



EMPOWER PACIFIC
Annual Report
2014

EMPOWER PACIFIC

Mission

To empower individuals and communities to reach their full potential by providing access to professional holistic health and social development services.

Vision

A centre of excellence and integrity that is committed to promoting sustainable personal and professional development to enhance the wellbeing of all people.

Values

- Care and Compassion
- Dignity and Respect
- Honesty and Integrity
- Diversity and Inclusiveness
- Accountability and Transparency
- Opportunity and Optimism
- Innovation and Pro activity
- Self Reflection and Planned Action



Left:

In November, Australia's Ambassador for Women and Girls, Ms Natasha Stott Despoja AM, launched Empower Pacific's new brochure about Gender Based Violence.

Front cover

(clockwise from top left):

- 1 Children graduating from the Vimla Reddy Early Learning Centre.*
- 2 New Lautoka counselling facilities.*
- 3 Participants in a Positive Parenting workshop conducted at Taveuni.*
- 4 Client with a dairy cow purchased through our Rural Credit Scheme.*

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Our History

Empower Pacific has been helping the people of Fiji and the Pacific since it was legally registered in September 1994 under the Charitable Trust Act (No 501) by its original name of the Family Support and Education Group. It commenced as a small volunteer-only organisation operating in Lautoka.

The need for the organisation was such that it developed over the next 14 years to become a professional service delivery organisation operating across Fiji and in neighbouring Pacific countries and territories. Its skills and professionalism were recognised and the organisation was attracting significant international funding for its

work. Growth was such that the Board in April 2008 changed the name from the Family Support and Education Group to Pacific Counselling and Social Services (PCSS). This change was deemed necessary to reflect the broader scope and reach of the organisation.

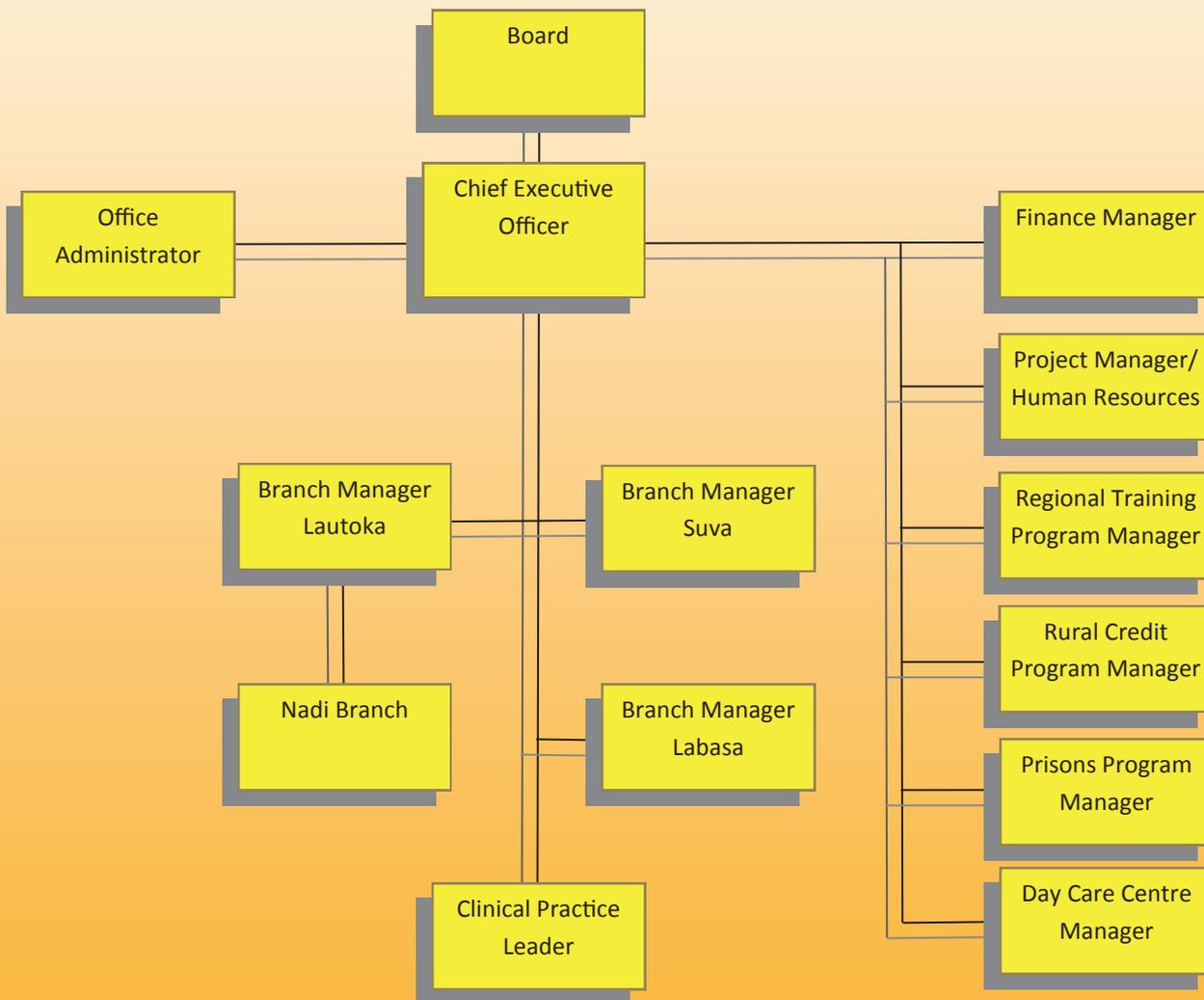
A further name change to Empower Pacific occurred in September 2012. The new name shifted the emphasis from describing *what* the organisation did to explaining *why* we did it.

Throughout our history, under whatever name, the task of our organisation has been to empower the people, families and communities of the Pacific to take control of their own situation, particularly helping the most vulnerable in their search for mental, financial and emotional health and well-being.



The opening of new premises in March provided Lautoka clients and staff with more comfortable and confidential counselling rooms and training facilities. (See p17 for further details.)

Organisational Structure 2014



Board Chair & Chief Executive Officer's Report

Board Chairman and Chief Executive Officer's Report 2014

The 2014 year has been notable as the organisation strived to implement new programs and sustain its operations. No doubt, it also faced its fair share of challenges.

Our staff has tirelessly worked towards implementing and maintaining high standard and quality services to the people of Fiji, particularly to the most vulnerable, marginalised and the poor including women and children. The services of Empower Pacific reached about 24,000 individuals throughout Fiji in 2014.

Achievements

In 2014, all programs were successfully implemented. We touched many lives and contributed towards the betterment of families, communities and Fiji. There were programs which had operated for a number of years which came to an end in 2014.

One such program was the European Union (EU) funded, 2010 Annual Action Programme of the Accompanying Measures for Sugar Protocol Countries. This was implemented from January 2011 to December 2014. Its purpose was to mitigate the adverse effects of the EU sugar price reforms. The programme was implemented through four grant contracts, assigned to local NGOs of which Empower Pacific was one of the implementing agencies for the Sugar Industry Supplementary Income Generation Opportunities Project – a Rural Credit Scheme. Since 2012 Empower Pacific had lent \$1.2million to 829 clients to establish small businesses to supplement sugar related incomes.

Empower Pacific will continue providing income generating programs assistance beyond EU funding.

Also concluded in 2014 was an ongoing Prisons program in partnership with Fiji Correctional Services. Since 2012 Empower Pacific has been providing psycho-educational training and counselling services to prison inmates, as well as support to their families. Evaluation of the program has shown very positive outcomes. In 2014 the Empower Pacific services reached to 155 inmates and 50 families across Fiji. This was achieved through funding from an Australian Aid initiative program. However, lack of future funding resulted in the discontinuation of this program.

Continued Programs

Programs funded through the Fiji Community Development Program (FCDP) achieved positive outcomes. A total of 7885 individuals accessed services under these programs. Nearly 5000 students, teachers and parents attended information sessions on child protection, bullying and mental health, including topics on depression and suicide.

A highlight for the year was the opening of a new Counselling Centre in Lautoka by the Acting Australian High Commissioner, Mr Glenn Miles, in March 2014. Thanks to the support of the Australian Government and the Fiji Ministry of Health, Antenatal clients are now receiving counselling and other services in more secure and private rooms and not as previously behind a curtain in the general waiting room.

A number of 15-second television advertisements were produced and screened on Fiji One and FBC TV to help raise public awareness of counselling services and social issues. This was a new initiative for Empower Pacific. The advertisements covered general counselling, gender based violence, child

protection and suicide. To support this campaign a central short dial telephone number (5626) was adopted to replace the individual branch numbers. These measures resulted in increased numbers of the public requesting Empower Pacific services. The introduction of 5626 phone line has been a success and a counsellor has been specifically designated to attend to these calls.

Empower Pacific was privileged to host the Australian Ambassador for Women and Girls, Ms Natasha Stott Despoja, in November. Her visit coincided with the celebration of White Ribbon Day and the Global 16 Days of Activism against Gender Based Violence. The Ambassador officially launched our new brochure on Gender Based Violence at the new Counselling Centre at Lautoka Hospital.

Our work under the Fiji Health Sector Support Program (FHSSP) continued although long term funding issues emerged later in the year. Despite the challenges, Empower Pacific programs continued to achieve their intended results. Through hard work and collaboration with our partners, we have continued to provide timely and effective services to our clients and exceeded the expectations of our Agreement with the Ministry of Health and Medical Services and FHSSP. More than 13,400 antenatal clients and 3,000 general clients accessed Empower Pacific counsellors and Social Workers, exceeding our target by 33%. Some 32,000 information brochures and 17,000 condoms were also distributed. Of the total clients who accessed the services, 208 cases were of attempted suicide, 123 cases of child abuse and 150 cases of gender based violence.

Empower Pacific in partnership with the Secretariat of the Pacific Community, conducted two regional training and capacity building activities in Niue and the Republic of Marshall Islands.

Our commitment in supporting underprivileged families through the Vimla Reddy Early Learning Centre continued. The centre operated to a full capacity with more

than 60 children enrolled. There are a number of children on the waiting list.

Continued Support

We cannot finish our report without giving special thanks to our supporters and funding bodies, especially the Australian Government for their long term support to the people of Fiji, the European Union, Secretariat of the Pacific Community (SPC), the Reddy Group and the Government of Fiji through the Ministry of Health and Medical Services and the Ministry of Women, Children and Poverty Alleviation.

We also most sincerely thank our three Australian Volunteers International (AVI's) for their spirit of volunteerism and enrichment towards organisational enhancement and staff development initiatives, our dedicated staff for their professionalism and the Board of Empower Pacific for their commitment and governance.

Challenges

The organisation is continuously faced with sustainability issues due to decreases in donor funding. There is a growing demand for Empower Pacific services and decrease in funding is a challenge in sustaining these important services and meeting the demand. We are exploring all available avenues in order to sustain and meet the growing demand for Empower Pacific services.

With the continued support of donors, the Fijian and Pacific community and especially our dedicated staff we will continuously strive to meet the needs of all our clients.

Vishnu Deo

Board Chair



Patrick Morgam

Chief Executive Officer.



Board of Directors 2014

Name	Employment	Credentials
Chairman - Mr Vishnu Deo	Director of Human Resources Sheraton Fiji Resort & Westin Resorts and Spa	Masters in Commerce [M-Com] – Management and Public Administration from University of the South Pacific Post Graduate Diploma in Management & Public Administration from USP, Fiji Bachelor of Arts (B.A.) [double majors], Industrial Relations as first major and second major as Management of Public Administration and minor in Sociology from USP, Fiji.
Mrs Leslie Boyd	Divisional Nursing Sister, Western Ministry of Health & Medical Services, Lautoka	Bachelor of Public Health Nursing, James Cook University Certificate in Nursing, Fiji School of Nursing Certificate in Midwifery in Public health
Mr Tim Howick-Smith	Retired UN Director	Bachelor of Arts (B.A. Hons.) Economics and Social Science, University of Leicester, England.
Mr Salvin Nand	Senior Lecturer, School of Law, University of Fiji (A registered Barrister and Solicitor of the High Court of Fiji)	Master of Laws (LL.M), Victoria University of Wellington , New Zealand Bachelor of Laws (LL.B) University of South Pacific, Fiji Professional Diploma in Legal Practice (PDLP) University of South Pacific, Fiji Post Graduate Diploma in Public Policy and Governance (PGDPPG) University of Fiji
Mr Jai Ritnesh Chandra	Accounting Lecturer, University of Fiji	Bachelor of Arts (B.A.) Accounting & Economics, The University of South Pacific Post Graduate Diploma in Accounting, The University of South Pacific Masters in Accounting (In progress) The University of Fiji
Mrs Irene Kumar	Community Worker, Tavua	
Mr Kirk Kirite	Manager Finance, Fiji Waters - Natural Waters of Viti Ltd	Bachelor of Arts (B.A.) Accounting, Financial Management & Information Systems

Governance

A Stable Foundation

Empower Pacific is a company limited by guarantee, incorporated under the Charitable Trust Act (Chapter 67). Ultimate responsibility for the governance of the company rests with its Board. This governance statement outlines how the Board meets that responsibility.

Achieving the Mission

The Board's primary role is to ensure that Empower Pacific's activities are directed towards achieving its mission of *empowering individuals and communities to reach their full potential by providing access to professional holistic health and social development services*. The Board must ensure that this mission is achieved in the most efficient and effective way possible, while preserving and promoting Empower Pacific's reputation and objectives as identified in our constitution and in our Vision and Mission.

Specific Responsibilities of the Board

The Board fulfils its primary role by:

- Directing Empower Pacific's strategic planning in conjunction with the chief executive and senior management
- Selecting, appointing, guiding and monitoring the performance of the chief executive
- Developing and maintaining Empower Pacific's ethical standards
- Ensuring optimal succession planning is in place for the role of chief executive and senior management positions
- Approving operating and capital budgets formulated by the chief executive and management

- Monitoring management's progress in achieving the strategic plan
- Monitoring Empower Pacific's financial performance, including management's adherence to operating and capital budgets
- Identification of significant business risks and ensuring effective strategies are in place to manage these risks
- Ensuring that there are adequate systems of internal control to address risk management together with appropriate monitoring of compliance activities
- Putting in place a suite of delegations, policies and procedures
- Ensuring Empower Pacific's financial viability, solvency and sustainability
- Ensuring stakeholders receive regular reports, including financial reports
- Ensuring the efforts of volunteers and staff are properly recognised
- Ensuring the organisation complies with relevant legislation and regulations
- Acting as an advocate for Empower Pacific whenever and wherever necessary.

These responsibilities are set out in the Empower Pacific Constitution, which can be viewed on the company's website, www.empowerpacific.com.

Management's Responsibility

The Board has formally delegated responsibility for Empower Pacific's day-to-day operations and administration to the Chief Executive Officer and management team. Empower Pacific's management team comprises the Chief Executive Officer, branch and program managers and the Finance Manager. The Chief Executive Officer provides the leadership of the management team and the organisation. The Chief Executive Officer is also responsible for

achieving the results set out in the strategic plan and is authorised by the Board to put in place policies and practices, take decisions and actions and initiate activities to achieve those results.

The Board is responsible for setting the Chief Executive Officer's remuneration and guidelines for the remuneration of the management team. The chief executive officer sets the remuneration for the management team within those guidelines.

Board Oversight

The Board oversees and monitors management's performance by:

- Meeting at least twice during the year
- Receiving detailed financial and other reports from management at these meetings
- Receiving additional information and input from management when necessary
- Assigning to the Executive, Finance, and Programs Committees of the Board responsibility to oversee particular aspects of Empower Pacific's operations and administration.

Each Board committee operates under the constitution. This constitution is reviewed annually by the Board and updated as necessary. A copy of the constitution can be viewed on the company's website, www.empowerpacific.com

Board Members

All Board members are non-executive directors and receive no remuneration for their services. They may be reimbursed for reasonable costs and expenses incurred in connection with Board activities.

Empower Pacific's constitution provides an indemnity to Board members. Appropriate Board member's indemnity insurance has been put in place. The organisation's constitution specifies:

- There can be 12 Board members
- Members must possess a level of expertise that allows them to contribute positively to the strategic direction of the organisation
- Major stakeholders and supporters should be represented on the Board
- Members are appointed for a maximum of three terms of three years each

Details of the current Board members can be viewed on the company's website, www.empowerpacific.com.

The Board oversees the appointment and induction process for Board and committee



Board meeting in progress



Board Chair, Mr Vishnu Deo (right), assists Acting Australian High Commissioner, Mr Glenn Miles (left), to cut the ribbon to open the new Lautoka Counselling Centre on 7 March, 2014.

members. Recommendations for appointment are made to ensure the Board has the right mix of skills, experience and expertise. Current Board members and staff elect nominees to vacant Board positions.

The Board Executive Committee is also responsible for ensuring the right mix of Board skills experience and expertise is continuously available to Empower Pacific through appropriate succession planning.

Board and committee members receive written advice of the terms and conditions of their appointment and complete a structured induction program when first appointed. Board and committee members' knowledge of the business is maintained by regular visits to Empower Pacific's operations, management presentation and access to continuing education programs as necessary.

The performance of the Board, individual Board and committee members, and Board committees is assessed annually.

The Chair

The Chair of the Board is elected by the Board. The key internal roles of the chair are to:

- Ensure the Board provides vision and guidance to Empower Pacific

- Ensure Board meetings are effective
- Ensure Board positions are filled
- Ensure the Board considers matters in a timely, transparent basis
- Guide the effectiveness and development of the Board and individual members

Externally, the Chair acts as spokesperson for Empower Pacific in conjunction with the Chief Executive Officer and consults and communicates with stakeholders.

Risk Management

The Board oversees the establishment, implementation and annual review of Empower Pacific's risk management system, which is designed to protect the organisation's reputation and mitigate and manage those risks that might preclude it from achieving its goals.

Management is responsible for establishing and implementing the risk management system which assesses, monitors and manages operational, financial reporting and compliance risks. The Executive Committee is responsible for monitoring the effectiveness of the risk management system between annual reviews.

The Executive Committee reviews compliance, including financial and fundraising legislation, Occupational Health and Safety requirements and taxation status. All breaches of policies other than HR policies are required to be reported to the Executive Committee. Legal risk is monitored, reviewed and managed by Empower Pacific's legal advisers who report quarterly to the Executive Committee.

Independent Advice

The Board and Board committees have access to independent advice on legal, financial and taxation matters.

Ethical Standards and Code of Conduct

Board members, senior executives and staff are expected to comply with relevant laws and the codes of conduct of relevant professional bodies and to act with integrity, compassion, fairness and honesty at all times when dealing with colleagues, clients and others who are stakeholders in our mission. Board and committee members and staff are made aware of Empower Pacific's

ethical standards, code of conduct and conflicts of interest policy during their induction to the organisation and are provided with a copy of the documents.

Board Review

The Board invites an external consultant to conduct a Board review from time to time. The purpose of the review is to identify issues relating to the skills, behaviour, relationships or practices that may be inhibiting the Board from being fully effective. The Board believes that constructive feedback from an external expert helps the Board address the nature of the services and environment within which Empower Pacific operates.

Involving Stakeholders

Empower Pacific has many stakeholders, including those we care for and their families, those we provide with grant funds, our donors and benefactors, our staff and volunteers, the broader community, the government agencies that provide funds and regulate our operations, and our suppliers. Empower Pacific is committed to ensuring the views of these stakeholders are represented on the Board.

Chief Executive Officer, Mr Patrick Morgam (left), accepts donated laptops and mobile devices from Mr Iliesa Volau, a Trustee of the Vodafone ATH Fiji Foundation. The devices were used to support Women Empowerment programs.



Major Donors

Empower Pacific acknowledges the generous support of its funding partners, including:

- Australian Aid
 - Fiji Health Sector Support Program
 - Fiji Community Development Program
- The European Union
 - Social Mitigation Support Program 2010
- Global Fund to Fight AIDS, Tuberculosis and Malaria
- Ministry of Health & Medical Services (Fiji)
- Ministry of Women, Children & Poverty Alleviation (Fiji)
- Secretariat of the Pacific Community
- Reddy Group of Companies
- UNFPA (United Nations Fund for Population)

Empower Pacific would also like to thank local Fijian businesses and organisations that have provided small but important elements of support for our operations.

We would also like to thank the many people who have worked for Empower Pacific during the year in a voluntary capacity.

To Support the Work of Empower Pacific

Empower Pacific is registered under the Charitable Trusts Act (Fiji). We welcome all support from businesses, organisations and individuals which value the work we do in addressing issues related to the health and well-being of all individuals, communities and nations of the Pacific region.

Please contact our Chief Executive Officer should you wish to make a charitable offer of funding, material, or services to Empower Pacific or any of its programs.



Australian Government

Department of Foreign Affairs and Trade



Developing our Staff

Empower Pacific recognises that the quality of its staff is a major reason for its success. Considerable effort is devoted to maintaining and improving staff knowledge and capabilities. Professional development is integral to job satisfaction and workplace productivity, and is an important element in continuous improvement and delivering high quality programs and services. To this end a number of major training activities were undertaken during the year.

Mental health intensive training workshops (screening and counselling for mental health issues) was developed for Empower Pacific counselling staff in the three respective branches.

This included 5 one-day workshops on the following topics;

1. Screening and counselling of Anxiety and related disorders
2. Screening and counselling of Depression
3. Screening and counselling of Borderline Personality Disorder (BPD)
4. Screening and counselling of Psychosis and related disorders
5. Screening and counselling of Trauma (this linked in with BPD and Anxiety Disorders)

At completion of this training counsellors were able to identify symptoms of a mental health nature, they were familiar with simple screening protocols, they were clear on appropriate referral pathways to mental health services for further assessment, they were able to provide a good referral letter requesting further assessment and treatment opinions, and they were confident in engaging in



Local and international participants from Pacific Island Sexual Health Practitioner Training.

counselling with a focus towards simple and easy to implement symptom management strategies and psycho-education for clients experiencing mental health symptoms (and their families).

Other Training for new or existing staff covered the following topics:

Introduction to Acceptance and Commitment Therapy

Conducted for all three branches.

SOAP Notes

(Subjective, Objective, Assessment, Plan process)

Conducted in Lautoka and Labasa.

How to Write File Notes

Conducted in Lautoka

What is Psychoses

Conducted in Labasa

Working with Children

Conducted in Labasa

Media and Communication

Conducted for branch and project managers

Working with the Media

Specialised training conducted by FCDP

MSC Reporting

(Most Significant Change evaluation)

Conducted for all three branches.

Monitoring and Evaluation

Conducted for all three branches.

Strategic Planning Workshops

Conducted for all staff and Board Members

Certificate IV – Training and Assessment

Conducted by FIT (Aust)/Fiji National University for selected staff

Occupational Health & Safety

Accredited Training Course Modules I & II.

Conducted for selected staff

Pacific Island Sexual Health Practitioner Training

International training organised by Empower Pacific for local and foreign participants



*Right and above:
Empower Pacific staff
development
workshops in action.*

2014 Innovations

Suicide Research and Symposium

Results of a survey on suicide were released at a symposium on suicide organised by Empower Pacific and held in Lautoka during September.

Representatives from the medical and counselling professions as well as community organisations attended the event. Those attending the symposium heard from a number of speakers including representatives of the medical profession, police, counselling organisations and a suicide survivor. A core message was that the community needed to be involved to prevent suicide.

Preliminary results of a community survey on suicide were released. Over 700 Fijians participated in the community survey conducted by Empower Pacific.

The survey revealed that over half of those responding to the survey directly knew of someone who had committed or attempted suicide.

Surprisingly the survey also revealed that about one in three respondents had actually thought of suicide at least once.

Respondents said the most common trigger for suicidal thoughts was relationship issues at home, work or school. Other triggers included financial problems, school performance or the loss of family or friends.

Survey respondents said the main things that stopped their suicidal thoughts was thinking about their children, family and loved ones, support from their family, or setting new goals for their lives.

The survey made clear that much more needs to be done to inform people of the services available to help them prevent suicide either personally or within their community.

Mobile Counselling Centre

Empower Pacific has developed a mobile counselling centre for use during disasters or for visiting remote communities. The centre consists of three counselling rooms contained on the back of a truck. The mobile facility is also used for promotional purposes and visiting local shows and events.



The Mobile Counselling Service can travel to any required location, particularly when clients cannot reach our branch network.

5626 - An easy call phone number

A single short code phone number was introduced during the year to make it easier for clients when contacting us. Previously clients had to know one of the six different full phone numbers for Empower Pacific branches.

The new number - 5626 - also makes it easier when promoting Empower Pacific services on radio, TV or in presentations. The number works on both the Vodafone and Digicel networks. Individual branch numbers have been retained and are still functioning.



The short code phone number now used in advertising.



A still from an Empower Pacific TV ad on gender based violence. Ads on five different issues were aired during the year to promote services.

TV Ads Raise Awareness

A series of television ads were launched during the year to raise awareness of a number of counselling issues and Empower Pacific services.

The five 15 second ads were aired variously on FBC TV and Fiji One. Public response was strong and led to Empower Pacific instigating a new telephone response procedure for clients.

Subjects covered general counselling, suicide, gender based violence, child abuse, and the income generation scheme.

New Counselling Building

Communities in the Western Division have better access to counselling services with the opening of the Australian-funded Empower Pacific Counselling Centre at Lautoka Hospital on Friday 7 March.

The facility at the centre is conducive for counselling and social services. The uptake of counselling services has increased as many has indicated that they now feel confident that it is a safe place for them to discuss their issues openly and freely.

The new centre offers specialist counselling and consulting services, as well as

counsellor training. facilities include counselling rooms, a modernized training centre, and reception and staff areas. The services target women, children, sex workers, youths, inmates, people with disabilities, people living with HIV and other vulnerable groups.

The \$150,000 centre was funded through a partnership between Empower Pacific and the Australian Government's Fiji Community Development Program (FCDP).

Since 2005, Empower Pacific had been using a makeshift facility that was not conducive for its services. We are grateful to the Australian Government for their timely support and much needed assistance, which will greatly benefit the people of Fiji.



The new centre provides a more comfortable and confidential setting for clients and counsellors

Branch Reports - Labasa

This has been a very challenging year for Labasa Branch with a lot of staff changes, before stabilising later in the year.

Hospital Based Services

The hospital based counselling and social work services under the Fiji Health Sector Support Program is limited to the Labasa Divisional Hospital and a total of 953 clients were seen in 2014. Major cases by category are shown in Table 1.

Apart from the major cases other issues referred for counselling and social work services included lifestyle counselling with Diabetic Hub, relationship issues, elderly care, homelessness and accommodation, poverty and welfare, as well as legal issues and advocacy.

Antenatal Health Screening summary is shown in Table 2.

Of the total pre-test and PICT collectively the return rate for post-test has been over 87% and 85% respectively. The remaining clients who do not return for post-test are mainly mothers and clients who have been pre-tested at the Labasa hospital but have returned to their local health centers and nursing stations.

Education and Awareness

Having a good rapport with the Labasa Hospital staff has resulted in 12 Clinical Nursing/Medical Education Sessions and presentations conducted by Counsellors and our Social Worker. Over 60 medical staff attended these education sessions, covering topics on Child Protection, HIV, Child Welfare Decree, and Stress & Anger Management.

Community outreach conducted with Ministry of Health included teaming up with the Non-Communicable Disease outreach to village communities in Cogoru, Nukutatava, Nacaralevu, Cereqilai and special project with the

Wailevu Women's Cricket club where staff conducted sessions on Stress and Anger Management over the 20 week project period. Team home visits with Social Worker and the Stress management unit was also productive in the continuum of care for mental health patients who had been discharged from the hospital. Over 100 people directly benefitted from this collaborative community outreach.

Community Based Services

There was a total of 229 community based clients under the Fiji Community Development Program. Of these, 34 were case managed by our counsellors and social workers in conjunction with partner agencies.

Over 30 Child Protection cases referred for Counselling in community based services; 17 referrals from the Department of Social Welfare, and the other child cases referred from the Police Sexual Offense Unit, from schools and family members.

Evidently, child cases top the list and this is a target area that all partner stakeholders are working together to address and ensure that the children in the Northern Division know their rights, and have a safe support network.

Special Activities

Community capacity building and awareness on Child Protection was conducted by Empower in partnership with Department of Social Welfare and Police in the communities and schools around Labasa. In support of the Prevention of Child Abuse and Neglect Action Day also took part in Taveuni with the invitation from the Department of Social Welfare. The Department of Women utilized the counsellors in the community outreach for their Zero Tolerance Violence Free Communities as far as Udu Point, and requests from Rotary Club Taveuni enabled Child Protection community outreach and training schools in Rabi Island and Kioa as well. The

Branch was part of Fiji National University Open Day, Agriculture Show, Friendly North Carnival with booths set up for the public to access the service as well as get pre and post-test counselling for rapid HIV testing on site. Labasa Branch also held a program on the International Action Day of Innocent Children Victims of Aggression, including a march through Labasa town. Over 70 teachers from 20 schools and more than 1500 students have been participants to our awareness raising activities on protective behavior for children. Some 400 people in the Northern Division participated in our community capacity building activities.

Additionally, Over 300 families lives have improved through our EU funded Income Generation Project, by being able to establish small businesses and financially support their families. For families who have been finding problems with their businesses they have also been supported through

Case Category	Clients
Attempted Suicide	71
Child Protection	57
Gender Based Violence	40
Stress/Depression	387
Others	398

Services	Pre test	Post test
LABASA HOSPITAL	1377	1203
PICT	101	86
Info sessions participants	795	

counselling and social work to address other aspects of their lives that would help improve their family wellbeing.

Overall, the Branch faces challenges in attending to referrals and community requests for services from outskirts of Macuata province as well as the Cakaudrove and Bua provinces where it may be beyond the Branch capacity and resources to cater for.



Empower Pacific was active in the North in providing direct community contact, including community workshops and participation in community events.

Branch Reports - Lautoka

Leading on from 2013, 2014 continued to be a successful year. While our hospital work has been maintained, community counselling saw a slight increase, which could be a result of the introduction of our short code phone number towards the end of 2014, allowing people greater phone access to our services.

Social work 2014 continued on the high note from 2013 with the continuation of case management and general social work.

The focus this year was on improving hospital, stakeholder and community relationships; we increased our hospital ward rounds and picked on stakeholder and community networking.

Community Based Services

For clients who accessed our services in person for counselling from the community, the total number was 297. This was under the Fiji Community Development Program (FCDP) program.

A lot of work was done in terms of child protection at Lautoka branch. Individual counselling was provided for children that were referred from DSW or referred from other sources for child abuse/neglect/at risk. Trainings and presentations were carried out for children, parents and teachers as well as others. 30 referrals were attended to from DSW. 57 cases were attended to for child abuse/neglect/at risk. 2131 children participated in trainings or presentations. 522 parents and 235 teachers participated in trainings and presentations. 35 participants took part in a 2 day workshop for positive parenting in Taveuni.

Stakeholders we worked with extensively were Ministry of education,

Ministry of Health, Department of social welfare, Rotahomes, and Bayley Welfare. We also attended to walk in referrals from the community.

Education and Awareness

In 2014, we got increased requests for facilitation of selected training programs by stakeholders such as Bayley Welfare, Rotahomes, Schools and other community groups. We were able to raise awareness on a wide range of topics.

Special schools from Sigatoka to Rakiraki were facilitated with presentations for the students as well as parents.

Communities as far as Bukuya Village (in the highlands of Ba) and Malake Island (a village off Rakiraki) were provided with presentations and information sessions by our staff.

We also worked collaboratively with Ministry of Women on their ZTVFC – Zero Tolerance Violence Free Communities whereby we facilitated trainings in selected communities as part of this program.

With stakeholder and community networking, Empower Pacific was able to strengthen ties not only in Lautoka but also in Nadi. In 2014 Empower Pacific was nominated to be chair of the Inter-Agency Committee (IAC) in Nadi. Social workers chaired the monthly meetings attended by community stakeholders such as advisory councilors, school teachers, DSW, etc. Community referrals from stakeholders such as Koro I Pita also increased and through case management the linking and working closely with different programs, that is, general counselling and stakeholders such as MOH and DSW brought about a more holistic service and great outcomes to clients.

Hospital Based Services

Under the Fiji Health Service Support

Program (FHSSP), in our work with hospital, total numbers of clients attended to for counselling were 1296. This is a total of clients from Lautoka and Nadi hospitals and a few from other health centres around the West.

Some cases which were identified to be of long term and need for other family members/stakeholders to be involved were taken on as case management.

Doing ward rounds on a daily basis allowed for more interaction between social workers and hospital staff. With this we were able to broaden their perspective on the work done by social workers and now referrals also came directly from doctors and nurses.

relationship to ensure that they had shelter.

Our hospital based program has also seen an ever increasing trend in terms of the number of mothers that go through our service from when this program was started back in 2006. In 2014, we provided pre test counselling to 3381 mothers in Lautoka and 1842 in Nadi respectively.

Post test conducted were 2908 in Lautoka and 1355 in Nadi.

Apart from these two core programs under hospital counselling, we also facilitate men's program which caters for HIV screening and testing for the partners/ spouses of mothers coming for booking. 88 men went through pretest counselling in Lautoka and 73 at Nadi hospital.



Social Work 2014 also had its share of challenges. There were clients who came seeking assistance such as shelter, food, mobility aids and financial assistance. The main challenge was the lack of resources not only from the organization but also with the stakeholders we work with. Although there are resources available, they are limited and minimal. For example gender base violence cases where a woman with children wants to leave the abusive environment cannot do so because she has no family support and there are hardly any shelters available. She would then choose to stay Jan the

Special Activities

Our health screening counselling was taken to greater heights and improved service delivery through the opening of the new counselling centre at Lautoka hospital ANC by Acting High Commissioner Australia - Glenn Miles. This new addition has brought in enhanced confidence for clients to seek our services as stated by one pre test client that before she was not very comfortable to talk about her issues in our previous curtained setting but now with the new rooms she is able to express herself freely and even went on to seek counselling services.

Branch Reports - Suva

Hospital Based Services

Under the Fiji Health Sector Support Program(FHSSP), Antenatal Health Screening HIV pre test and post test counselling services at Antenatal clinics of CWM Hospital and Nausori Maternity Unit reached record numbers.

Overall, Suva office achieved 76% of the national program target for Pretest

Service sites	Pre test	Post test
CWM	5670	2659
Nausori	1936	1468
Total	7606	4127

counselling session in 2014. The figure showed an increase of more than 1000 patients accessing our services at Antenatal clinics. Post test counselling also showed an increase of patients coming for their test results or return clinics.

An additional 1192 counselling and social work services were provided in Ministry of Health (MOH) facilities around Suva to Nausori corridor. The service sites included CWM Hospital, St. Giles, Nausori Maternity and Health Centre, Wainibokasi Hospital and various other health centres located in the greater Suva area.

counselling sessions and 54% of posttest

A total of 45 attempted suicide clients were



Students and teachers from Special Schools around Suva participated in a program of events organised by Empower Pacific to celebrate Universal Children's Day.



referred by MOH for counselling services, whereas 60 child protection cases were seen by counsellors, 52 women going through gender based violence were seen.

A total of 3366 Men's pack swere distributed to pregnant mothers during Pretest counselling session. Men's packs contained brochure for fathers on supporting their pregnant partners, condoms and an invite to the clinic for HIV information.

A huge improvement was seen in the relationship with CWM Antenatal staff and Health Screening counsellors, with the increase in pre test and post test counselling. Staff were also invited to take part in breast feeding week.

Community Based Services

Largely funded by the Fiji Community Development Program (FCDP), a total of 305 clients were provided with one to one counselling and social work services from community, of which 25 cases were identified to be case management.

A total of 74 children's issues were address in 25 case management cases seen in Suva office. Some 35 home visits were conducted by the team and 51 case planning and review sessions were conducted for case management clients. Referrals to stakeholders for client's needs proved to be very helpful especially for education assistance, safe accommodation etc.

Overall the support from counsellors/ social workers and stakeholders showed an increase in the number of clients taking greater responsibility for achieving their goals; this indicated the progress of the situation of the individual and the family as a whole. Increase in skills like budgeting and communicating helped cater for daily living for some clients, while others were able to plan a small business that would sustain their livelihood and provide food for their family.

An increased number of clients also needed support for legal proceedings for

safety, child maintenance, land issues ,whereby social workers were able to accompany clients to court as well as get advice from our Women Empowerment Network volunteer.

Education and Awareness

Also under FCDP, 612 community members received training and awareness through stakeholder capacity development. A total of 39 stakeholders were provided awareness and training in 2014.

Additionally nine outreach sessions were done in collaboration with Ministry of Health to Lami village, Wainibokasi village, Lami Health Centre, Deuba Christian camp, Naimalavou Village, Nabukavesi Village, Kiuva Village, Galoa Village, Nakoba Village during which awareness on Stress and Stress Management sessions were provided to a total of 300 people suffering from Non Communicable Diseases.

Special Activities

Altogether 94 inmates graduated from the module taught in Nasinu Rehabilitation Centre on AOD, Basic module, and through Re- entry program. Follow-up included 53 inmates visited after being released form Nasinu Rehab Centre and three prison families were supported for case management in the year.

Suva branch also organised a Universal Children's Day celebration. The theme was to focus on children with disabilities. Ten Disability/Special schools from Suva to Nausori corridor were invited to take part in this celebration. A competition was also organized on oratory and banner on the theme "The future we want". Children were provided with lunch and refreshment, as well as gift bags for participating in the event. All the goods were sponsored by various business houses in Suva.

Suva office staff also participated on PCAN celebration organized by Department of Social Welfare for schools in Nakasi, and World Aids Day organized by Ministry of Health Hub Centre.

Program Reports

Antenatal HIV Testing and Counselling/Gender Based Violence

Despite a challenging funding environment, Empower Pacific programs continued to experience ever greater success. Through hard work and collaborative efforts with our partners, we continued to provide timely and effective services to our clients and exceeded the expectations of our Agreement with the Ministry of Health and Medical Services and Fiji Health Sector Support Program (FHSSP). Our ways of working have been evaluated and have grown, continuing to change and adapt to better suit the needs of our clients.

Antenatal voluntary confidential counselling and testing (VCCT)

Objective: To provide pregnant women with access to information and support to make informed and empowered life choices in relation to HIV and sexually transmitted infections (STIs), violence against women, mental health and non-communicable diseases (NCD) and other social determinants of health. Male partners are supported through the program by being engaged in reproductive

health and eliminating violence against women, as well as participating in HIV and STI testing and health screening counselling services in the respective Fiji Ministry of Health and Medical Services facilities.

Target: These counselling services to be provided to at least 10,000 women and their male partners during 2014.

Results: Some 13,484 pretest and 7,892 posttest counselling sessions provided. (Details are shown in the table below.)

Empower Pacific delivers educational sessions and materials in association with this service. Activities during the year included:

HIV/STIs Health Education Talks

- Health talks – **12,521 individuals**
- Male condoms distributed – **16,080**
- Female condoms distributed – **1,037**

Materials Distributed

- Sexually Transmitted Infections, Your Body Your Choice – **11,729**
- What is HIV? English Version – **8,238**
- What is HIV? Hindi Version – **1,883**
- What is HIV? Fijian Version – **5,840**
- Men's Brochures – So you are going to be a father? – **2,743**
- Men's Brochures – So your partner is having a baby? – **2,500**

Health Screening & HIV Pre/Post Test Sessions		
Service Delivery Site	Pre Test Annual	Post Test Annual
CWM Hospital	5711	2383
Labasa Hospital	1273	929
Lautoka Hospital	3125	2348
Nadi Hospital	1490	997
Nausori Maternity Hospital	1885	1235
TOTAL	13,484	7892

Hospital Based Counselling & Social Work Services

“Becoming physically ill is a stressful experience. Whilst most people adjust well to the limitations imposed by their condition, a significant number develop some form of psychological disorder secondary to their physical disease”.

Empower Pacific recognised the limitations brought on by such medical conditions hence its continuation in the provision of Hospital-based counselling and social work services, which aims to provide a holistic health care support to patients in the Fiji Ministry of Health’s main health facilities.

Target: *The services will be provided to at least 3,000 clients during 2014 in the following health facilities: CWM, Lautoka, Labasa, Nadi and Nausori hospitals. Empower Pacific may service other health facility if the need is highlighted during the reporting period.*

Results: *Some 3,287 counselling services and 631 social work services provided. (See table below for locations.)*

The figures in key service areas are as follows:

Target Priority Areas:

- All cases of attempted Suicide –**208**
- All cases of child abuse – **123**

- Teenage pregnancy cases – **122**
- All cases of violence against women – **150**

All admitted patients in the stress wards:

- Anxiety – **84**
- Depression – **67**
- Grief – **70**
- Generalised Stress/ Diagnosed mental illness – **228**

Other admitted clients:

- People diagnosed with NCDs including diabetes, cancer, heart disease, strokes, etc. – **380**
- People diagnosed with infectious diseases including tuberculosis – **50**
- People coping with the stress of major illness or surgery including amputations – **401**
- Women coping with in vitro death of a child or miscarriage – **125**
- Families coping with the sickness or death of a child/loved one – **170**

Other significant areas of support:

- Clients diagnosed with HIV – **13**
- STI related cases – **22**
- Support related to HIV/STIs – **75**
- Anger management cases – **13**
- Relationship and family issue cases – **270**
- Perpetrators of violence – **5**
- Socio economic/accommodation issues – **44**

Hospital Based Counselling & Social Work		
Location	Counselling Annual	Social Work Annual
Labasa	772	148
CWM/Suva/Nausori	886	198
Lautoka/ Nadi	1379	243
Others	250	42
TOTAL	3,287	631

Vimla Reddy Early Learning Centre

The centre provides a nurturing environment where children can feel safe and also begin their Early Childhood Education. As such, these children are able to improve their chances of getting a quality education and help their families escape the poverty cycle that many find themselves in.

The Daycare Centre comprises children from underprivileged families and a small number of higher income families who pay higher fees. As there is a substantial demand, the centre has reached its full capacity of 60 children. The centre also has some children who are in the after school care. The Centre has four permanently employed teachers and a practicum student from USP.

The Vimla Reddy Early Learning Centre is open from 7.30am to 5.30pm. As Fiji is a multi racial country with diverse religious cultures, the Centre's children celebrated

with great pride and enthusiasm several special festivals and events, including Indian religious occasions such as Shivratri, Ram Naumi and Holi, Chinese New Year, and Christian occasions such as Palm Sunday. Valentines Day, an international symbolic day was also celebrated where the children made paper hearts and roses for their parents and wore red on the day.

Early Childhood Week was a major event for the children with picnics and events in Shirley Park. The children and staff celebrated a Culture Day and each came dressed in their own cultural wear. It was beautiful to see all the children in all their brightly coloured clothes.

An Australian volunteer Clinical Psychologist provided professional development for the Centre's staff.

We acknowledge Mr Y P Reddy of the Reddy Group for our continued rent free premises.



Child Protection

Empower Pacific has provided counselling to victims of abuse and neglect for some years. A more specialised child protection service was introduced in 2013 with the support of the Fiji Community Development Program (FCDP).

Child Protection is one of the core activities for our FCDP project and over 4,000 children accessed the range of services and activities provided during this period. Empower Pacific worked closely with the Department of Women, Children and Poverty Alleviation and referrals were received from DWCPA for children's counselling and other intervention. In many occasions, Empower Pacific took the lead role in case management to ensure the safety and wellbeing of the children.

A total of 4298 children and 705 parents or guardians participated in child protection awareness and positive parenting programs.

Ninety-five percent of awareness program participants reported increased understanding of child protection issues, appropriate responses and service availability.

Psychological First Aid and Disaster Emergency Response

There were no major events during the year in Fiji which required Empower Pacific to deliver Psychological First Aid or Disaster Emergency Response.

Empower Pacific staff remain trained and ready to deliver these services in the event of a disaster. Our preparedness was enhanced with additional training being provided during the year to our staff in Labasa, Lautoka and Suva.

We also provided training in Psychological First Aid to Salvation Army members who would be involved in their own emergency response and disaster relief efforts.

Counselling and social work services to parents/guardians and children were delivered in 236 specific children's cases, and 170 of these received case management services.

Some 123 cases involving child abuse were dealt with under our hospital-based counselling service.

Community workshops are interactive as much as possible.



Prison Program

Since 2012, Empower Pacific has been providing psycho-educational modules and counselling services to prison inmates, as well as social support to their families, with the assistance and cooperation of Corrections Services. Funding for the Prison Counselling Program was provided through the Fiji Community Development Program (FCDP), an Australian Aid initiative.

The overall objective of the prison counselling program was to provide support to inmates to strengthen their capacity to successfully re-integrate with their families and communities.

In 2014, Empower Pacific provided support to more than 155 inmates across Fiji and to more than 50 families. As part of our annual reporting requirements to FCDP at the end of last year, Empower Pacific conducted two monitoring and evaluation activities to help us assess whether our objectives had been achieved. These included conducting a snapshot survey targeting 10% of the client population and conducting a particular process called Most Significant Change (MSC) technique to collect personal stories of significant change by former prisoners and their families. The MSC technique is a form of participatory monitoring and evaluation. The process involves the collection of significant change stories emanating from the field level, and the systematic selection of the most significant of these stories by panels of designated staff. The MSC technique was conducted by staff based in Suva and Lautoka, comprising three different panels.

The total number of people surveyed was 22, comprising 15 former inmates and seven family members. Survey respondents and MSC participants were randomly selected having been identified

by prison counsellors during their regular visits to different locations, or on whether they could be contacted during the survey period. There were no former inmates or family members who were asked to participate in the process that declined. Through the MSC process, a total of 17 significant changes stories were collected.

The survey results showed that all Empower Pacific's services were overwhelmingly rated as either Good or Excellent by all survey participants except one respondent who rated follow-up services as Average. All participants who attended psycho-educational modules rated these as Very Helpful.

The results were overwhelming as they clearly showed that Empower Pacific achieved its objective. The findings showed that the former inmates who participated in this process have successfully re-integrated with their families and communities and recognise this achievement as a result of the support they received from Empower Pacific, through training, counselling and other social support. Their families also acknowledged that the support they received helped them to cope with the emotional impact and trauma associated with having a husband or son imprisoned. Both client groups were grateful for the services provided by Empower Pacific.

Empower Pacific acknowledges the assistance of Corrections Services in enabling the counselling and psycho-educational programs to be provided to inmates in their institutions.

Empower Pacific regrets that support for the program was not extended beyond 2014.

Regional Training Program

Empower Pacific as the nominated counselling training services provider to the Secretariat of the Pacific Community, was able to conduct two regional training activities in Niue and the Republic of Marshall Islands in 2014 as per the approved Global Fund work plan. There were a total of 27 Sexual Reproductive Health Practitioners (SHP) trained during this period. All (100%) were further certified to conduct comprehensive pre and post HIV test discussions with clients in line with the Pacific Essential Standards guidelines. This training was conducted with an objective to expand STI comprehensive program, PMTCT, and HIV counselling and testing services across the 12 Pacific Island Countries and Territories (PICTs) to enable key affected populations to have increased access to effective prevention counselling in relation to HIV and Other Sexually Transmitted Infections including voluntary confidential counselling and testing.

Additionally, assessments of operational HIV/STI Counselling and Testing sites, capacity building and technical assistance was provided to 19 newly established sites in the Federated States of Micronesia (FSM), Republic of Palau, Republic of Marshall Islands (RMI), and Kiribati. Out of the 19 sites assessed during the period commencing from January to December 2014, 26% (5) were accredited as complying with the Essential Standards for their overall service provision. This accreditation guarantees that sites are providing

ethical and professional counselling services which consequently impacts positively on the standards of counselling services accessed by clients.

A first for Empower Pacific regional training program, support was also provided to a trained PLHIV Advocate to participate in the FSM National World AIDS Day activities to raise awareness about HIV & AIDS and advocating on issues which are important to their specific key population. The PLHIV Advocate was able to reach 989 people; 40% were male and 60% female audience through the FSM World AIDS Day Campaign.

Finally, eight certified SHP across the PICTs were able to have access to clinical supervision support provided by Empower Pacific technical adviser(s) while in country.



Participants in the regional training programs conducted in Niue and the Republic of Marshall Islands during 2014

Research

Suicide

As part of Suicide Awareness Day, Empower Pacific staff undertook a community survey. The survey showed that around one in three people had thought of suicide at some point in their life. See page 14 for a more detailed report .

Prison Counselling Program

Since 2012, Empower Pacific has been providing psycho-educational modules and counselling services to prison inmates, as well as social support to their families, with the cooperation of Corrections Services. Funding for this program was provided through the Fiji Community Development Program (FCDP), an Australian Aid initiative.

The overall objective of the prison counselling program was to provide support to inmates to strengthen their capacity to successfully re-integrate with their families and communities.

Empower Pacific conducted two monitoring and evaluation activities to help assess the program. These included a snapshot survey targeting 10% of the

client population and a Most Significant Change (MSC) technique to collect personal stories of significant change by former prisoners and their families.

The MSC technique is a form of participatory monitoring and evaluation. The total number of people surveyed was 22, comprising 15 former inmates and seven family members. Survey respondents and MSC participants were randomly selected. No one asked to participate in the process declined.

The snapshot survey results showed that all Empower Pacific's services were overwhelmingly rated as either Good or Excellent by survey participants. All participants who attended psycho-educational modules rated these as Very Helpful.

Results of the significant change stories overwhelmingly showed that Empower Pacific achieved its objective. The findings showed that the former inmates who participated in this process successfully re-integrated with their families and communities and recognise this achievement as a result of the support they received from Empower Pacific, through training, counselling and other social support. Their families also acknowledged that the support they received helped them to cope with the emotional trauma associated with having a husband or son imprisoned.

Employee Assistance Program

Empower Pacific Employee Assistance Program (EAP) provides an effective strategy to assist employees to overcome personal and work problems that have a direct impact on their performance in the workplace and daily quality of life.

Modern business recognises EAP as an integral part of an organization's health and safety practices which promotes employee loyalty and retention, and provides incentives for staff to take greater responsibility for their own workplace performance and behaviour.

Corporate clients range from banking institutions, national universities, international companies, regional vocational institutions and local business houses.

The service includes individual counselling, group Critical Incident Stress Debriefing (CISD), mediation and staff training.

Counselling referrals include issues such as trauma, grief and loss, family relationships behavioural problems, substance abuse and conflict within the workplace. Staff trainings included topics such as Basic Communication Skills, Goal Setting and Time Management, Anger Management, Motivational Interviewing and Stress Management.

Supplementary Income - Rural Credit Scheme

The sugar industry supplementary Income generation scheme funded by the European Union under their Social Mitigation Support Programme came to a close in November 2014.

This rural credit scheme supported Empower Pacific in lending almost \$1.2m to 829 clients to establish small businesses to supplement sugar related incomes. Strong lending continued throughout 2014 despite it being the final year of the program.

Businesses established included new cash crops, market stalls, village canteens, fashion design and manufacture, fishing, tub manufacture, livestock, and many others. Some 25% of applicants were

women. All applicants had to undergo a short course in basic business before loans were finally dispersed. Field Officers provided ongoing support to clients.

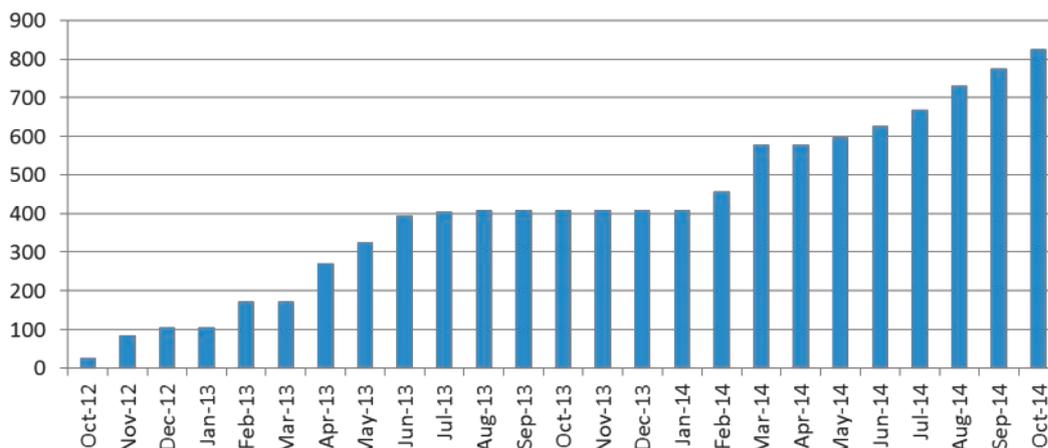
Empower Pacific is now looking at ways to continue income generating programs from 2015.



Over 800 new businesses were commenced during the life of the EU funded Rural Credit Scheme. The nature of the enterprises varied greatly and included a tub manufacturing business (above right) and village retail operations (right).



Number of New Businesses Started (Cumulative)



Stories from our clients

A prisoner's anger

In prison I was worrying about my family (wife, parents and a daughter). Later I found out that there's an organisation called Empower Pacific which provides counselling services in prison. I thought for myself and decided that I should try it myself. Through a number of activities, my counsellor was able to reduce my worry.

I thought I needed more support and continued to come and I started to take interest in the program. The module on anger management had a big impact on my behaviour. There was time before coming to prison when I could never control my anger. I learnt how we understand that we are about to become very angry. I learnt that at what point in time I should 'cut out' or stop over reacting. This point according to me was that before I lay my hands on anyone, I should be able to control my anger.

As part of their service, I requested Empower Pacific to visit my home and talk to my wife, to provide some emotional support or some word of encouragement to her.

The first person I met outside was my boss. He asked me how it was. He was surprised when I told him that I did some great courses in prison. I told him that according to me, this was my biggest achievement in my life. Actually I never achieved something like this before. He was so impressed that I was able to bring about these changes in my life and he without any hesitation, re-employed me. He told me that he was very happy that I did not waste my time in prison.

I was rolling my life again, thanks to Empower Pacific. As we all know life, I came across situations when I became very angry again. Thank God that I was able to recall what all I learnt in the counselling sessions. When I become aware that I am becoming angry now, I was able to deal with my anger by letting my wife know that I was not happy with some things. I never threatened her like before or laid hands on her. There were times when I felt like slapping her but then I recalled the withdrawal strategy.

After a month, I got a visit from Empower Pacific staff and they also talked to my wife to check on us and our relationship. My wife is very happy that someone cares for us. My wife felt happy to give her feedback about my behaviour to Empower Pacific after my release.

A mother's anguish

My son is the only male in the family working and supporting us. He was sentenced to prison for domestic violence case. I was really angry with my daughter-in-law because she reported the matter to the police. She later left my son and their children and went enjoying her life. I was really upset, angry and frustrated with her and promise myself not to forgive her back home. I influence my husband as well not to welcome her back home to see the children or see my son when he returns from prison. When the time came for my son to return home was visited by some prison officials and a counsellor from Empower Pacific. Later this Counsellor keeps on visiting me continuously, even though my son has returned from prison but separated from his wife.

During my counselling session with the counsellor, we talked about the power of the mind and how it can contribute to my emotion where those feeling of anger, frustrations, upset, etc. that I am experiencing. I was assisted to explore what option to take and deal with my irrational view about my son and his wife. We talked about coping skills and how to

exercise them to take control and stay calm. Currently my son has his own house, living with his wife and children and we were able to reconcile and in good terms with each other again. I can boldly confess that counselling really opened my eyes that day and helped me to deal and solve my problems and everyday issues.



From victim to independence

Sadly, when 'Ana' (not her real name) was small her mother left the family home because of domestic violence. Since then Ana has been raised by her father and step-mother. Aged 19, Ana had suffered constant abuse and ill-treatment from her father and step-mother particularly over the last three years. She lacked confidence, didn't smile and saw no future for herself.

Fortunately Ana had a good relationship with her neighbour. The neighbour planned for Ana to leave home and contacted Empower Pacific.

During the initial assessment by Empower Pacific counsellors, Ana was very shy and emotional. She was fearful of her parents and did not want to go home. She believed her parents would actually kill her if they found out she was seeking help.

Ana's initial wish was to find a safe place to stay and be protected. Her second goal was to find employment or continue her studies. For her safety, and with the support of the neighbour, accommodation arrangements were made for Ana to temporarily live at a faith-based safe

home.

"We worked with the matron on arrangements to keep Ana safe and at this home until more permanent accommodation could be found," says the Empower Pacific Social Worker working with Ana.

As on-going protection for the young woman was a key concern, the social worker helped Ana in her application for a Domestic Violence Restraining Order (DVRO).

"The priority was then to find Ana more permanent, but safe, accommodation since her stay at the Faith-Based Home was only temporary," says the social worker.

With the help of the Vodafone Fiji Foundation Legal Officer of Women's Empowerment Network (WEN) and the Salvation Army arrangements were made for Ana to reside in a new home.

Her previous abuse and ill-treatment also resulted in Ana lacking confidence and life skills. With encouragement from her counsellor, the social worker and a caseworker at the Salvation Army, Ana identified a course and enrolled in training.

"Ana is currently doing well in a sewing course as well as starting a sweets-selling business through donations that she has received," says the social worker.

"Since our first encounter Ana has noticeably improved confidence, she smiles more often and is less fearful of what her parents might do to her.

Ana confirms the assessment.

"I am a lot more confident now," she says.

"I know I can achieve my goals including finding a job and becoming fully independent.

"The help received from Empower Pacific and their work with the other services has changed my life," says Ana.

Stories from our clients

New rooms allowed client to open up

I underwent pretest counselling in my previous pregnancy when the HIV counsellors were based at the rear end of the seating space at the Lautoka ante natal clinic. The difference this time was that Empower Power have established their comfortable and more private counselling rooms which allowed me to come for pretest counselling in this second pregnancy and at the same time access general counselling services.

Just the facility alone helped me to talk to my counsellor more openly and without fear of being heard by the near sitter bys. In my first pregnancy, I was very uncomfortable with the sight of flying curtains at the cubicles and the shame of my personal talk being heard by other pregnant women sitting close.

Because confidentiality was improved through the provision of closed counselling rooms, I was able to disclose with my pre-test counsellor the relationship issues that I was going on

with my partner. I come from a family where we were not encouraged to express our emotional discomfort. You can say it was forbidden. But my pre-test counsellor was very welcoming and because I felt safe, I was able to express the emotions that I was going through. Then the pre-test counsellor referred me to a general counsellor. Because on the booking day I didn't have sufficient leave from work, I agreed to access the services in the next clinic. I did so and my general counsellor was very comforting.

I was able to resolve my issues. The message that I gave to my colleagues at work, friends and women around the in the community was to access this professional service. In the community there is only spiritual counselling available where the elder just provides directions and doesn't talk about the emotions and feelings involved. This professional service allowed me to talk about myself, feel safe, and have the security of confidently talk about it. I have disseminated the information of HIV/STI's to younger generation in my community and at work who I know are sexually active to go for a HIV test and effects of risky behaviour.



Beating suicide takes time and help

'Shira' (not her real name) is a mature aged woman who has made repeated attempts at suicide. She commenced counselling with Empower Pacific through one of their services based at a major hospital in February 2014.

Shira suffered a series of tragic incidents which changed her life from that typical of a middle-aged woman to one where she felt alone and unsupported. In the space of a short time her son died in a terrible accident, she separated from her husband and her business ended.

"These are life events that can affect anyone," says the Empower Pacific counsellor assisting Shira.

"To have them all happen in a short time would be a challenge to anyone and it was not surprising that Shira suffered severe depression."

Shira said that she has been in hospital many times in the 13 years since her life changed.

"Many times I have prayed to god to take me up," she says.

"I feel particularly bad when I am home alone with no one to look after me. It is then that I take lots of tablets, often too many.

"I get admitted to hospital, but as soon I get home my mind is not clear and I become stressed again.

"I feel that I am tired of life, and that my mind would be more peaceful if I go. There will only be more suffering if I stay.

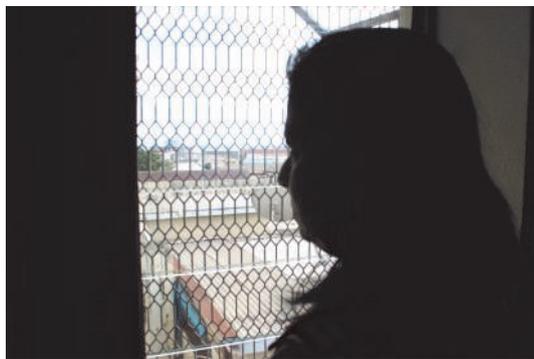
"You know, you can have a house and everything but still have no happiness," says Shira.

Shira started counselling with Empower Pacific during a stay in hospital and her counsellor is in touch with the doctor medically treating Shira for depression.

"The counsellor is helping me identify that there are people I can trust and rely on. This is important to me after my bad experiences with my husband and my business partners," says Shira.

Empower Pacific is helping Shira identify a number of coping strategies to help her through her bouts of depression and focus on more positive thoughts.

"A major goal has been to encourage Shira to seek help from her doctor or counsellor as soon as she feels depressed and not



allow it to build to the point of suicidal thoughts," says her counsellor.

Shira recognises the issue. "If my mind is busy I am okay, but if it's not then the rubbish thoughts start," she says.

Empower Pacific counsellors and Shira both acknowledge that there are still issues to be dealt with.

Her counsellor says she can see many positive steps since she started working with Shira in February 2014, but acknowledges counselling is not an instant fix. It takes time to help people to find the best approach and solution for their individual issues.

"It is a slow journey, but we are getting there," says her counsellor.

There is good evidence that counselling works in reducing suicide. A major study of suicide in 2012 found that counselling drastically reduced clients' ongoing intention to commit suicide.

Financial Report

EMPOWER PACIFIC

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2014

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**EMPOWER PACIFIC
GENERAL INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2014**

CHIEF EXECUTIVE OFFICER

Patrick Morgam

CHAIRPERSON

Vishnu Deo

BANKERS

Bank of the South Pacific

SOLICITORS

Siwatibau and Sloan

AUDITORS

Ernst & Young, Lautoka, Fiji.

REGISTERED OFFICE

2nd floor, Meghji Arjun Building
157 Vitogo Parade
Lautoka
Fiji Islands

Financial Report continued

**EMPOWER PACIFIC
BOARD OF TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2014**

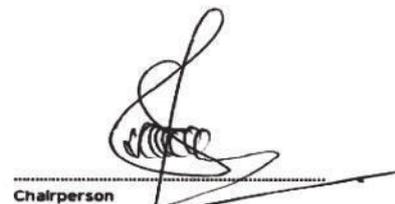
In the opinion of the Trustees:

- (a) The Financial Statements of Empower Pacific set out on the following pages are drawn up so as to give a true and fair view of the state of affairs of the Organisation as at 31 December 2014 and of the results for the year ended on that date and;
- (b) At the date of this statement there are reasonable grounds to believe that the Organisation will be able to pay its debts as and when they fall due.

Signed in accordance with a resolution of the Directors.

Dated this 30th day of May 2015.


.....
Chief Executive Officer


.....
Chairperson



Bhuwan Investments Ltd Building
1st Floor, 131 Vitogo Parade
Lautoka, Fiji
P O Box 1068 Lautoka, Fiji

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ey.com

INDEPENDENT AUDIT REPORT

To the members of Empower Pacific

Scope

We have audited the accompanying Financial Statements of Empower Pacific, which comprise the Statement of Financial Position as at 31 December 2014, and the Statement of Comprehensive Income, Statement of Changes in Accumulated Funds, Statement of Cash Flows for the year then ended and a summary of significant accounting policies and other explanatory notes.

Directors' and Management's Responsibility for the Financial Statements

The Organisation's trustees are responsible for the preparation and fair presentation of these Financial Statements in accordance with International Financial Reporting Standards for small and medium-sized entities. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of Financial Statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on these Financial Statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the Financial Statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the Financial Statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the Financial Statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the Financial Statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the management, as well as evaluating the overall presentation of the Financial Statements.

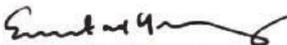
We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Audit Opinion

In our opinion, the financial statements present fairly in accordance with the International Financial Reporting Standards for small and medium sized entities, the financial position of Organisation as at 31 December 2014 and the results of its operations for the year then ended.

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

Suva, Fiji
30th May, 2015


Ernst & Young
Chartered Accountants

Financial Report continued

EMPOWER PACIFIC
STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2014

	Notes	2014 \$	2013 \$
Revenue	3 (i)	2,006,782	2,127,429
Other income	3 (ii)	168,926	353,196
Total Revenue		<u>2,175,708</u>	<u>2,480,625</u>
Expenses			
Depreciation		40,826	38,694
Operating expenses	3 (iii)	827,301	1,206,728
Wages and salaries	3 (iv)	829,784	1,029,449
Total Expenses		<u>1,697,911</u>	<u>2,274,871</u>
Net surplus from operations		<u>477,797</u>	<u>205,754</u>

The accompanying notes form an integral part of the Statement of Comprehensive Income.

EMPOWER PACIFIC
STATEMENT OF CHANGES IN ACCUMULATED FUNDS
FOR THE YEAR ENDED 31 DECEMBER 2014

	2014 \$	2013 \$
Accumulated funds		
Balance at the beginning of the year	865,617	659,863
Net surplus for the year	477,797	205,754
Balance at the end of the year	<u>1,343,414</u>	<u>865,617</u>

The accompanying notes form an integral part of the Statement of Changes in Equity.

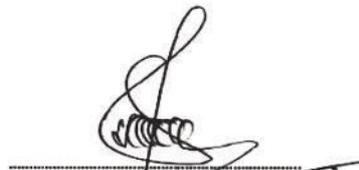
EMPOWER PACIFIC
STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2014

	Notes	2014 \$	2013 \$
Current assets			
Cash and cash equivalents	4	962,696	1,457,495
Other current assets	5	<u>244,252</u>	<u>71,013</u>
		<u>1,206,948</u>	<u>1,528,508</u>
Non-current assets			
Property, plant and equipment	6	404,030	151,528
Intangible assets	7	<u>9,719</u>	<u>-</u>
		<u>413,749</u>	<u>151,528</u>
Total assets		<u>1,620,697</u>	<u>1,680,036</u>
Current liabilities			
Other creditors and accruals	8	21,941	24,482
Unexpended project funds	9	<u>107,605</u>	<u>789,937</u>
		<u>129,546</u>	<u>814,419</u>
Non-current liabilities			
Deferred income	10	<u>147,737</u>	<u>-</u>
		<u>147,737</u>	<u>-</u>
Total liabilities		<u>277,283</u>	<u>814,419</u>
Net assets		<u>1,343,414</u>	<u>865,617</u>
Accumulated funds			
Accumulated funds		<u>1,343,414</u>	<u>865,617</u>
		<u>1,343,414</u>	<u>865,617</u>

The accompanying notes form an integral part of the Statement of Financial Position.

Signed on behalf of the Board of Trustees


Chief Executive Officer


Chairperson

Financial Report continued

EMPOWER PACIFIC
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2014

	Note	2014 \$	2013 \$
Cash flows from Operating Activities			
Receipts from grants		1,226,825	2,066,549
Interest received		1,164	902
Other receipts		164,356	353,815
Payments to employees		(829,784)	(1,029,449)
Other payments		(737,517)	(1,131,234)
Net cash flows (provided by)/used in Operating Activities		<u>(174,956)</u>	<u>260,583</u>
Cash flows used in Investing Activities			
Proceeds from sale of property, plant & equipment		14,000	-
Acquisition of property, plant and equipment		(333,843)	(8,053)
Net cash flows (used) in Investing Activities		<u>(319,843)</u>	<u>(8,053)</u>
Net (decrease)/increase in cash held		(494,799)	252,530
Cash at the beginning of the financial year		<u>1,457,495</u>	<u>1,204,965</u>
Net Cash at the end of the financial year	4	<u>962,696</u>	<u>1,457,495</u>

The accompanying notes form an integral part of the Statement of Cash Flows.

EMPOWER PACIFIC
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014

1. General Information

The principle continuing activity of the organization is providing training, counselling and social services to the communities and organizations in Fiji and the Pacific. The address of its registered office and place of business is 157 Vitogo Parade, 2nd Floor, Arjun Meghji Building, Lautoka. Empower Pacific is incorporated under the Charitable Trusts Act.

These financial statements have been approved for issue by the Board of Trustees on 30th May, 2015.

2. Basis of preparation and accounting policies

The financial statements have been prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities issued by the International Accounting Standards Board. All amounts are stated in Fijian currency.

a) Property, plant and equipment

Items of property, plant and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses.

Depreciation is charged so as to allocate the cost of assets less their residual values over their estimated useful lives, using the straight-line method. The following annual rates used for the depreciation of property, plant and equipment:

Office Equipment	10 - 33%
Furniture & Fittings	10%
Motor Vehicle	15%

b) Intangible assets

Intangible assets are purchased computer software that is stated at cost less accumulated depreciation and any accumulated impairment losses. It is amortized over its estimated life of 2 to 6 years using straight-line method. If there is an indication that there has been a significant change in amortization rate, useful life or residual value of an intangible asset, the amortization is revised prospectively to reflect the new expectations.

c) Income Tax

The organization's net income is exempt from income tax under S.17(24) of the Income Tax Act.

d) Trade and other receivables

Most sales are made on the basis of normal credit terms, and the receivables do not bear interest. Where credit is extended beyond normal credit terms, receivables are measured at amortized cost using the effective interest method. At the end of each reporting period, the carrying amounts of trade and other receivables are reviewed to determine whether there is any objective evidence that the amounts are not recoverable. If so, an impairment loss is recognized immediately in profit or loss.

e) Trade Payables

Trade payables are obligations on the basis of normal credit terms and do not bear interest. Trade payables denominated in a foreign currency are translated into FJD using the exchange rate at the reporting date. Foreign exchange gains or losses are included in other income or other expenses.

f) Revenue - Grants / Donation

The assets funded through grants and donations have been capitalized to fixed assets and taken up as grant in aid and donation received.

Financial Report continued

EMPOWER PACIFIC
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 DECEMBER 2014

2. Basis of preparation and accounting policies (continued)

g) Deferred Income

Unutilised donation monies at year end is treated as deferred income.

h) Cash and cash equivalents

Cash and short-term deposits in the statement of financial position comprise cash at banks and on hand and short-term deposits with a maturity of three months or less. For the purpose of the statement of cash flows, cash and cash equivalents consist of cash and short-term deposits.

i) Comparative figures

Comparative figures have been amended where necessary, for changes in presentation in the current years.

	2014	2013
3. (i) Revenue	\$	\$
Grants received	<u>2,006,782</u>	<u>2,127,429</u>
(ii) Other revenue	\$	\$
Donations	7,374	5,054
Consultancy fees	19,859	20,013
Interest income	1,164	902
Fee (management, monitoring, supervision & data entry)	39,095	90,824
Hope	38,056	42,732
Other income	<u>63,378</u>	<u>193,671</u>
	<u>168,926</u>	<u>353,196</u>
(iii) Operating expenses	\$	\$
Included in operating expenses are:		
Audit fees	2,143	2,875
Advertising	65,190	2,574
Bank charges	649	919
Conference and workshop	27,092	20,464
Consultancy and management fee	1,585	143,022
Community action grant	-	110,105
Doubtful debts	75,529	82,008
Loss on disposal of property, plant and equipment	16,796	-
Regional practitioner training	68,308	69,741
Rent	48,348	64,860
AVI rental and reallocation allowance	-	4,739
Repairs and maintenance	40,870	14,182
Other miscellaneous expenses	<u>480,791</u>	<u>691,239</u>
Total operating expenses	<u>827,301</u>	<u>1,206,728</u>
(iv) Wages and salaries	\$	\$
	<u>829,784</u>	<u>1,029,449</u>

EMPOWER PACIFIC
 NOTES TO THE FINANCIAL STATEMENTS (continued)
 FOR THE YEAR ENDED 31 DECEMBER 2014

	2014	2013			
	\$	\$			
4. Cash and cash equivalents					
For the purpose of statement of cash flows, the cash and cash equivalents comprise of the following:					
Petty cash	200	-			
Cash at bank - general account	113,727	495,507			
Global Fund account	5,493	106,467			
CAG account	20,921	9,652			
FCDP account	17,611	109,609			
EU account	5,247	600,830			
EU rolling account	500,752	135,430			
FHSSP account	228,804	-			
UNICEF account	69,941	-			
	<u>962,696</u>	<u>1,457,495</u>			
5. Other current assets	\$	\$			
Advance deposit	3,599	3,599			
Other receivable	6,108	2,702			
Grants receivable [Note 9]	234,545	64,712			
	<u>244,252</u>	<u>71,013</u>			
6. Property, plant and equipment					
	Land & Buildings	Motor Vehicles	Office Equipment	Furniture & Fixtures	Total
Cost	\$	\$	\$	\$	\$
At 1 January 2013	-	132,707	149,351	66,239	348,297
Additions	-	-	4,655	3,398	8,053
At 31 December 2013	-	132,707	154,006	69,637	356,350
Additions	120,000	171,840	20,503	10,120	322,463
Disposals	-	(35,700)	(61,596)	(21,413)	(118,709)
At 31 December 2014	<u>120,000</u>	<u>268,847</u>	<u>112,913</u>	<u>58,344</u>	<u>560,104</u>
Accumulated depreciation					
At 1 January 2013	-	58,022	88,214	19,892	166,128
Depreciation charge	-	17,056	14,804	6,834	38,694
At 31 December 2013	-	75,078	103,018	26,726	204,822
Depreciation charge	1,644	23,817	8,376	5,329	39,166
Reversal of accumulated depreciation	-	(14,323)	(61,147)	(12,444)	(87,914)
At 31 December 2014	<u>1,644</u>	<u>84,572</u>	<u>50,247</u>	<u>19,611</u>	<u>156,074</u>
Net book value					
At 31 December 2013	-	57,629	50,988	42,911	151,528
At 31 December 2014	<u>118,356</u>	<u>184,275</u>	<u>62,666</u>	<u>38,733</u>	<u>404,030</u>

Financial Report continued

EMPOWER PACIFIC
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 DECEMBER 2014

	2014	2013			
	\$	\$			
7. Intangible assets					
<i>Software costs</i>					
At 1 January	4,456	4,456			
Additions	11,380	-			
Disposals	(4,456)	-			
At 31 December	<u>11,380</u>	<u>4,456</u>			
<i>Amortisation</i>					
At 1 January	4,456	4,456			
Amortisation	1,661	-			
Disposals	(4,456)	-			
At 31 December	<u>1,661</u>	<u>4,456</u>			
Net book value	<u>9,719</u>	<u>-</u>			
8. Other creditors and accruals	<u>\$</u>	<u>\$</u>			
Other accruals	<u>21,941</u>	<u>24,482</u>			
9. Unexpended project funds					
	Opening	Funds	Utilised during	Balance at 31	Grants
Donor	Balance	Received	the year	December	(receivable) at
		during the		2014	31 December
		year			2014
	\$	\$	\$	\$	\$
Fiji Community Development	109,609	355,000	(447,651)	16,958	-
Secretariat of the South Pacific- Capacity development	(19,859)	-	19,859	-	-
Secretariat of the South Pacific - CWM Hospital	(25,033)	-	25,033	-	-
Fiji Health Sector Support Program	(1,021)	395,096	(427,600)	-	(33,525)
Global fund - Secretariat of the South Pacific	106,469	-	(101,367)	5,102	-
Ministry of Women & Social Welfare	-	20,000	(20,000)	-	-
Prison diploma training	38,688	-	(38,688)	-	-
European Union	353,673	607,083	(1,161,776)	-	(201,020)
United nations habitat	23,033	-	(23,033)	-	-
UN women	136,269	-	(136,269)	-	-
New Zealand aid flood	3,600	-	(3,600)	-	-
Prem rawat foundation	15,862	-	-	15,862	-
Integrated biological and behavioral surveillance	2,734	-	(2,734)	-	-
Unicef	-	131,568	(61,885)	69,683	-
Ministry of Health	-	250,000	(250,000)	-	-
Community action grant	(18,799)	-	18,799	-	-
Total	<u>725,225</u>	<u>1,758,747</u>	<u>(2,610,912)</u>	<u>107,605</u>	<u>(234,545)</u>

EMPOWER PACIFIC
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 DECEMBER 2014

10. Deferred income

(i) Donor	Opening Balance	Funds Received during the year	Amortised during the year	Balance at 31 December 2014
	\$	\$	\$	\$
European Union	-	138,642	11,206	127,436
Fiji Community Development Program	-	17,103	1,144	15,959
Fiji Health Sector Support Program	-	4,583	241	4,342
Total	<u>-</u>	<u>160,328</u>	<u>12,591</u>	<u>147,737</u>
		2014	2013	
(ii) Income generating projects loan receivable		\$	\$	
Balance at 1 Jan		246,870	163,065	
Loans given during the year		724,940	218,971	
Received during the year		(365,153)	(135,166)	
Balance at 31 December		<u>606,657</u>	<u>246,870</u>	
Provision for impairment				
Balance at 1 Jan		106,468	24,460	
Charge for the year		75,529	82,008	
Utilized during the year		-	-	
Balance at 31 December		<u>181,997</u>	<u>106,468</u>	
Net book value		<u>424,660</u>	<u>140,402</u>	
(iii) European Union - deferred income		\$	\$	
Balance at 1 Jan		(246,870)	(163,065)	
Funds given during the year		(724,940)	(218,971)	
Funds received during the year		365,153	135,166	
Balance at 31 December		<u>(606,657)</u>	<u>(246,870)</u>	
Provision for amortisation				
Balance at 1 Jan		(106,468)	(24,460)	
Amortisations during the year		(75,529)	(82,008)	
Utilized during the year		-	-	
Balance at 31 December		<u>(181,997)</u>	<u>(106,468)</u>	
Net book value		<u>(424,660)</u>	<u>(140,402)</u>	

As at 31 December 2014, the income generating projects loan receivable was \$424,660 (2013: \$140,402) after providing provision for impairment of \$181,997 (2013: \$106,468). Deferred income for the year from income generating projects was \$424,660 (2013: \$140,042) after providing amortisation of \$181,997 (2013: 106,468).

Disclosed as:	\$	\$
Current	-	-
Non-current	147,737	-
Total	<u>147,737</u>	<u>-</u>

Financial Report continued

EMPOWER PACIFIC
NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31 DECEMBER 2014

11. Commitments	\$	\$
(a) Capital commitments	<u>-</u>	<u>-</u>
(b) Operating lease commitments	\$	\$
Rental agreement is scheduled as follows:		
Not later than one year	<u>48,300</u>	<u>61,404</u>
	<u>48,300</u>	<u>61,404</u>

12. Contingencies

- (j) As at balance date there was an ongoing employee tribunal case between Julianne Sutherland and Pacific Counselling & Social Services Case No. 204 of 2010. A court ruling was made subsequently that was not in favour of the organisation placing a liability of \$36,667, which is to be paid to the employee Julianne Sutherland. The organisation has appealed this ruling.

13. Segment information

(a) Industry segment

The Organisation operates predominantly in the service industry by receiving grants from donors around the world and distributing them accordingly.

(b) Geographical segment

The Organisation operates predominantly in Fiji and is therefore one geographical area for reporting purposes.

EMPOWER PACIFIC
DISCLAIMER ON ADDITIONAL FINANCIAL INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2014

Disclaimer on additional Financial Information

The additional financial information, being the attached detailed Income statement has been compiled by the management of Empower Pacific.

No audit or review has been performed by us and accordingly no assurance is expected.

To the extent permitted by law, we do not accept liability for any loss or damage which any person, other than Empower Pacific may suffer arising from any negligence on our part. No person should rely on the additional financial information without having an audit or review conducted.

**EMPOWER PACIFIC
INCOME AND EXPENDITURE STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2014**

	2014	2013
	\$	\$
Income		
Donations	7,374	5,054
Grants	2,006,782	2,127,429
Consultancy fees	19,859	20,013
	<u>2,034,015</u>	<u>2,152,496</u>
Other Income		
Interest income	1,164	902
Fee (management, monitoring, supervision & data entry)	39,095	90,824
Other income	33,378	36,986
Hope income	38,056	42,732
FCDP Output deliverable	30,000	90,000
SPC Reimbursement	-	66,685
Total Income	<u>2,175,708</u>	<u>2,480,625</u>
Less Expenditure		
Audit fees	2,143	2,875
Advertising	65,190	2,574
Bank charges	649	919
Conference and workshop	27,092	20,464
Construction expenses	-	58,350
Consultancy and management fee	1,585	143,022
Community action grant	-	110,105
Depreciation	40,826	38,694
Doubtful debts	75,529	82,008
Electricity	16,101	17,197
Fiji National Provident Fund	79,244	159,635
Fuel and transport	28,938	52,857
General expenses	71,248	153,049
HOPE expenses	34,086	33,747
Insurance	14,464	9,037
Loss on disposal of property, plant and equipment	16,796	-
Office supplies and cleaning	17,344	13,819
Rent	48,348	64,860
Regional practitioner training expenses	68,308	69,741
Repairs and maintenance	40,870	14,182
Staff training	81,773	34,994
Stationery and postage	33,808	64,027
Telephone and internet	15,044	27,008
Travel and accommodation	76,569	62,470
Volunteer allowance	12,172	4,739
Wages and salaries	829,784	1,029,449
Total Expenditure	<u>1,697,911</u>	<u>2,274,871</u>
Net Surplus	<u>477,797</u>	<u>205,754</u>

The Income and Expenditure Statement is to be read in conjunction with the disclaimer set out on page 48.

We Welcome Feedback

Empower Pacific welcomes feedback from clients and other stakeholders.

It is pleasing when we receive compliments for the good work done by our staff.

Equally Empower Pacific values feedback where our services have not been up to the standard expected by clients.

It is preferred that all feedback be in writing and sent to:

Chief Executive Officer
Empower Pacific
PO Box 5693
Lautoka

Email: headoffice@empowerpacific.com

Where it is not practical to provide written feedback then please call our head office on 665 0482.

All feedback should be accompanied by a name but that name will be protected from any repercussion that may arise if the feedback is negative.

Compliments will be passed on to the person or team concerned and management.

Contacting Us

Head Office

157 Vitogo Parade, 2nd Floor
Lautoka.
PO Box 5693, Lautoka
Phone: 665 0482 or 666 3307
Fax: 665 0482
Email: headoffice@empowerpacific.com

Labasa Counselling Centre

12 Civic Investment Building
2nd Floor Rosawa Street
Labasa.
PO Box 4055, Labasa
Phone: 881 3111
Email: bm.labasa@empowerpacific.com

Lautoka Counselling Centre

(Lautoka Hospital – Beside Ante Natal Clinic)
Old Hospital Road
Lautoka
Phone 664 5227
Email: bm.lautoka@empowerpacific.com

Nadi Counselling Centre

Old Hospital Road
Nadi
Phone: 623 3934
Email: Please send enquiries to bm.lautoka@empowerpacific.com

Suva Counselling Centre

(CWM Hospital – Beside Diabetic Clinic)
Waimanu Road
PO Box 13351 Suva
Phone: 310 0191
Email: bm.suva@empowerpacific.com

What we do

Empower Pacific offers a variety of programs across Fiji and the Pacific aimed at enhancing the health and wellbeing of our clients as well as facilitating opportunities for learning, income generation and personal growth. Empower Pacific's programs include:

- Professional Counselling
- Social Work
- Employee Assistance Program
- Targeted interventions to reduce Gender Based Violence
- Specialised Counselling and Voluntary HIV Testing Program
- Income Generation
- Capacity Development
- Training
- Psychosocial Aid following Disasters

Who we help

Empower Pacific is committed to providing free and confidential, professional services to those in need, regardless of age, race, gender, religion, sexual orientation, income, health status, or disability — anyone who requires support to achieve their full potential.

Empower Pacific also offers contracted help to businesses and organisations wishing to implement a fully professional Employee Assistance Program, ensuring counselling support to employees in times of need.

Empower Pacific

157 Vitogo Parade, 2nd Floor
Lautoka.

Post: PO Box 5693, Lautoka, Fiji

Phone: 5626

Fax: 665 0482

Email: headoffice@empowerpacific.com

