behalf of Diversity Counselling New Zealand

Date	22 September 2023	22 September 2023
Signature		
Name	Jenny Field	Foster Shek
Position	Chairperson	Treasurer

This Statement should be read in conjunction with the Notes to the Performance Report





# Community Grants



He Kaupare. He Manaaki.  
He Whakaora.  
prevention. care. recovery.



Ministry for  
Ethnic  
Communities  
Te Tari Mātāwaka



Hamilton  
City Council  
Te kaunihera o Kirikiriroa



LEN REYNOLDS TRUST



Lottery Grants Board  
FUNDS FOR YOUR  
COMMUNITY



MINISTRY OF SOCIAL  
DEVELOPMENT  
TE MANATŪ WHAKAHIATO ORA



Trust  
Waikato  
TE PUNA O WAIKATO



The Tindall Foundation  
Contributing to a stronger New Zealand





# Mentoring Support



**Community  
Waikato**  
He piko he kaainga



**FORSYTH  
BARR**