



## **RESULTS BASED ACCOUNTABILITY REPORT**

**1 July 2024 to 30 June 2025**

- Performance Measures - Data
- Performance Measures – Report
- RBA Schedule
- Financial Report

## SnapBACK Gym

Performance Measures	01 Jul-31 Dec	01 Jan-30 Jun	Total 01 Jul-30 Jun
<b>How much: Quantity of effort</b>			
# Youth engaged in the Programme	599	459	1058
# Group sessions delivered to youth in the reporting period	1300	1352	2652
<b>How Well: Quality of effort</b>			
# Youth who start the programme (denominator)	599	459	1058
# Youth who complete the programme (numerator)	546	432	978
<b>% Youth who complete the programme</b>	<b>91%</b>	<b>94%</b>	<b>92%</b>
# Youth who start the programme that are from the Manawatū District (denominator)	26	25	51
# Youth who complete the programme that are from the Manawatū District (numerator)	25	25	50
<b>% Youth who complete the programme from Manawatū District</b>	<b>96%</b>	<b>100%</b>	<b>95%</b>
# Youth who answered the satisfaction question in the survey (denominator)	121	73	194
# Youth who were highly satisfied or satisfied with the programme (numerator)	118	73	191
<b>% Youth who were highly satisfied or satisfied with the programme</b>	<b>98%</b>	<b>100%</b>	<b>98%</b>

<b>Better Off? Effect of effort</b>			
# Youth who answered the life skills question in the survey (denominator)	121	73	194
# Youth who strongly agreed OR agreed they learnt new life skills as a result of participating in the programme (numerator)	118	73	191
<b>% Youth who strongly agreed OR agreed they learnt new life skills as a result of participating in the programme (SK,S)</b>	<b>98%</b>	<b>100%</b>	<b>98%</b>
# Youth who answered the life choices question in the survey (denominator)	121	73	194
# Youth who strongly agreed OR agreed they feel better able to make positive life choices as a result of engaging in the programme (numerator)	120	73	193
<b>% Youth who strongly agreed OR agreed they feel better able to make positive life choices as a result of engaging in the programme (AO,S)</b>	<b>99%</b>	<b>100%</b>	<b>99%</b>
# Youth who complete the programme and are legible to be counted (denominator)	493	432	925
# Youth who do not come to the attention of Police post completion of the programme (numerator)	484	416	900
<b>% Youth who do not come to the attention of Police post completion of the programme (BC,O)</b>	<b>98%</b>	<b>96%</b>	<b>97%</b>

PROGRAMME	# Attending	sessions
Whakamana Wahine Programme	16	2
Saua Programme	14	2
Akonga Academy	6	1
Disability High Schools	50	3
Super Powers	18	1
Snr Disabilities	15	1
Junior Disabilities Group	12	1
Tatou to Pakahiwi Shoulder to Shoulder	65	1
Parkinsons	19-25	2
Mentoring 1-1	26	13
TeKura	1	4
Early Intervention Psychosis	11	1
Manawatu College	15	1
Horizons Education	14	1
Police Referred Mentoring	15	2
Education Engagement	2	1
Monrad	30	1
Muslima Fit	15	2
AkongaTamariki Group	23	2
QEC	25	1
Pacifica Ladies Group	28	1
Police Holiday Programme	5	5
CAFS	8	1
Pacifica Faasoa	62	1
		52 x 26 weeks
	<b>459</b>	<b>1352</b>

**SnapBACK Gym**  
**Results Based Accountability Narrative Reporting**  
**1 July 2024 to 30 June 2025**

Describe the key factors impacting on the performance measures.

We are actively exploring opportunities for expansion, as there remains a strong and growing demand for our services within the community. Many agencies are recognising the effectiveness of our unique programmes, further fueling this demand. Some of our groups are often at capacity, and we are continuing to look for ways to make space for more classes and/or mentors.

Briefly describe any ideas or approaches you may have to improve or accelerate your performance.

**Building Space:** Due to the increase in mentoring and continued Te Kura support, we are in the process of transforming one of our upstairs spaces into a 'classroom' and teaching space. This room will also be able to be used for meetings, and for students who come straight to the gym for boxing classes and have some time before their class to do any school work, or just a place to breathe.

**Akonga Academy - Disengaged Youth Programme:** This programme supports youth aged 10–16 who are disengaged from school. Snapback works with those struggling with attendance or behaviour to set goals, build discipline and confidence, and identify barriers to success. Through mentoring and wraparound support with schools and whānau, we help guide young people back into education. Designed for those who don't fit the traditional system, the programme nurtures their mana and encourages a positive future path.

We are still continuing this programme and it is continually growing. We have become aware there is a gap in support for youth at Intermediate as they're unable to do Te Kura until High School etc. We are currently working with the Police and have a holiday programme starting these holidays (end of term 2 holidays) for a group of young boys aged 8-12. This will focus on connecting them back to their whenua, enhancing their mana, encouraging them to push past mental and physical barriers, and encouraging them to find their paths and discover the potential they each have in future.

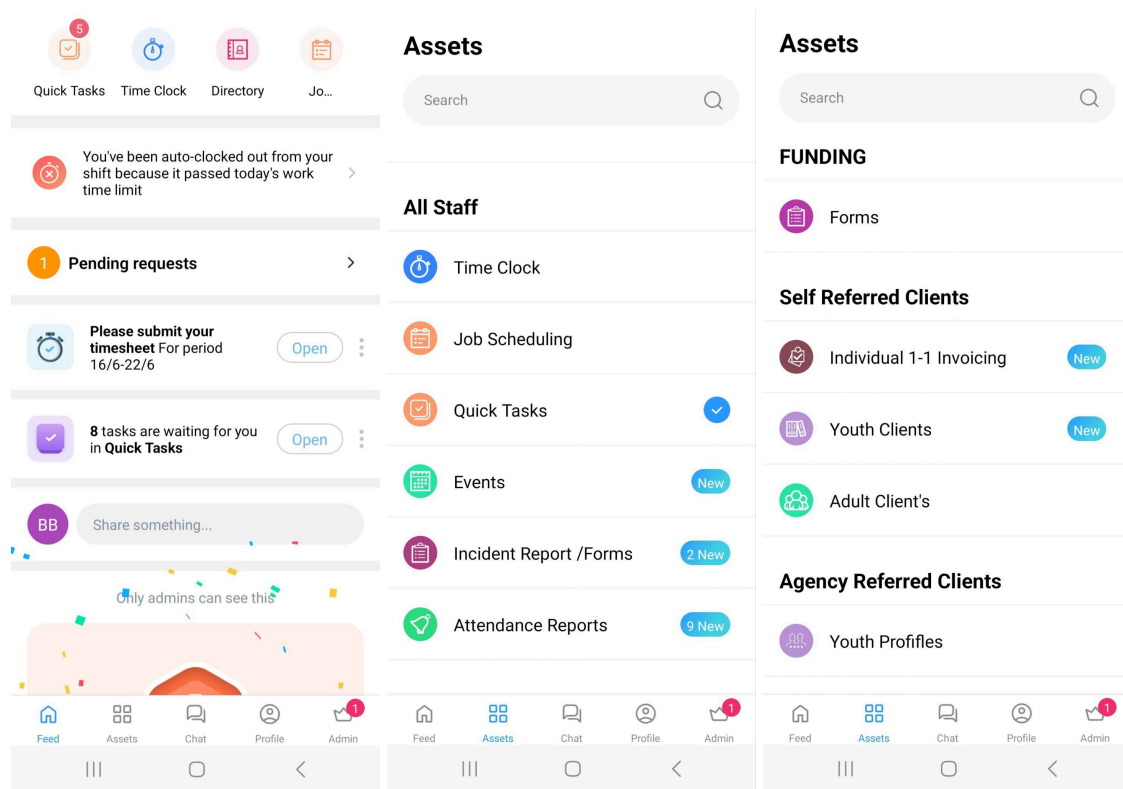
**Individual Mentoring Programme:** Similar to the disengaged youth programme, only 1 on 1, this successful programme supports youth aged 8–17 who are disengaged from school or facing behavioural challenges. Snapback works with young people to set goals, build confidence and discipline, and identify barriers to success. One of the goals is to build their confidence for them then to be able to join other groups and classes with other participants. Our numbers are also growing in this and hope to be bringing in a new mentor to help support this increase within the next term.

**Super powers:** Alongside our school groups that come in with students with disabilities (in school hours), we now also have 3 new classes for individuals with disabilities. 4-12 year olds, 13-18 year olds, and an adult class. These have had amazing feedback and will be carried on each term.

Please provide a detailed explanation of any non-reporting or variances in reporting against the contract.

Is there anything else that you need to bring to our attention?

After creating our new Snapback App as mentioned in our last report. We have transferred this over to Connecteam. Everyone has picked this up so much quicker than our last app. It is more efficient and has everything in one place. We thought everything was great in the last app but there were parts that were missing', and having to use other applications for certain forms.



Do you have a success story that you would like to share? (This may include a case study, video clip, presentation or other).

"Theres absolutely nothing I can fault, Jerry has taught Ava so many new skills in such a short period of time, she's grown to love boxing even more since doing her 1-1's with Jerry, she has even requested to do 7x a week with Jerry because she just loves it so much (of course we said when she's a bit older we can look at doing more sessions a week lol) overall the skills, confidence, less nerves and fitness in everyday life inside and outside of boxing has come beyond more than I ever expected when we joined snapback 2 years ago, and even more since starting 1-1's with Jerry. Her passion is going to keep growing and growing, and from a mother, that's all we want to see in our



children, so im seriously, from the bottom of my heart so grateful for every single one you guys making this place such a loving and supportive community for our children ❤️❤️"

"Snapback has truly embraced multiple members of our family. Most importantly it has given our child a place of belonging and an empowering experience as he learns more about himself, his skills and the community around him".

**Superpowers feedback:**

"Our daughter has always been extremely shy and reserved, and group activities have never been something she felt comfortable joining. But Snapback has completely changed that. For the first time, she's participating on her own—independently—and she's built such a positive relationship with the coaches.

It's been amazing to see her confidence grow in a space where she feels safe and supported. Snapback makes us feel like we're just like everyone else—like we belong. That feeling is something we don't often get, and we're so grateful for it."

"The highlight of my child attending Snapback has been witnessing a transformation I honestly didn't think was possible. For the first time, he actually looks forward to something each week. He's not just attending—he's participating with genuine excitement. That's a huge step for him and means the world to us.

It feels like I finally get a moment of respite while knowing my child is not only safe but truly happy. Watching him thrive in an environment that understands and supports him has been such a gift. Thank you for creating a space where kids like mine can shine".

"We have not been able to find a place that my child feels safe and included before this programme. There is very little out there for our child and this class is a game changer

To finally feel like we are just part of a community and my child for the first time being fit and active - beyond grateful".

"The highlight for me as a parent is the level of inclusivity and acceptance. My girls both adore Brie and love going to the sessions so much that we literally have a countdown to it each week. Mia said she likes that she can be there and not be bullied for being different and she likes the activities because she wants to get stronger. Rainbow Dash Ox said that it's nicer for her to be with kids with disabilities because she feels the same as them and she loves the treadmill (free runner) because it makes her the fastest, which is true, she's run the most and the fastest she's ever run on that thing and I love it!"

"Parent highlight ... watching my child progress each week. Joining in more each time. Seeing she is understanding and taking on instructions. Also me being part of a wider group of parents who get it, who understand the daily struggles with our super heroes and feeling accepted and not judged".

## Reporting Data in last 3 Months

Pastoral Notes	73	
Urgent Support Cases	11	
Support Sessions	38	
People reaching out for support	5+ a week	
Agencies referring to us	40	
Agency Hui's	14	
Parent Huis	42	
Youth walk ins for help	12	
Critical Cases	3	
Number of Self harming	6	
Referrals we made	31	





THE DATA

# REPORTING





PARENTS REACHING  
OUT AND THEIR  
RANGATAHI'S  
BACKGROUND...

“He's grown up surrounded by addiction living with his mother and older brothers. He's witness to the repercussions of that lifestyle.

In his short life, he's been held at gunpoint, by both intruders and the police.

He's had gang members stroll uninvited through the house with machetes. He's woken up to domestic violence. His mother (although trying) isn't present. He's left with his big brother most of the time (who's on home detention) and an addict. I could list more but you get the picture. Mostly, he likes to get away from all that by hanging out with the other kids in the neighborhood. Some of them are older and already affiliated with the Mongrel Mob and so barking and throwing signs is part of his every day life. He thinks that's the thing he should aspire to be.

He suffered a motorbike accident last year and because he wasn't wearing the right protective gear, he's been left severely scarred on his leg. Although healed. The boy is smart though, he wants to earn money and work for it. He'll mow a lawn for 10 bucks, or sell chocolate around the neighborhood (don't ask where that comes from).

I've been in his life from when he was tiny. His mum went to jail for a short while and was the shipped off to rehab. He was about 18months old at the time and came to stay with me and my daughter (who is 3 years older). After rehab, his mum was on home detention for a year and that was pretty good. She was home and not using. Didn't take long for that to change when the bling came off.

I used to have him stay at least once a week, but as he's gotten older, he likes different stuff than my girl and he hates rules. He's getting to a point now where he's showing even me disrespect. That never used to happen. Now my girl is throwing signs and thinks it's fine because, between the two of them, he's "cooler." His influence on her scares me. I've watched his big brothers follow in the footsteps of their mother and I couldn't do anything about that, but this little guy still has a chance. It's just that he needs more than what I can give him”.

“Child A’s journey has been marked by an overwhelming tide of trauma, encompassing profound losses and enduring domestic violence within his whānau. The heart-wrenching departure of his older brother, Child B, four years ago, was only the beginning of a series of devastating events. The subsequent loss of his stepfather a year later and the passing of his biological father the year after, cast shadows of grief and complexity over Child A’s formative years. In the face of such profound adversity, Child A grapples not only with the weight of bereavement but also with the scars left by witnessing the harrowing domestic violence experienced by his mother, “Jane”.

Recognised as one of Aotearoa's most battered women by Women's Refuge, “Jane” struggles have indelibly shaped Child A’s perception of the world, leaving an indelible impact on his emotional and psychological well-being. These experiences have manifested in emotional and mental health challenges for Child A, often expressed through struggles with aggression. It is crucial to view his aggression not as a mere behavioural issue, but as a poignant manifestation of the deep-seated trauma he has endured. Child A’s response to his circumstances includes a genuine acknowledgment of his challenges and a commitment to addressing them. Amidst these difficulties, Child A has set a commendable goal for himself this year – to navigate and temper his aggression through constructive means. His aspiration is not merely to suppress or ignore these emotions but to find healthier outlets for expression. One such avenue is his dedication to boxing, a deliberate and mindful choice that reflects his desire to channel his aggression into a productive and regulated outlet. By actively engaging in activities like boxing, Child A aims to cultivate resilience and emotional regulation. This pursuit goes beyond a mere attempt to curb aggressive tendencies; it is a testament to his resilience and determination to find positive avenues for self-expression and healing. The acknowledgment of these challenges and the proactive steps taken by Child A highlights his courage and commitment to breaking the cycle of trauma that has surrounded him’.

““Luke” is currently not at school and is staying with “Sarah” a few nights a week. He is wanting to make positive changes but is needing help, and to help navigate some anger issues as well. He is currently not at school at the moment but is hoping to get into the YMCA course in the coming weeks. He has been into trouble with the law but is getting that sorted out. All in all, he is needing guidance for positivity”.

““Ben’s” journey has been marked by significant challenges, particularly concerning his mental and emotional well-being. Raised in a remote area, he experienced profound isolation living with his parents, which hindered his ability to cultivate a sense of community and social connection. Recognising the need for change, “Ben” made the courageous decision to relocate to Palmerston North to live with his aunt and uncle, seeking a more social environment. However, regrettably, this geographical shift also resulted in his physical separation from both of his parents, a circumstance that has undeniably weighed heavily on him. While “Ben” finds solace in his current environment in Palmy, the ache of missing his parents persists deeply. His relationship with his parents is one of closeness and profound respect, making their absence in his daily life all the more poignant. The void created by this lack of regular connection has left an enduring mark on him emotionally, underscoring the profound impact of familial bonds on his well-being”.

“Anxiety and depression, which impacts attendance, including school (currently less than 40% attendance this year). History of anger that I believe stems from anxiety. History of police involvement for smashing windows in Palmerston North and stealing bikes from Ashhurst School. Was removed from my care with his siblings August 2020 due to my meth addiction (returned October 2021). Poor relationship with his father (didn't know him until 5 years of age, now sees him every second weekend)”.

““James” had an incident with another student at school, and the family pressed charges against him. He grabbed the young boy around the back of the neck in what he said was play fighting, and the boy passed out, hit his head on the floor and suffered concussion. “James” has been a different boy since then - he suffers from anxiety, often can't sleep at night, easily has his ‘buttons’ pressed and can use his words to hurt others. He has become quiet and can be withdrawn at times. We have tried counselling but this has not helped, and we need help with him because we do not want him to hurt anyone else with his hands or his words”.

I took my daughter out of High School after she was attacked by other students and I didn't feel she had support from the school and also she has anxiety and depression so we moved her into correspondence schooling through Te Kura.

““Geo's” father took his own life on 3/1/24”.





# PARENT VOICE

“Snapback has become a second family for us. All very welcoming and we spend a lot of time there! I appreciate all the coaches and Whaea Taneeka for lifting my girls spirits up and building a relationship with her. My children all really enjoy the atmosphere there! ...I'm envious and want to join in!”

“It's been a fantastic program for my son, it has built so much confidence in him. He's kinder to his brother, more expressive at school and absolutely loving coming. In his words "I think I'm going to do boxing for the rest of forever okay mum””

“Snapback has truly embraced multiple members of our family. Most importantly it has given our child a place of belonging and an empowering experience as he learns more about himself, his skills and the community around him”.

“I’m going to start with the role models that Snapback have, they are welcoming and treat you like a friend and a valued person. My family also come along to activities and are always having so much fun . My name is Matt Ham and I will forever endorse this movement I’ve never experienced anything like it!! The positivity that comes out of Snapback is absolutely incredible. The programs for all different people are structured to achieve well being at a fun friendly pace.

Thank you”

“Initially, it was just my one child I had join, merely to follow dad's footsteps! To get involved in a combat sport.

But it has become so much more. Now I have three children involved, I assist in classes where needed and have built many friendships. Being a part of the Snapback community has been a really positive experience so far”.

“Positively! Life-changing really”

“We chose Snapback because we knew that their beliefs and values run so much deeper than just surface level business. We know the differences they want to make in people's lives through the things they offer and the work they put in”.

“My child joined Snapback when he was almost 9 years old.

As a solo mother, I can't provide the male role models he craves and Snapback have done this! My child has found his passion in boxing and Charmaine and Filippo have taken him under their wing many many times to not only help him become the boxer he wishes to be in future, but also in regards to his struggles with behavioral issues. They have gone above and beyond for not only my child, but our family.

They treat each child as one of their own with nothing but love. They commit to making things a lot easier to many families including my own. We have had Snapback in our lives for almost 5 years now and they have quite literally saved my child from a life of drugs, alcohol and crime. My

child loves them like family. We are forever grateful for everything they have done and continue to do. Thanks to

Snapback my child has the potential to become a professional boxer with the talent they have brought out in him.



There's a child that attends snapback because he has had a lot of "issues". This child attended my stepchildren's school and when said child had an incident at the school, parents of the school grouped together to write a letter to have said child removed. Sadly, this was acceptable. Months later I saw said child at snapback. He had only been at snapback a short time. I have had many chats with said child over his time at snapback. I cannot express how far positively & mentally this young man has come. When I met him he was full of anger, confusion and sadness. I saw this young man only a few days ago and he was full of life and smiles! The snapback team are incredible.

Snapback is an amazing programme that has saved a lot of people in their best and their worst times.







“With your funding for Snapback, it helps parents like myself - a solo mother of 6 that can't afford the fees or gear etc. - to give my child the opportunity to box and be apart of a wider community that has become his family as well. Without your funding he wouldn't have the opportunities he has at snapback.

I love the work Char and Filipo do not only in the gym space but also our hapori (community) they give tirelessly of their time, money and energy to help those less fortunate and often with little thanks or support. Ngā mihinui kia korua mo to mahi!



“We trust Snapback and know that the visions they have for the work they do will only become greater with bigger support.

They deliver this in empowering and impactful ways at a ground level that is truly inspirational and life changing”.

“Snapback is an amazing programme that has saved a lot of people in their best and their worst times”.

“Keep it up. This group is amazing for the kids, the way your staff empower our children is beautiful and something they will always remember”.



- The training team are very welcoming and uplifting. My daughter really enjoys the class and now talks boxing all the time!
- My son is thriving in here. He looks forward to the 2 classes every week.
- Jacko loves boxing and he is so excited to move up to the next class. I think this will help him be more focused with more fitness, challenges and building on his skills. Jacko loves looking up to older children and this helps him to strive to be better.
- Snapback has been amazing for Toby. He loves coming each week to boxing, enjoys being part of the class and has increased his fitness levels and improved his attitude towards physical activity, he loves getting out there and enjoying sports.
- Great for kids confidence
- Piata has become more confident and stronger since she started back after being away for 1.5years. She is having less anxious spouts in her day to day life. Thank you to Snapback for coaching her
- This class is awesome! Mila loves it here. All the coaches and parent helpers are so good with all the kids, from helping with techniques to building confidence in our daughter
- Thanks for offering a welcoming and encouraging environment for our children and their supporting whanau!  
Supporting my son in youth boxing has sparked an interest for myself having a go! 🙌👊🥊



- Thanks to Taneeka for the constant encouragement and care she has for my son and all the kids here. She sure is the mumma to everyone 🌟❤️ appreciate x
- Awesome class to be apart of !
- Ricki-Lee has bounced back from her 1.5year break and is loving being back. She was reluctant to come back, but has since been really helpful for her siblings and a good role model for them. She leaves here with a sense of pride and mana every session.
- Jai has absolutely loved being a part of this boxing class. He tells all of his friends about it. We will definitely be back 😊
- Loves boxing. Can come in grumpy and leave happier
- Love coming here twice a week. To get fitter and burn some energy off.
- Ricky looks forward to every session, he enjoys most aspects of training but doesn't push himself enough
- Good classes and good trainer's
- Āio has become a lot more focused and confident since he started this year. Whaea Tahneeka I'd great and listens to his needs and responds accordingly. She has also let him do yhings in his own time which is great, because he is participating more without being prompted to.



# “Do you have any feedback for the Whakamana Wahine programme your child participated in?”



“This programme saved my daughter which saved our whanau. To have a space she could release all her troubles and coming home in a better space, stopped all misunderstandings between my daughter and myself”.

“This group has done wonders for my daughters health and wellbeing. My daughter has struggled with anxiety and depression as well and low self esteem and body confidence. This program has provided a safe space for her to learn and grow while focusing on building confidence through physical activities”.



“Whakamana wāhine was a literal lifesaver for my daughter. She struggles with anxiety, depression, anger management, suicidal thoughts, extreme social anxiety to the point it's a fight to get her out of her room and lacked confidence in herself. With the support from Char and everyone at Whakamana wāhine, my daughter is learning what tools she needs and how to use them to change the outcome of a situation that she would of in the past, hid from or either reacted with anger and violence. It's helped her start to build her confidence in herself and her abilities and and teaching her coping mechanisms to use to manage stress and difficult emotions. If my daughter hadn't of joined Whakamana wāhine, I hate to think what mental state she would be in now without their support and skills. She wouldn't believe in herself enough to start back at her school work and think about her future”.





# “Are there any significant highlights or successes you could share?”



“There are not enough words to describe how much I appreciate you and what you all do for these wāhine. You are changing lives, and not only that, you are saving lives. Xx”

“My daughter couldn't communicate with me. I had no idea she struggled with self love and held so much hatred towards life. Through having a safe space, she could be herself with no judgement. She learnt to feel safe to communicate her issues with me, which helped us both heal. Now, she proudly has the confidence to be a part of the leadership team at her kura”.



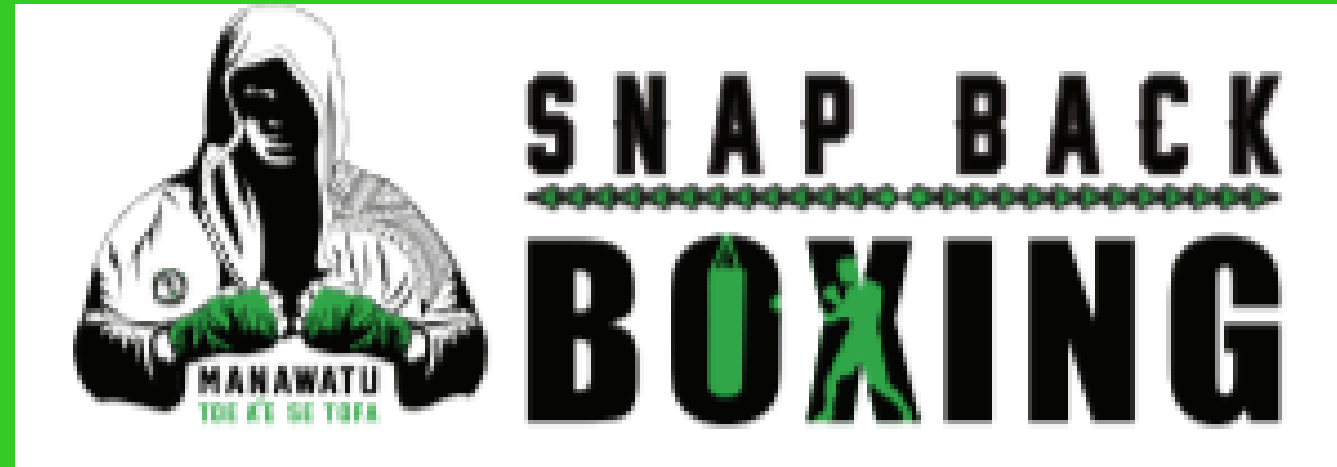
A gift to a young wahine to remind herself to believe in herself.



would you recommend our programme



- Most Certainly
- Yes
- Maybe
- Unsure
- No



Alongside providing what our community needs, we are also a point of contact for crisis situations and people seeking assistance. Just since October 2024, we have had **141** pastoral incidences recorded. These include, but are not limited to, mental health struggles/suicide concerns, assault and bullying situations, and issues and problems at home. We then provide what help and support we can, and organise referrals to other agencies and wrap arounds if needed.

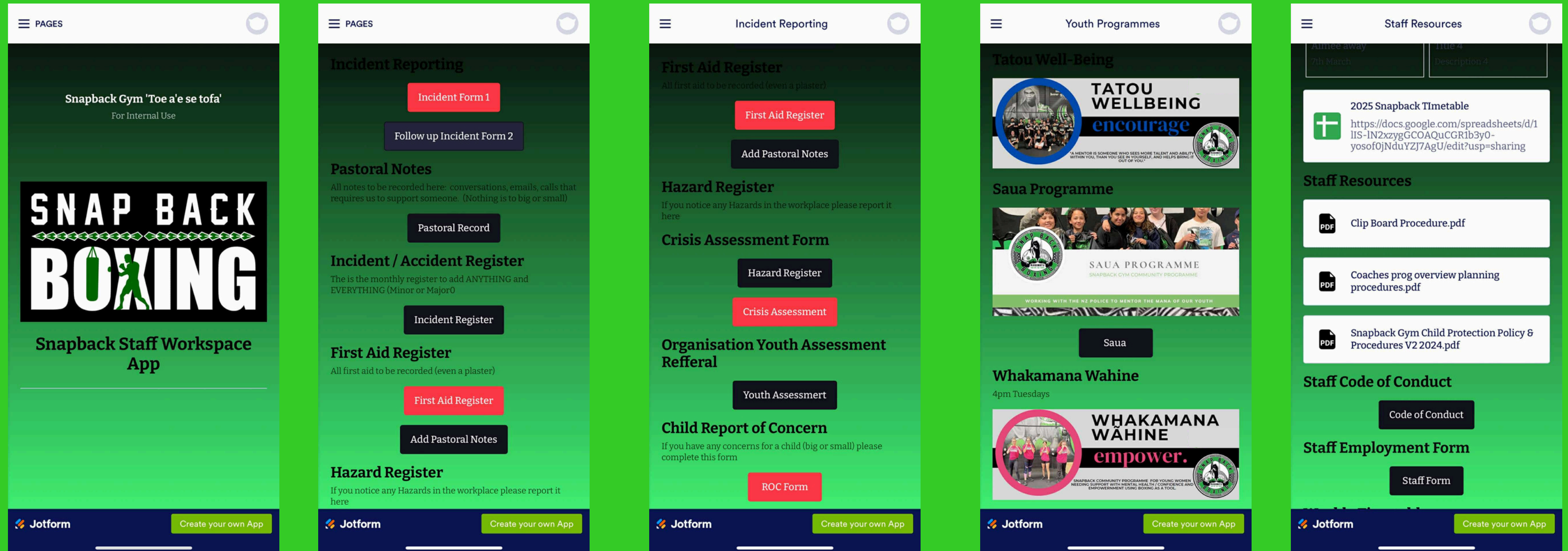


A black and white photograph of a vintage boxing ring. The ring has a dark, patterned floor and is surrounded by a rope barrier. In the background, there are large, ornate mirrors and a high ceiling with exposed wooden beams and hanging light fixtures. A large black rectangular overlay covers the right side of the image, featuring the text "EVIDENCE OF DATA COLLECTION AND INFORMATION" in bright green, bold, sans-serif capital letters.

# EVIDENCE OF DATA COLLECTION AND INFORMATION

# The Introduction of Snapback's Staff Workplace App

We have also created a mobile and computer based application for staff that allows us all to access resources, incident forms, referrals and take attendance. This has helped to improve reporting, accountability and documentation. It is all in one easy to use place and can be done on the go or straight after a class/incident etc.



# Staff workplace app: Reporting after each class made simple and efficient

After each session or class, staff can upload photos and evidence of work. They can also make note of any concerns, highlights or things to follow up in future. This can then exported as a report and sent to outside agencies for accountability and to share progress.

**WHAKAMANA WAHINE empower.** Student Attendance Form  
Whakamana Wahine Term 1 2025

Date: Tuesday, February 4, 2025

Student Attended Today:

Session:  
Introductions  
Learn to put wraps on  
Workshop on identifying their needs  
Learn the unload techniques

Photos / Document to add:

Tell us what issues you are struggling with

trauma  
Stress  
Anxiety  
Anything that you are struggling with?

**WHAKAMANA WAHINE empower.** Student Attendance Form  
Whakamana Wahine Term 1 2025

Date: Tuesday, February 18, 2025

Student Attended Today:

Session:  
Boxing session today with Filly

Photos / Document to add:

Comments / Notes  
Girls enjoyed there session today working hard. Char was away unwell so Filly took the class

Coach Name  
Filipo Saua

Signature

**AKONGA ACADEMY** Akonga Academy Attendance Form  
Term 4 2024

Date: Wednesday, November 27, 2024

Number of participants  
2

Any Notes:  
The boys preformed really well in training today. They completed 3 rounds of skipping 3 rounds on the boxing bags 3 rounds with the pads, and finish up with speed and power on the boxing bags.


File Upload

SHAD BACK BOXING

COACH FILIPO SAUA



# We use Surveys (Google forms and now Jotforms)



## Whakamana Wahine 2024 Parent Feedback

Please help us with our funding and provide any feedback from last year for us to help continue this programme.

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Do you have any feedback for the Whakamana Wahine programme your child participated in to help us with our funding?

Your answer \_\_\_\_\_

---

Do you have any suggestions for improvement

Your answer \_\_\_\_\_

---

would you recommend our programme

- ☐ Most Certainly
- ☐ Yes
- ☐ Maybe
- ☐ Unsure
- ☐ No

## Well Being Survey - Tatou Youth Group Term 3 2024

This is anonymous for data purposes

[snapbackgym@gmail.com](mailto:snapbackgym@gmail.com)
[Switch account](#)

Not shared

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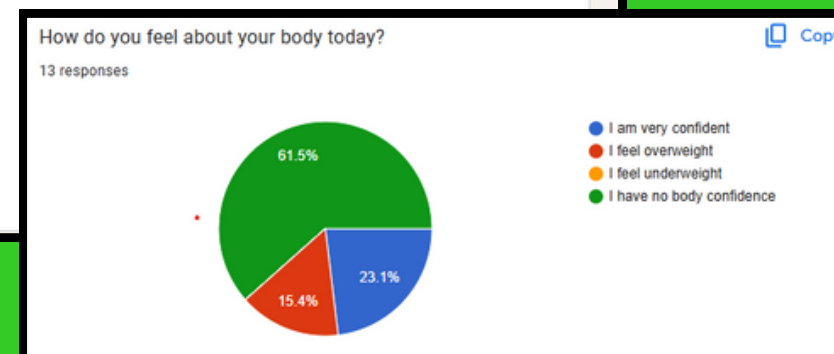
Gender

☐ Male  
☐ Female  
☐ Other

---

How do you feel about your body today?

☐ I am very confident  
☐ I feel overweight  
☐ I feel underweight  
☐ I have no body confidence



## Aug 2024 - Snapback Feedback

Anonymous Feedback - Thank you so much (This help us to keep offering our community programmes providing funders with factual evidence / feedback / voice))

snapbackgym@gmail.com [Switch account](#)

Not shared

Please let us know how Snapback has impacted you:

Your answer

Can you share your story of why you reached out, and the journey you have had?

Your answer

If you have an thing else to tell our funders please feel free to write it here:

Your answer

Which ethnic group (or groups) do you identify as?

NZ Maori

---

To receive updates as they occur, which method of communication do you prefer?

Social Media

---

How can we improve our service?

Nothing, Mason looks forward to his Mondays and Wednesdays boxing and we are very grateful for the aroha, manaakitanga and encouragement from the Snapback team/coaches. Tēnā rawa atu koutou!

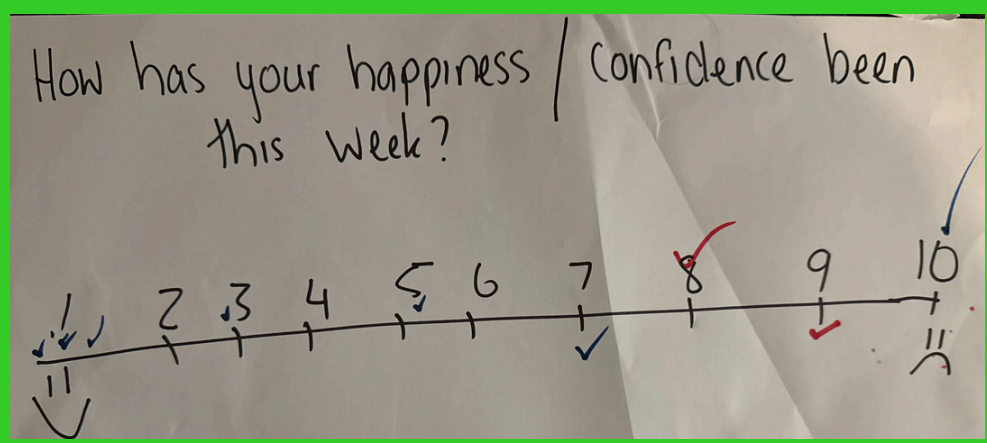
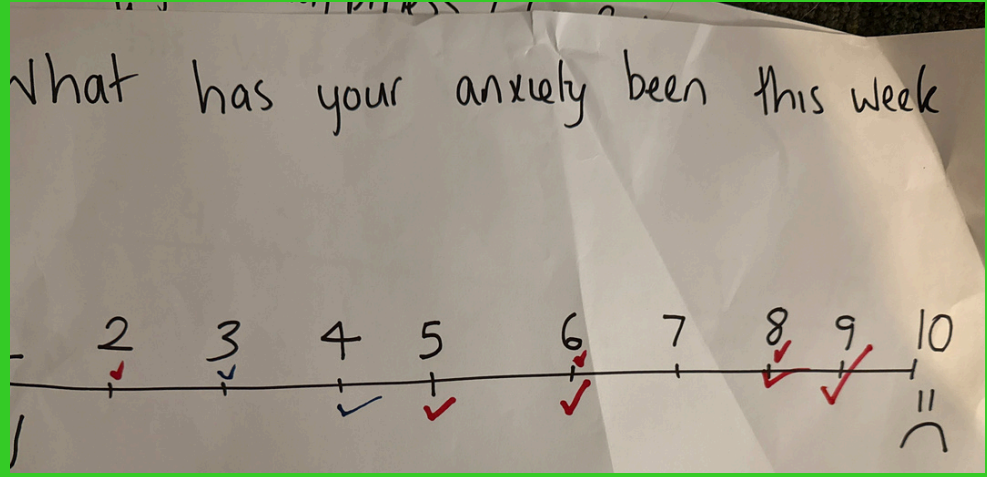
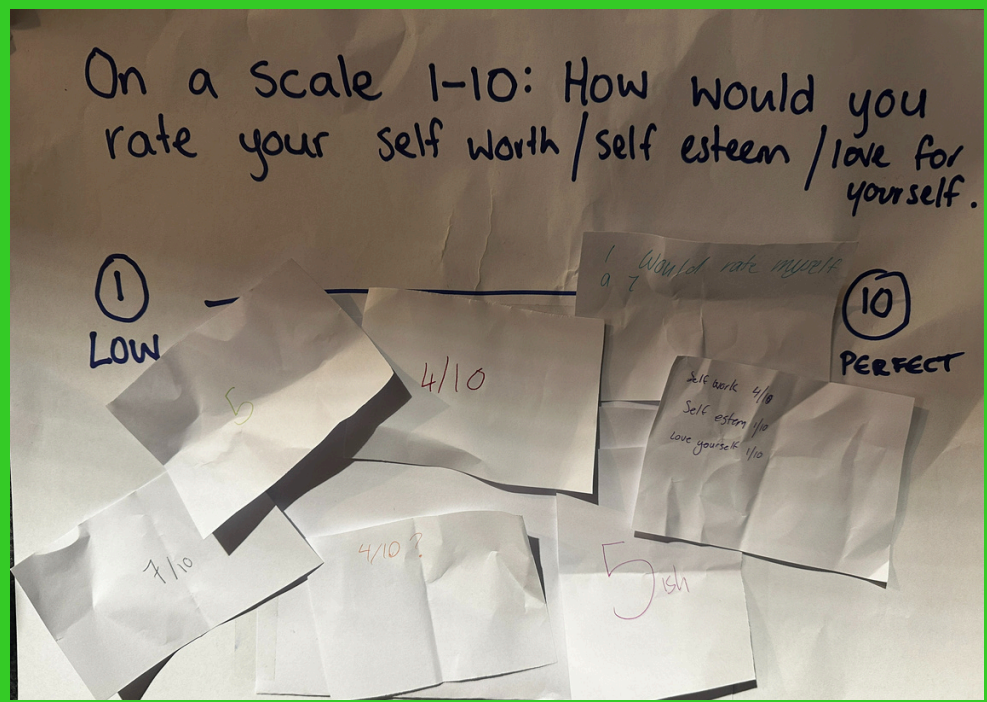
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Submission IP

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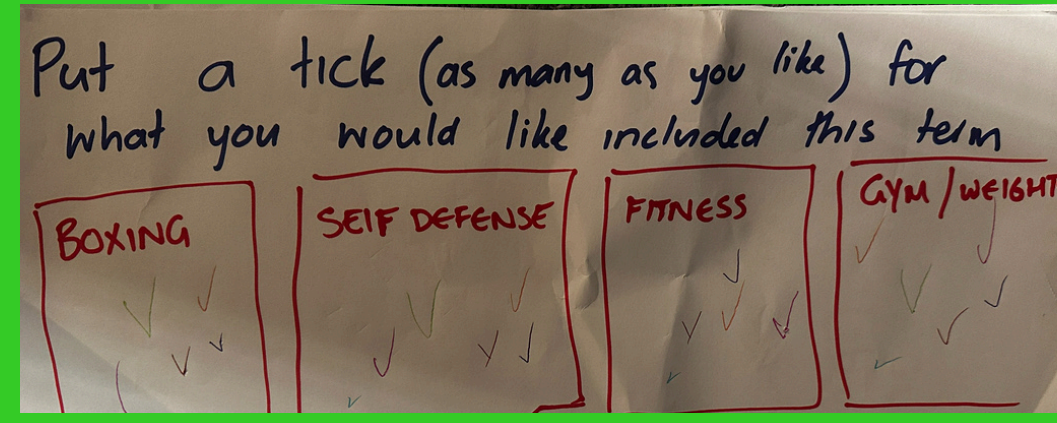
# We take the time to have conversations and ask real questions face to face - Authentic Rangatahi Voice



Tell us what issues you are struggling with

- trauma
- situations
- worries
- Anything that you are struggle with.

This figure shows several pieces of crumpled paper with handwritten responses. One piece says 'I'm struggling with school since its my first year at high school'. Another piece says 'getting ~~bully~~ bullied about my weight'. A third piece says 'body image' and 'feeling like im not good enough'. A fourth piece says 'Family issues and anger'. A fifth piece says 'Bullying Put downs Behaviour at School Making friends'. A sixth piece lists '1. anger', '2. my dad', and '3. school'.



What would you really like to learn?

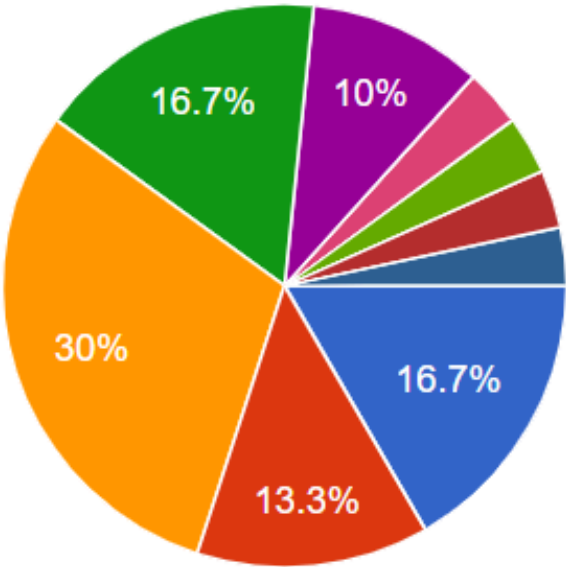
This figure shows several pieces of crumpled paper with handwritten responses. One piece says 'loose weight'. Another piece says 'healthy eating'. A third piece says 'Boxing' and 'fighting'. A fourth piece says 'self defence'. A fifth piece says 'How to defend myself'. A sixth piece says 'release anger'. A seventh piece says 'Boxing' and 'fighting'. A eighth piece says 'Boxing' and 'fighting'. A ninth piece says 'Boxing' and 'fighting'. A tenth piece says 'Boxing' and 'fighting'.



# Survey Responses from Rangatahi

What do you enjoy most about Snapback classes

30 responses

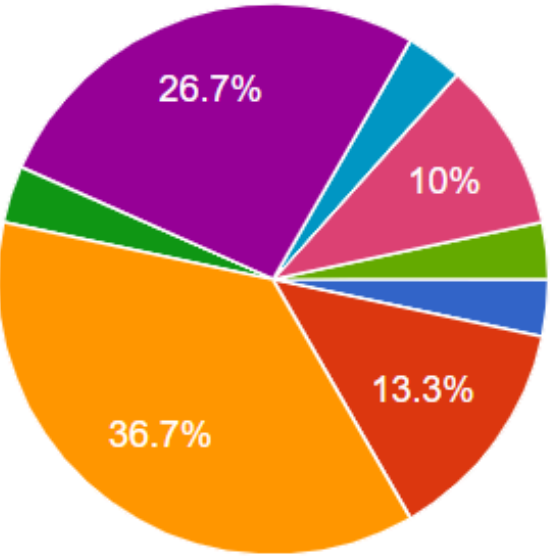


- The coaches and trainers
- The atmosphere
- The new skills and techniques
- The discipline and focus of the sport
- The feeling of belonging
- My friends
- Skills & Techniques - belonging - coac...
- All of the above

1/2

Please select all that apply. Participating in the activity has helped me to:

30 responses



- Make new friends
- Increase my fitness level
- Develop new skills
- Manage my moods
- Feel more confident about myself and what I can achieve
- Help me build better relationships with my family and friends
- All of the above
- Improve my confidence and develop...

Copy chart

- All of the above
- Learning new skills, coaches and trainers, belonging

**Through using our new app, we can collate data and concerns we see.  
Below is the information given via Registration Form from February 2025 as an example.**

[illegible]



THANK YOU

## OUTCOME MEASURES JUNE / JULY 2025

73 responses

[Publish analytics](#)

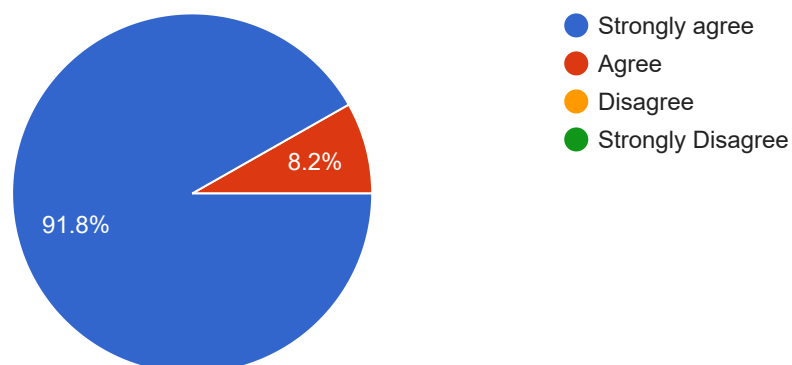
### Wairua = Spiritual Wellbeing:

 Copy

- We are connected and inclusive
- We are a welcoming community

**Has Snapback positively contributed to creating a welcoming and inclusive community?**

73 responses



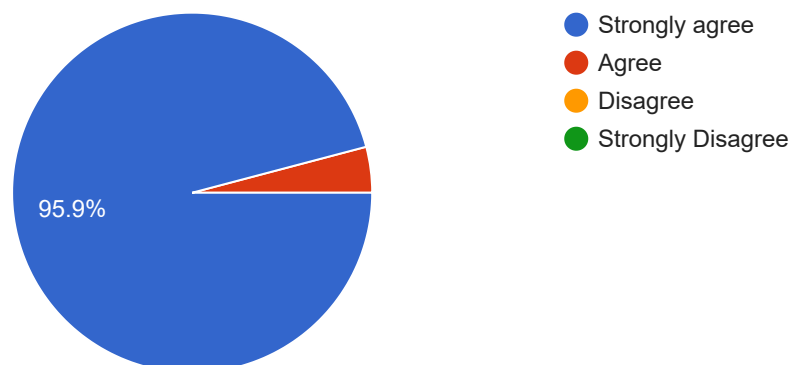
### Tinana - Physical Wellbeing:

 Copy

- Our people and communities feel safe

**Has Snapback positively contributed to creating a safer community?**

73 responses



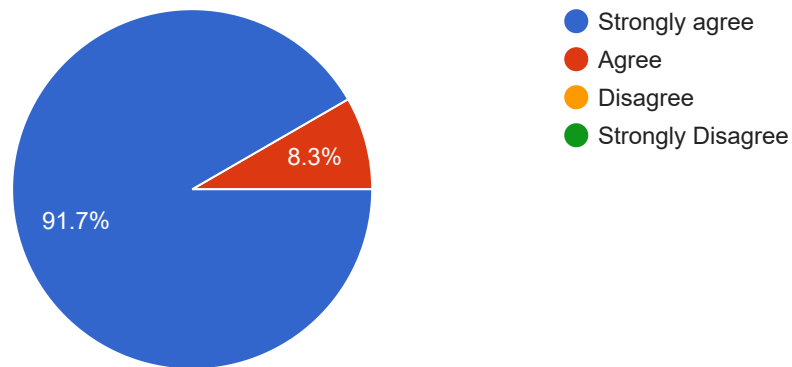
### Whanau - Social Wellbeing



- We are actively engaged, we work together to make our whanau and communities better:

**Has Snapback supported whanau and communities to achieve their aspirations?**

72 responses



### Hinengaro - Cognitive Wellbeing

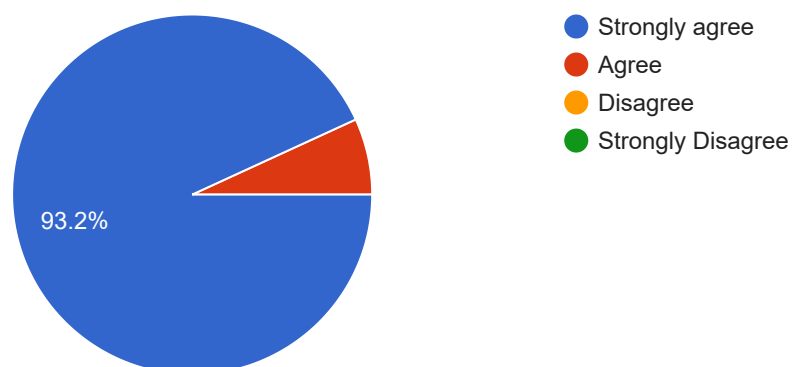


- We are life long learners

- We encourage and enable people to shape their future

**Has Snapback enabled people to increase their knowledge by learning new skills?**

73 responses



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Does this form look suspicious? [Report](#)

Google Forms







## Schedule 1

<b>Name of service, programme or initiative</b>	SnapBACK Gym
<b>Funding Amount</b>	\$10,000
<b>Term of contract</b>	3 years
<b>Direct Client/s</b>	Youth (Tamariki aged 6-11; Rangatahi aged 12-18)  Police
<b>Funded Activities and Goals</b>	<ul style="list-style-type: none"> <li>• Mentor Programme</li> </ul>

		QUANTITY OUTPUTS	QUALITY OUTPUTS	SKILLS & KNOWLEDGE	ATTITUDE & OPINION	BEHAVIOUR CHANGE	CIRC. CHANGE	POPULATION OUTCOMES
Service component	<b>Direct Clients</b>	<b>How much</b>	<b>How well</b>	<b>Better Off</b>				
Mentor Programme	Youth	Total # clients <sup>i</sup> engaged in the programme	#/% clients report they are highly satisfied/satisfied <sup>ii</sup> with the support they received	#/% youth who strongly agree/agree <sup>iii</sup> they have learnt new life skills <sup>iv</sup> as a result of attending the programme	#/% youth who strongly agree/agree they are better able to make positive life choices as a result of attending the programme			<b>Hinengaro – We are lifelong learners</b>

		QUANTITY OUTPUTS	QUALITY OUTPUTS	SKILLS & KNOWLEDGE	ATTITUDE & OPINION	BEHAVIOUR CHANGE	CIRC. CHANGE	POPULATION OUTCOMES
	Police						#/% youth who do not come to the attention of Police post completion of the programme	
	Programme delivery	# group sessions delivered						
		# youth who start the programme	% youth who complete the programme					
		# youth who start the programme that come from the Manawatū District	% youth who complete the programme that come from the Manawatū District					

Notes: There is one outcome measure linked to this investment. Note; specific outputs have been added to look at the quantity and quality of effort in the delivery and completion rate of youth who attend the programme including those who come specifically from the Manawatū District.

---

<sup>i</sup> This is the cumulative count of all individuals who engage in the programme over time.

<sup>ii</sup> 5point likert scale from highly dissatisfied to highly satisfied

---

iii 5point likert scale from strongly disagree to strongly agree

iv Life skills include but are not limited to social skills and manners, emotional awareness and intelligence, tikanga and culture outcomes.



# **Performance Report**

SnapBACK Gym 'Toe a'e se tofa' Gym Trust  
For the year ended 31 March 2025

# Contents

3	Compilation Report
4	Entity Information
5	Approval of Financial Report
6	Statement of Service Performance
7	Statement of Financial Performance
8	Statement of Financial Position
9	Statement of Cash Flows
10	Statement of Accounting Policies
11	Notes to the Performance Report

# Compilation Report

## SnapBACK Gym 'Toe a'e se tofa' Gym Trust For the year ended 31 March 2025

Compilation Report to the Directors of SnapBACK Gym 'Toe a'e se tofa' Gym Trust.

### Scope

On the basis of information provided and in accordance with Service Engagement Standard 2 Compilation of Financial Information, we have compiled the financial statements of SnapBACK Gym 'Toe a'e se tofa' Gym Trust for the year ended 31 March 2025.

These statements have been prepared in accordance with the accounting policies described in the Notes to these financial statements.

### Responsibilities

The Trustees are solely responsible for the information contained in this financial report and have determined that the accounting policies used are appropriate to meet your needs and for the purpose that the financial statements were prepared.

The financial statements were prepared exclusively for your benefit. We do not accept responsibility to any other person for the contents of the financial statements.

### No Audit or Review Engagement Undertaken

Our procedures use accounting expertise to undertake the compilation of the financial statements from information you provided. Our procedures do not include verification or validation procedures. No audit or review engagement has been performed and accordingly no assurance is expressed.

### Independence

We have no involvement with SnapBACK Gym 'Toe a'e se tofa' Gym Trust other than for the preparation of financial statements and management reports and offering advice based on the financial information provided.

### Disclaimer

We have compiled these financial statements based on information provided which has not been subject to an audit or review engagement. Accordingly, we do not accept any responsibility for the reliability, accuracy or completeness of the compiled financial information contained in the financial statements. Nor do we accept any liability of any kind whatsoever, including liability by reason of negligence, to any person for losses incurred as a result of placing reliance on this financial report.



Whitehead Accountants Ltd

PO Box 449

Palmerston North

Manawatu/Wanganui

Dated: 11 September 2025



# Entity Information

## SnapBACK Gym 'Toe a'e se tofa' Gym Trust For the year ended 31 March 2025

'Who are we?', 'Why do we exist?'

### Legal Name of Entity

Snapback Gym 'Toe a'e se tofa' Gym Trust

### Entity Type and Legal Basis

Charitable Organisation

### Registration Number

CC56255

### Entity's Purpose or Mission

The purpose of the trust will be to:

1. Work with the youth community and inspire them to reach their full potential and promote leadership.
2. We aim to positively raise the statistics in these areas
  - A. Education.
  - B. Health and wellbeing.
  - C. Culture.
3. Snapback Gym – Toe a'e se tofa Trust will:
  - 3.1 Provide and deliver programs and initiatives based on sportsmanship ethos and perspectives.
  - 3.2 Provide Advocacy, advice and guidance from a sportsmanship perspective.

### Entity Structure

SnapBack Gym 'Toe a'e se tofa Gym' Trust consist of a Board who manages the management of the Gym. Management consists of the Managing Director and the Co Founder

### Main Sources of Entity's Cash and Resources

Snapback Gym relies on government grants, donations and fundraising to meet the cost of their services.

### Physical Address

679 Tremaine Avenue, Palmerston North, Palmerston North, New Zealand, 4414

### Postal Address


679 Tremaine Avenue, Palmerston North, Palmerston North, New Zealand, 4414

# Approval of Financial Report

## SnapBACK Gym 'Toe a'e se tofa' Gym Trust For the year ended 31 March 2025

The Trustees are pleased to present the approved financial report including the historical financial statements of SnapBACK Gym for year ended 31 March 2025.

APPROVED



Filippo Saua

Founder/Managing Director

Date 26 Sep 2025

# Statement of Service Performance

## SnapBACK Gym 'Toe a'e se tofa' Gym Trust For the year ended 31 March 2025

### Description of Entity's Outcomes

SnapBACK Gym "Toe a'e se tofa" Gym Trust exists to support tamariki, rangatahi, and whānau in Palmerston North and surrounding regions. Our kaupapa is grounded in Māori and Pasifika values and uses boxing as the entry point to deeper transformation.

We aim to:

- Inspire youth to reach their full potential and become leaders
- Provide advocacy, advice and culturally grounded guidance
- Reconnect disengaged youth with education and positive pathways
- Support holistic wellbeing - physical, emotional, cultural and spiritual
- Create inclusive opportunities for young people of all abilities
- Strengthen community connections through collaboration with schools, Police, Oranga Tamariki, iwi and health services

Ultimately, our goal is to ensure every young person feels seen, valued and supported to become a confident, resilient leader within their community.

### 'What did we do?', 'When did we do it?'

During the year ended 31 March 2025, the Trust delivered a range of programmes and initiatives that align with our mission:

#### **Education & Youth Development**

- Akonga Academy - full time alternative education for youth disengaged from school
- Alternate Education & Schuster Programme - structured support for students excluded or at risk
- DHB Mental Health Youth Programme - supporting youth experiencing anxiety or isolation
- Amateur Youth Boxing Team - discipline and belonging through sport
- Equine Therapy - building confidence and emotional regulation through horse-assisted learning

#### **Empowerment & Trauma Recovery**

- Whakamana Wahine - supporting young women with self-esteem, bullying or anxiety
- Sulu Moni & Young Ladies Mentoring - empowering wāhine overcoming trauma or domestic violence
- Tauau 2 Pakahiwi (Men's Programme) - safe spaces for men to share, heal and reconnect
- Corrections Engage Programme - wraparound mentoring for reintegration after incarceration

#### **Culture, Health & Wellbeing**

- Pasifika Youth Wellbeing & Pasifika Faasoa - culturally grounded movement and wellbeing for youth and whānau
- Whānau Fitness & Community Events - strengthening family and community connections
- Disability & Inclusive Programmes (Super Power, Parkinson's Programme) - breaking barriers to participation and belonging

This was achieved by:

- Weekly: Ongoing delivery of Akonga Academy, youth boxing, mentoring and group sessions
- Monthly: Whānau fitness events, community days and Pasifika wellbeing programmes
- Term-based: Alternative education and Police-referred youth interventions. Provide holiday programmes for youth unable to be in mainstream programmes
- Annual: Hosting community fundraising events, youth awards and leadership recognition through the "Green to Gold Gloves" framework

Across 2024 - 2025, our programmes engaged hundreds of tamariki, rangatahi and whānau each month. Feedback and visible outcomes showed increased school re-engagement, confidence, leadership and wellbeing amount participants.



# Statement of Financial Performance

## SnapBACK Gym 'Toe a'e se tofa' Gym Trust For the year ended 31 March 2025

'How was it funded?' and 'What did it cost?'

	NOTES	2025	2024
<b>Revenue</b>			
Donations, fundraising and other similar revenue	1	157,546	277,286
Revenue from providing goods or services	1	377,597	513,288
Interest, dividends and other investment revenue	1	2,969	3,247
Other revenue	1	30,469	13,860
<b>Total Revenue</b>		<b>568,581</b>	<b>807,681</b>
<b>Expenses</b>			
Volunteer and employee related costs	2	95,997	148,911
Costs related to providing goods or service	2	529,883	450,284
Other expenses	2	24,800	23,020
<b>Total Expenses</b>		<b>650,680</b>	<b>622,215</b>
<b>Surplus/(Deficit) for the Year</b>		<b>(82,099)</b>	<b>185,466</b>

This statement has been prepared without conducting an audit or review engagement, and should be read in conjunction with the attached Compilation Report.

# Statement of Financial Position

## SnapBACK Gym 'Toe a'e se tofa' Gym Trust As at 31 March 2025

'What the entity owns?' and 'What the entity owes?'

	NOTES	31 MAR 2025	31 MAR 2024
<b>Assets</b>			
<b>Current Assets</b>			
Bank accounts and cash	3	396,830	484,151
Debtors and prepayments	3	34,048	2,185
<b>Total Current Assets</b>		<b>430,879</b>	<b>486,336</b>
<b>Non-Current Assets</b>			
Property, Plant and Equipment	5	55,398	80,058
<b>Total Non-Current Assets</b>		<b>55,398</b>	<b>80,058</b>
<b>Total Assets</b>		<b>486,276</b>	<b>566,394</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Creditors and accrued expenses	4	5,761	3,743
Employee costs payable	4	-	36
Other current liabilities	4	-	1
<b>Total Current Liabilities</b>		<b>5,761</b>	<b>3,780</b>
<b>Total Liabilities</b>		<b>5,761</b>	<b>3,780</b>
<b>Total Assets less Total Liabilities (Net Assets)</b>		<b>480,516</b>	<b>562,615</b>
<b>Accumulated Funds</b>			
Accumulated surpluses or (deficits)	6	480,516	562,615
<b>Total Accumulated Funds</b>		<b>480,516</b>	<b>562,615</b>

This statement has been prepared without conducting an audit or review engagement, and should be read in conjunction with the attached Compilation Report.

# Statement of Cash Flows

## SnapBACK Gym 'Toe a'e se tofa' Gym Trust For the year ended 31 March 2025

	2025	2024
<b>Cash Flows from Operating Activities</b>		
Donations, fundraising and other similar receipts	151,250	300,336
Receipts from providing goods or services	14,686	7,315
Interest, dividends and other investment receipts	2,969	3,247
Cash receipts from other operating activities	417,692	548,284
GST	(782)	(8,784)
Payments to suppliers and employees	(673,133)	(620,190)
<b>Total Cash Flows from Operating Activities</b>	<b>(87,320)</b>	<b>230,208</b>
<b>Cash Flows from Investing and Financing Activities</b>		
Payments to acquire property, plant and equipment	-	(59,281)
Cash flows from other investing and financing activities	(1)	(524)
<b>Total Cash Flows from Investing and Financing Activities</b>	<b>(1)</b>	<b>(59,805)</b>
<b>Net Increase/(Decrease) in Cash</b>	<b>(87,321)</b>	<b>170,403</b>
<b>Bank Accounts and Cash</b>		
Opening cash	484,151	313,748
Net change in cash for period	(87,321)	170,403
Closing cash	396,830	484,151

This statement has been prepared without conducting an audit or review engagement, and should be read in conjunction with the attached Compilation Report.



# Statement of Accounting Policies

## SnapBACK Gym 'Toe a'e se tofa' Gym Trust For the year ended 31 March 2025

'How did we do our accounting?'

### Basis of Preparation

The entity has elected to apply TIER 3 (NFP) Standard Reporting on the basis that it does not have public accountability and has total annual expenses equal to or less than \$5,000,000. 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)

The entity is registered for GST. All amounts are stated exclusive of Goods and Services Tax (GST) except for accounts payable and accounts receivable which are stated inclusive of GST.

### Income Tax

SnapBACK Gym 'Toe a'e se tofa' Gym Trust 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.

### Tier 2 PBE Accounting Standards Applied

No Tier 2 accounting policies have been applied.

### Changes in Accounting Policies

There have been no changes in accounting policies. Policies have been applied on a consistent basis with those of the previous reporting period.

# Notes to the Performance Report

## SnapBACK Gym 'Toe a'e se tofa' Gym Trust For the year ended 31 March 2025

	2025	2024
<b>1. Analysis of Revenue</b>		
<b>Donations, fundraising and other similar revenue</b>		
Manawatu District Council Grant	10,000	-
Grants	37,711	113,512
Grassroots Trust Funding	10,000	-
Think Haoura Grant	99,035	83,774
Tu Manawa Active Grant	-	80,000
Donation	800	-
<b>Total Donations, fundraising and other similar revenue</b>	<b>157,546</b>	<b>277,286</b>
<b>Revenue from providing goods or services</b>		
Corporate Fight Sponsorship	72,900	110,854
COGs Grant	5,000	-
ECCT Funding	40,000	-
Fundraiser	18,890	127
Le Va	-	5,000
Lions Foundation Grant	-	27,000
Lottery Fund	46,000	20,000
Mana Whaikaha - Disability Support Services	6,696	-
Ministry Ethnic Community	-	13,000
MPP Funding	40,000	114,530
MSD Mens Programme	-	30,000
MYD Fund (Tatou Programme)	-	(4,161)
NZ Police	5,100	23,940
NZCT Fund	40,000	20,000
Oranga Tamariki	69,698	141,075
PNCC Community Development Small Grants Fund	5,000	-
Private youth sponsorship	8,137	1,100
Pub Charity Grant	10,000	-
Sales	6,676	5,589
Strathlachlan Fund	3,500	-
Tamariki Toa #4 sponsorship	-	5,235
<b>Total Revenue from providing goods or services</b>	<b>377,597</b>	<b>513,288</b>
<b>Interest, dividends and other investment revenue</b>		
Interest Income	2,969	3,247
<b>Total Interest, dividends and other investment revenue</b>	<b>2,969</b>	<b>3,247</b>
<b>Other revenue</b>		
Other Revenue	30,469	13,860
<b>Total Other revenue</b>	<b>30,469</b>	<b>13,860</b>

	2025	2024
<b>2. Analysis of Expenses</b>		
<b>Volunteer and employee related costs</b>		
KiwiSaver Employer Contributions	7,962	8,207
Salaries	84,197	135,154
Travel - National	3,839	5,550
<b>Total Volunteer and employee related costs</b>	<b>95,997</b>	<b>148,911</b>
<b>Costs related to providing goods or services</b>		
2021 Corporate Fight Expenses	487	-
ACC Levy	3,042	1,281
Amateur Fight Expenses	22,750	-
Advertising	399	34
Bank Fees	-	1
Boxing Equipment	11,182	-
Cleaning	5,201	1,818
Coaching COGs Fight4Life	9,550	3,305
COGs Fund Expenses	1,497	-
Consulting & Accounting	2,724	1,568
ECCT fund expenses	35,994	-
Entertainment	-	657
Equine Therapy Expenses	380	-
General Expenses	7,943	5,644
Grassroots Grant expenses	29,804	800
Independent contractor	555	859
Le Va Expenses	-	18,800
Legal expenses	43	-
Light, Power, Heating	5,467	2,298
Lions Foundation Grant expenses	26,087	12,000
Lottery Fund Expenses	26,803	12,437
Ministry Ethnic Community Muslima Fit Expenses	13,325	441
Motor Vehicle Expenses	9,681	10,212
MPP Fund Expenses	54,064	61,216
MSD CIC Grant expenses	-	33,177
MSD (Mens) Expenses	4,923	20,375
MYD Fund (Tatou Group) Expenses	14,832	37,719
NZCT Expenses	23,094	18,800
Office Expenses	1,169	2,186
OT expenses	41,638	61,747
Parkinsons/Fight4Life coaching	-	2,300
Police Fund Expenses	2,388	15,883
Printing & Stationery	39	61
Pro Fight Expenses	8,584	5,000
Pub Charity expenses	10,000	-
Purchases	17,474	6,952



	2025	2024
Rent	25,459	14,363
Repairs and Maintenance	24,861	13,473
Sport Manawatu TP24-07	43,417	-
Subscriptions	1,354	1,277
Tamariki Toa Event Expenses	26,196	36,779
Telephone & Internet	126	497
Think Haoura Fund	7,937	4,538
Training and education staff	81	2,640
Tu Manawa - Whakamana Wahine	-	7,519
Tu Manawa Active Expenses	8,576	30,956
<b>Total Costs related to providing goods or services</b>	<b>529,125</b>	<b>449,612</b>
<b>Other expenses</b>		
Depreciation	24,660	22,704
Entertainment - Non deductible	-	292
Interest Expense	96	24
Non-deductible expenses	801	672
<b>Total Other expenses</b>	<b>25,558</b>	<b>23,692</b>
	2025	2024

### 3. Analysis of Assets

<b>Bank accounts and cash</b>		
ASB Cheque Account	255,932	358,182
Business Saver	140,898	125,969
<b>Total Bank accounts and cash</b>	<b>396,830</b>	<b>484,151</b>
<b>Debtors and prepayments</b>		
Accounts Receivable	34,048	2,185
<b>Total Debtors and prepayments</b>	<b>34,048</b>	<b>2,185</b>
	2025	2024

### 4. Analysis of Liabilities

<b>Creditors and accrued expenses</b>		
GST	2,032	(2,443)
PAYE Payable	3,729	6,186
<b>Total Creditors and accrued expenses</b>	<b>5,761</b>	<b>3,743</b>
<b>Employee costs payable</b>		
Wages Payable - Payroll	-	36
<b>Total Employee costs payable</b>	<b>-</b>	<b>36</b>
<b>Other current liabilities</b>		
Rounding	-	1
<b>Total Other current liabilities</b>	<b>-</b>	<b>1</b>

	2025	2024
<b>5. Property, Plant and Equipment</b>		
<b>Motor Vehicles</b>		
Vehicles owned	40,000	40,000
Accumulated depreciation - vehicles owned	(30,053)	(25,790)
<b>Total Motor Vehicles</b>	<b>9,947</b>	<b>14,210</b>
<b>Furniture and Fittings</b>		
Furniture and fittings owned	57,974	57,974
Accumulated depreciation - furniture and fittings owned	(36,906)	(23,126)
<b>Total Furniture and Fittings</b>	<b>21,067</b>	<b>34,848</b>
<b>Office Equipment</b>		
Office equipment owned	55,732	55,732
Accumulated depreciation - office equipment owned	(31,349)	(24,732)
<b>Total Office Equipment</b>	<b>24,383</b>	<b>31,000</b>
<b>Total Property, Plant and Equipment</b>	<b>55,398</b>	<b>80,058</b>
	2025	2024

## 6. Accumulated Funds

<b>Accumulated Funds</b>		
Opening Balance	562,615	377,148
Accumulated surpluses or (deficits)	(82,099)	185,466
<b>Total Accumulated Funds</b>	<b>480,516</b>	<b>562,615</b>
<b>Total Accumulated Funds</b>	<b>480,516</b>	<b>562,615</b>

## 7. Commitments

There are no commitments as at 31 March 2025 (Last year - nil).

## 8. Contingent Liabilities and Guarantees

There are no contingent liabilities or guarantees as at 31 March 2025 (Last year - nil).

## 9. Related Parties

There were no transactions involving related parties during the financial year.

## 10. Ability to Continue Operating

The entity will continue to operate for the foreseeable future.