



**EMPOWER PACIFIC**  
**Annual Report**  
**2015**

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# 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



# Our History

Empower Pacific is locally registered non-governmental organization. It was incorporated in September 1994 under the name of Family Support and Education Group and commenced operation as a small voluntary counselling and social service organization.

The need for the organization was such that it developed over the next 14 years to become a professional service delivery organization operating across Fiji and in neighbouring Pacific countries and territories. Its recognition as a professional service delivery and training organization attracted multiple donor funding. 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 organization.

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

Throughout our history, under whatever name, the task of our organization 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.*

# Our Donors

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

- Australian Aid
- Ministry of Health (Fiji)
- Department of Social Welfare (Fiji)
- Reddy Group of Companies
- UNFPA (United Nations Fund for Population)

Empower Pacific would also like to thank local Fijian businesses and organizations 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.



# 21st Anniversary Celebrations and Launch of Strategic Plan 2016 - 2019

On Thursday 29<sup>th</sup> October 2015 the Minister for Health and Medical Supplies the Honorable Mr. Jone Usamate was chief guest at Empower Pacific's 21<sup>st</sup> Anniversary and Launched the Organization's Strategic Plan for 2016 – 2019 at the Waterfront Hotel, Lautoka. Stakeholders and Partners from Government, Private Sector and Civil Society Organizations (CSOs) were invited to the celebrations together with the founder of the Organization, Mrs. Joanne Cohen.



*Chief Guest, Hon. Mr. Jone Usamate, Minister for Health and Medical Services and Founder of the Organization, Mrs. Joanne Cohen being garlanded by staff.*



*L-R: Acting Chairman Mr. Salvin Nand, Minister for Health and Medical Services, Hon. Mr. Jone Usamate, Founder of the Organisation, Mrs. Joanne Cohen and CEO, Mr. Patrick Morgam.*



*The Minister for Health and Medical Supplies, Hon. Mr. Jone Usamate unveiling Empower Pacific's Strategic Plan 2016 – 2019.*



*The Minister for Health and Medical Supplies, Hon. Mr. Jone Usamate, Acting Chairman Mr. Salvin Nand and CEO Mr. Patrick Morgam displaying Empower Pacific's Strategic Plan 2016 – 2019.*

*Speech by the Minister for Health and Medical Supplies, Hon. Mr. Jone Usamate at the 21st Anniversary of Empower Pacific and Launch of Empower Pacific's Strategic Plan 2016 – 2019.*

I am very pleased to be attending this 21st Anniversary of Empower Pacific. Empower Pacific plays an important role in our health system, and has worked directly with the Ministry of Health and Medical Services for nearly 10 years.

Empower Pacific began life as the 'Family Support and Education Group' in 1994, when a group of dedicated volunteers banded together to establish a service that would address the needs of all people experiencing physical and psychological hardships.

Their aim was simple. It was to enhance the physical and mental welfare of the community through counselling and community education programs, and they set about establishing a professional network of counselling and social support services to achieve this outcome. Progress in the first ten years was consistent but focused only on Lautoka and the Western Division.

Growth and expansion increased rapidly from 2000, but it was only in 2006 that new offices in other Divisions became a realistic possibility. Over the next two years branches opened in Nadi, Labasa and CWM in Suva.

The need for the organisation was such that it had developed in just 14 years from a local volunteer group to become a professional service delivery organization operating across Fiji. Its skills and professionalism were recognized and the organization was attracting significant international funding for its work.

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

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

Throughout its history, under whatever name, the task of the organization 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 well-being.

A major reason for the success of Empower Pacific has been its commitment to ensuring counseling staffs are professionally qualified to at least Diploma level, and in many cases to Bachelor degree level. Social workers are Degree qualified. And I believe the organization takes on trainee counsellors, helping them to complete their qualifications. Qualifications are also to international standards. Staffs have also been professionally supported by specialist volunteers largely through Australian Volunteers International.

As Minister for Health & Medical Services, though, perhaps my greatest interest is in Empower Pacific's ability to provide counsellors with specialist STI and HIV certification. This service has been the backbone of our antenatal testing and counseling program. It is a significant counseling program which last year reached some 13,000 pregnant women across Fiji.

Empower Pacific has also trained HIV counsellors in 12 other Pacific Island countries and territories through the Global Fund. We should all be proud that this homegrown Fiji NGO has achieved this level of international recognition.

The relationship with our health service has expanded further. Becoming physically ill is a stressful experience on the patient and their family, while most cope well, others do not and suffer emotionally as well as physically. Depending on the situation the family may also suffer financially. Empower Pacific has worked with our nursing and medical staff to identify needy cases and provides a counseling and social work support during and after the hospital stay.

Through hard work and collaboration with their partners, Empower Pacific last year for example provided timely and effective services to our clients. More than 13,400 antenatal clients and 3,000 general clients accessed Empower Pacific counsellors and Social Workers. 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.

This formal relationship between my Ministry and Empower Pacific began in 2006. The Ministry of Health, Ministry of Women, Children & Poverty Alleviation and others recognized and acknowledged the need for trained professional counsellors to assist in addressing issues related to emotional and physical well-being.

It was fortunate that we were able to conclude an agreement with Empower Pacific that provided these services within the hospital system and utilized fully professional trained staff.

Sadly I think we often use the term 'counsellor' too loosely in Fiji and don't reserve it for those who are professionally trained. There is often a general expectation that services which would normally be performed by a counsellor can be 'added on' to the workloads of other staff or given to unskilled volunteers. Short course training in no way equips or prepares them to assist clients with complex and sensitive issues, including suicide, in fact it increases the risk of clients receiving harmful inappropriate counseling. I thank Empower Pacific for maintaining high standards of training and qualifications and am pleased they are able to serve the clients and patients in our health services.

Social services in Fiji are at a critical developmental stage where continued positive development depends on the establishment of a recognized international standard of quality infrastructure and skills base. One of the greatest challenges faced is the lack of professional trained and accredited counsellors.

Even though the National Advisory Committee on AIDS, Mental Health and National Committee for the Prevention of Suicide some years ago identified the training and provision of counsellors as a priority, 'Counsellor' is still not the recognized profession that it needs to be in Fiji.



Large numbers of people in Fiji are living in isolation with little or no support from family or friends. Empower Pacific's work to date with the hospital services and in the broader community shows there is an urgent need for the provision of support programs.

Available statistics show significant needs in the areas of grief and loss, suicide, family and marital relationships, undiagnosed and untreated mental health issues, child abuse, gender based violence, poverty and social isolation. All of these issues have the potential to undermine an individual and a family's ability to interact positively, maintain employment, sustain income, access education and health care and to generally function in a social environment. Unaddressed these issues can have massive social impact on whole communities and eventually on the nation.

Strength of Empower Pacific is that it operates as an independent community service organization. This has allowed it to operate with a broad range of other NGO's and government departments. As a result it able to operate a broad range of programs, including many which go beyond the hospital setting. It has operated behavior change programs in prisons, income generation programs in the sugar regions, and training programs in the community and industry. Little recognized is the important role that Empower Pacific plays in disaster preparedness – having a direct role in counseling communities after a disaster, and also training other service providers such as the Salvation Army in psychological first aid. It is currently implementing community programs in financial literacy, men's behavior change, positive parenting, and support for those caring for the aged or people with a disability.

We must be impressed by what Empower Pacific has achieved in 21 years. It is truly a Fiji success story. It has gone from a small organization employing one paid staff member to an organization of some 50 staff. It has worked quietly and consistently for the people of Fiji and the broader Pacific. I am pleased to be able to say this work will continue. Today we are launching a new strategic plan which shapes the organization until 2019 and beyond. This document lays out the goals and expected outcomes of Empower Pacific and details management structures, projects and strategies the organization will employ to meet its goals.

The document is a living document, one that will be regularly reviewed in response to new and emerging needs. This plan will provide donors, sponsors, government departments and other key stakeholders with the assurance that Empower Pacific is seriously committed to achieving the goals and outcomes detailed in this plan, and are prepared to be held accountable for the delivery of its services,

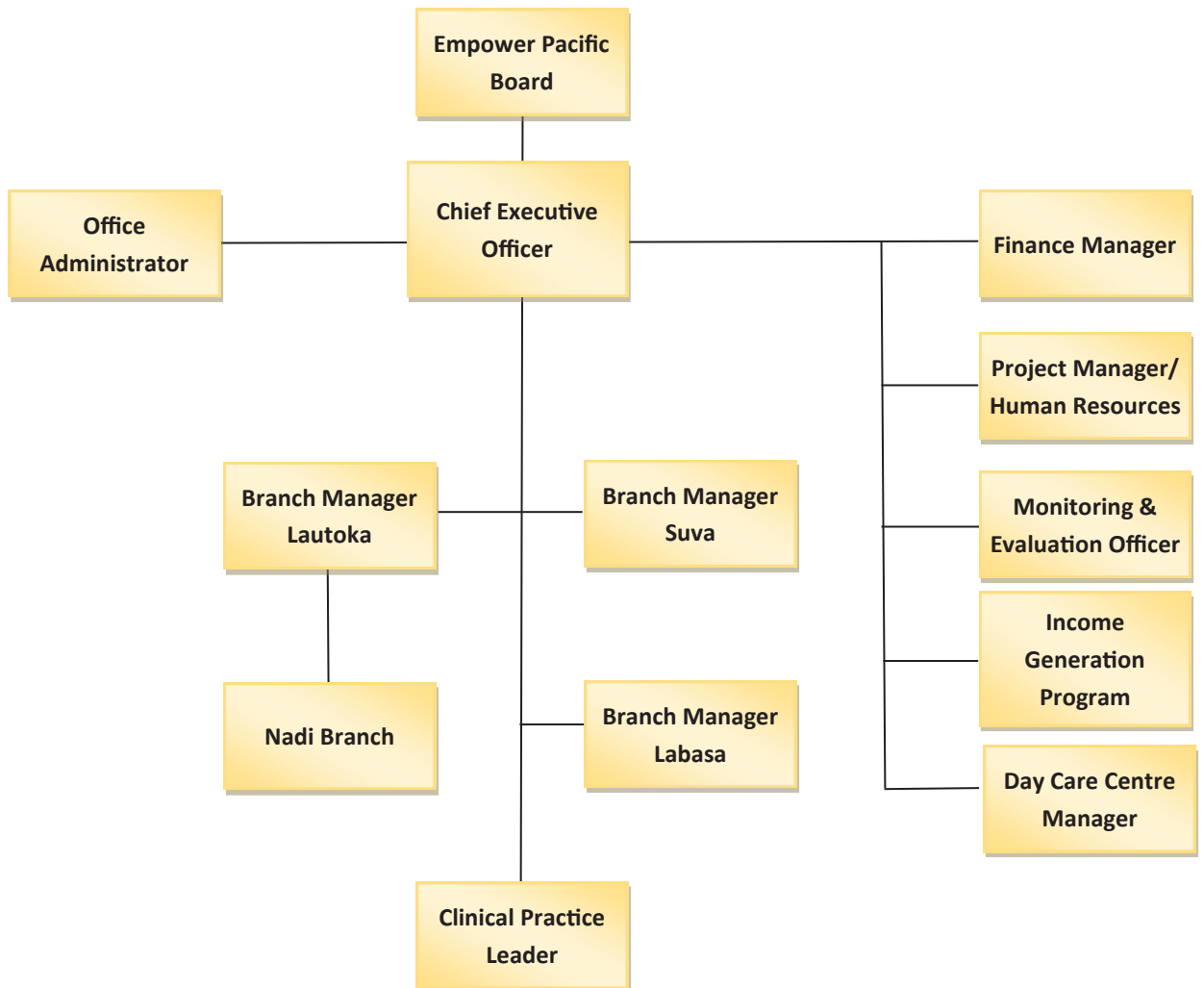


*Minister for Health and Medical Services, Hon. Mr. Jone Usamate, Mrs. Joanne Cohen and Mr. Salvin Nand cutting the 21<sup>st</sup> Anniversary Cake*



*Honorable Mr. Jone Usamate and Mrs. Joanne Cohen releasing 21 balloons to commemorate 21 years of Empower Pacific's existence.*

# Organizational Structure



# Board Chairman and Chief Executive Officer's Report

The year 2015 has been extraordinary since we celebrated our 21<sup>st</sup> Anniversary as a charitable organisation serving the people of Fiji. It is important to emphasise to all stakeholders and friends that Empower Pacific is not a new organisation but has an established history with 22 years of existence as a well run Fijian organisation.

Under the Guidance of Empower Pacific Board Members, all staff has tirelessly worked in implementing and maintaining high standard and quality services. The services of Empower Pacific reached close to 20,000 individuals throughout Fiji in 2015. No doubt, it also faced its fair share of challenges.

Empower Pacific sits at a crossroads. Changes in the methods and priorities of aid distribution have left the organisation with a decision on the best road to take to secure its future, and subsequently the well-being of its clients.

The combined impact of these changes creates challenges in maintaining an administratively, financially and professionally sustainable organisation. It potentially reduces the ability to maintain a standing administrative structure or offer long term employment.

The path to long term sustainability will depend on Empower Pacific's ability to attract future funding from line Government Ministries and private (paying) clients.

Philanthropy – donations to Empower Pacific – over time could represent a significant and independent source of funds for Empower Pacific. Obviously charitable status and tax deductibility (if approved by Fiji Revenue & Customs Authority) would make donations more attractive for business communities.

A simple arithmetical analysis of 2015 annual report figures indicates that with 19,986 clients and \$1.3m income then each client is worth on average around \$67.00 to Empower Pacific in income. However, these are only average figures; the value of the client depends on the type of client and the service they use. Additionally a total of 17,802 participants attended the community information sessions and in the stakeholder capacity building training programs.

## Overview of our 2015 Programs

### DFAT – Health

Empower Pacific has maintained the partnership under a Memorandum of Agreement with Ministry of Health & Medical Services in 2015; to provide hospital based psychosocial support services to compliment the pre-existing Ministry of Health & Medical Services (*MoHMS*). The major two programs conducted by Empower Pacific under this support include Provider Initiated Counselling and Testing (PICT) within a health screening counseling context and Hospital Based Psychosocial Support and Social Work.

## DFAT - PWI

The program strongly focused on women's economic empowerment by seeking to support and educate women and the broader community about social issues that impact on their well-being and safety. Using a prevention/risk reduction approach, our broader community education program focuses on raising community awareness and knowledge about a range of social or psychosocial issues, their impacts on the community and families, such as how to identify and respond to Gender based violence (GBV), protecting and nurturing children, self-care and caring for carers, mental health awareness, using protective behaviours to prevent child abuse and neglect, sexual health and understanding transmission of HIV/STIs, suicide prevention, and improving quality of life for people with non-communicable diseases. In addition a range of skills development programs were provided, which aimed at capacity building skills of stakeholders and other service providers.

## Team Empower Pacific

Empower Pacific Team of 2015 comprised of 48 staff who strived to set standards of excellence in the provision of its services. Our continued emphasis on staff and organizational developmental strategies to enhance organization professionalism has been the cornerstone for successful delivery of quality and professional services. We commend the excellent selfless commitment of each Board member, Staff, international volunteers, funding partners and stakeholders. We hope that the work of Empower Pacific will inspire many more to come forth and support the work we do.

Vinaka.



**Vishnu Deo**  
Chairman  
Empower Pacific Board



**Patrick Morgam**  
Chief Executive Officer  
Empower Pacific

# Board of Directors 2015

Name	Employment	Credentials
Chairman: Mr. Vishnu Deo	Director of Human Resources The Westin Resort & Spa, Sheraton Fiji Resort, Sheraton Denarau Villas Sheraton Resort & Spa at Tokoriki Island (Fiji)	Masters in Commerce in Management and Public Administration from University of the South Pacific, Fiji; Post Graduate Diploma in Management & Public Administration from USP, Fiji; Bachelor of Arts (B.A.) with double majors in Industrial Relations & 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
Mrs. Irene Kumar	Community Worker, Tavua	Diploma in Computer Administration and Communication, Diploma in Business Administration Diploma in Stenographer
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.) in Accounting and 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
Mr. Kirk Kirite	Manager Finance, Fiji Waters - Natural Waters of Viti Ltd	Bachelor of Arts (B.A.) Accounting, Financial Management & Information Systems

# Program Reports

## Community Support and Education Program

The community education and support program, funded through the Department for Foreign Affairs and Trade (DFAT) of the Government of Australia, focuses on empowering women through holistic service delivery that addresses both the social and economic aspect of an individual, family and society.

The community based program is implemented in conjunction with the hospital based program which is a strategic move to maximize the value for the money and it ensures a holistic model of service delivery. Conversely the community based aspect of the hospital program help provide continuum of care support services to the client after being delivered from hospital care. Similarly it is fundamental that community members and other local service providers have necessary skills, knowledge and awareness to actively participate and contribute towards addressing range of social issues that grips our society today. This not only educates them, provides awareness and skills but also creates ownership and fosters responsibility that contributes to sustainability and long term impact.

General Counselling and Social Work Support	
Services Provided	Total
Total General Counselling	1,934
Total Social Work	413
Referred from General Counselling to Social Work	355
Referred from other sources	240

The Organisation exceeded its targets in the area of general counselling and social work support under the program. The operation of the 5626 counselling line and advertisement in the local television resulted in the increase in number of referrals made and received especially from women in rural and hard to reach areas.

Number of client services provided by location and type of services			
	Counselling	Social Work	TOTAL
Labasa	400	93	493
Suva	569	134	703
Nadi	212	20	232
Lautoka	726	154	880
Other	27	12	39
<b>TOTAL</b>	<b>1,934</b>	<b>413</b>	<b>2,347</b>

### Understanding the Target Group Population

Race		Age		Gender	
ITaukei	1,086	<14	115	Males	407
Indo-Fijian	994	15-25	612	Females	1,751
Others	94	26-35	673	Transgender	16
		36-45	455		
		46-55	221		
		>55	98		

*“My husband spends more quality time now with the family, he treats the children much better, our relationship has vastly improved and our children are very happy with the changes that they have noticed with their dad.”*

Of all the clients that have accessed the Community Based services, 81% were women, 18% men and 1% was transgender females. The myriads of issues faced by clients and have been addressed as the result of the community based program is a testament to this. Having the opportunity to access professional support at the community level has to a greater extent improved the clients overall physical and mental health and most have reported increased capacity to achieve their personal goals thereby achieving the overall outcome of the program.

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Issues discussed with clients include the following:

- Depression
- Anxiety
- Gender Based Violence
- Socio-Economic Issues
- Relationship/ Family Issues
- Parenting Issues
- Grief and Loss
- Stress
- Anger/ Aggressive Behaviour
- Substance Abuse
- Teenage Pregnancy
- Child Abuse
- Suicide Thoughts
- Unplanned Pregnancy
- Diagnosis of NCD
- Behavioural

A highlight of the program is the delivery of trainings in areas of Positive Parenting, Healthy Coping/ Self Care Programs for Carers, Men’s Behavioural Change Program and Financial Literacy and Business Development Training for women to establish income generating initiatives.

### ***Building Skills for Positive Parenting***

Children's development follows an orderly and predictable pattern. Behaviours change to match development patterns. When children's behaviour changes, parental responses need to change too. Thus the objective of the Building Skills for Positive Parenting training is to increase parents and caregivers awareness about these different stages of development and equip them with knowledge and positive parenting skills that would enable them to effectively respond to the changes their children experience at these different stages of development.



*Participants of Nabuna Village, in Tavua, upon completion of training in Building Skills in Positive Parenting*



*Counsellor, Ms. Naina Kaloukigau, conducting Positive Parenting Training in Viseisei Health Centre*

### ***Building Skills for Care for Carers:***

The objective of the self-care program for carers is to raise awareness and knowledge of carers to enable them to identify symptoms and signs in one-self and others that may indicate stress, burnout, and depression. And to adopt practical strategies for a caregiver's self-care in order to achieve peace of mind, body, and spirit.

*"I have two trusted family members that I have included as my support network (those that I could talk too when I am under a lot of stress). Have started employing the use of daily "to do list" as means of managing my time. I have cut down on my kava consumption which I have now replaced with taking time out to relax and spend quality time with my husband and children. I never felt this good for a very long time and it feels so liberating."*

### ***Men's Behavioural Change:***

The main objective of the Men's Behavioural Change Program is to enable men to learn skills to foster equality in their relationships as well as to reduce the risk of violence and trauma to women and children so that families can live together in safety and harmony. The main focus is to strengthen family cohesion and relations whereby men are the primary intended beneficiaries and their respective communities being the secondary beneficiaries.



*“Since the training I have made some changes with the way I communicate with and treat my wife and children. I became strongly aware of how I talk to them and have refrained from using an authoritative tone when communicating generally. I have also learnt that asking for their help in a polite and gentle tone is more effective than ordering them around. What’s even more rewarding for me was to witness how my change in behaviour has positively impacted my relationship with my wife and my children.”*



*Attendees of Men’s Behavioural Change Program from Dreke Village*

***Income Generation Program:***

In the Income Generation Program (IGP) which is not funded by the PWI program, Empower Pacific utilized its EU rolling fund to integrate this component to be part of the community program. The objective of this initiative is to provide the necessary training and financial support to women who have the capacity and are keen to set up income generation initiatives to provide an alternative source of income to support themselves and their family thereby leading to improved circumstance and livelihood. Our record reflects that about 95% of all loan recipients are either living on or below the poverty line and whose household income is between \$50-\$150 per week. This indicates that this program it reaching its intended beneficiaries.

Number of trainings provided by location & Number of participants				
Location	Positive	# Participants	Self-care	# Participants
Suva	10	143	1	30
Lautoka	11	228	3	32
Labasa	15	275	3	24
<b>TOTAL</b>	<b>36</b>	<b>646</b>	<b>7</b>	<b>86</b>

Number of trainings provided by location & Number of participants				
Location	Men’s Behavioural Change	# Participants	Financial Literacy	# Participants
Suva	1	18	0	0
Lautoka	2	26	8	117
Labasa	7	73	7	84
<b>TOTAL</b>	<b>10</b>	<b>117</b>	<b>15</b>	<b>201</b>

## Hospital Based Psychosocial Services:

Empower Pacific provides Antenatal PICT and Health Screening to the Ministry of Health and Medical Services (MoHMS) patients. Additionally, the provision of extensive psychosocial support services, including professional counselling and social work to the Ministry's Divisional and Sub-divisional hospitals and health centres under a Memorandum of Agreement. The Hospital based psychosocial services provided by Empower Pacific, through funding secured from DFAT and MoHMS for 2015, saw a total of 15,821 individuals accessing hospital based psychosocial support services at various hospital facilities. Of the total clients, 12,748 were expectant mothers who accessed the antenatal pre and post-test counselling services. The Antenatal program is not only limited to screening for sexually transmitted infections and HIV but it also includes screening for Gender based violence, teenage pregnancy, child abuse, relationship problems and many others. The comprehensive screening services for ANC attendees is designed to encourage and support women to access other essential services provided by the organization and other service providers in a safe and confidential environment.

A further 3,173 individuals' accessed therapeutic counselling and social work support services from various divisional, sub-divisional hospitals and health centers during the above mentioned period.

Empower Pacific recognizes the limitations and the challenges an individual and significant others could face as the result of any medical condition and other issues. To this end, the continuation in the provision of Hospital-based counselling and social work services is essential to ensure that patients and their families in the Fiji Ministry of Health and Medical Services (MoHMS) facilities have access to a holistic health care support system. The provision of Empower Pacific services contributes towards health sector strengthening.

Number of client services provided by location and type of service			
Location	Counselling	Social Work	Other Services
Suva	1,531	225	13
Lautoka	801	145	20
Labasa	348	63	8
Nadi	217	37	4
Others	108	34	
TOTAL	3,005	504	45

Health Screening and Pre/ Post Test Session		
Service Delivery Site	Pre Test	Post Test
Suva	6,281	4,881
Lautoka	5,174	4,040
Labasa	1,193	1,025
TOTAL	12,648	9,946

The hospital based services is also provided to other health facilities within the vicinity of the branch locations. Clients and significant others that accessed hospital based services if required could also benefit from accessing the community based services. One of the important features of this services is that it is not just confined to hospital setting but also extends out to the clients immediate environment if need be.



*Australian High Commission – DFAT Counsellor, Ms. Joanne Choe (2<sup>nd</sup> from the right hand side) with Mr. Aseri Rika of FCDP visits Empower Pacific Head Office.*



*Australian High Commission – DFAT Counsellor, Ms. Joanne Choe (2<sup>nd</sup> from the right hand side) with Mrs. Vijayanti Karan, Branch Manager Lautoka Empower Pacific Counselling Centre.*

## **Performance against Target Priority Issues:**

- **Attempted Suicide:**  
236 clients were referred after having attempted suicide. The most commonly used methods were ingestion of drugs and pesticides and this is closely followed by hanging. The leading contributing factors to suicide were issues associated with family conflicts of one type or another. For this reason, counselling treatment goals focuses on these three areas: stabilization and safety of the client, assessment of temporal and distal risk factors and ongoing management and active problem-solving of contributing factors.

Social Workers worked in collaboration with the counsellors and attended to 70 of these cases. Social work intervention ensured that safety plans were in place. Moreover family members and significant others are engaged to help safeguard the welfare of their loved ones. When issues that triggered suicide are complex in nature and would require longer term intervention, such cases are consequently referred to the Community based counselling and Social Work program as they are better positioned to handle these cases after the clients are discharged from hospital care.

- **Child Abuse:**

A total of 233 child related cases and 49 teenage pregnancy cases were referred by MoHMS staff. It is noted a number of child abuse referrals also had teenage pregnancy identified as a secondary referral issue. A number of families that were subject to initial referral by MoHMS, due to complex and entrenched issues, went on to be intensively case managed by counselling and Social Work staff. Common outcomes as a result of intervention in child abuse cases included child's awareness of rights, child well-being risk assessment completed, Ministry of Women, Children and Poverty Alleviation referral made and followed up, legal rights explained, parents more aware of child's developmental needs and safety plan established.

- **Violence against women:**

234 women were referred for counselling intervention due to Gender/Violence issues. Counselling support involved supporting survivors of violence, raising the client's awareness about the impact of violence on themselves and their children. Additionally psycho educational sessions were conducted to enhance their understanding about the cycle of violence and prioritizing a safety plan for them and their children.

**Common outcomes included:**

- ⇒ Clients having / reporting increased understanding about violence and its impact on themselves and their children.
- ⇒ Clients felt supported and were able to express powerful emotions in a supportive environment.
- ⇒ Clients identifying safe support and referral to safe accommodation.
- ⇒ Clients were empowered to take legal action including support to obtain domestic violence restraining order for themselves and other family member's safety.

- **Admitted patients in stress wards:**

Counsellors provided support to clients who identified patients in the specific stressors that were not related to medical/health issues. These stressors are as follows:

- ⇒ Anxiety (90)
- ⇒ Depression (93)
- ⇒ Grief (51)
- ⇒ Generalized stress (151)
- ⇒ Diagnosed mental illness (31)

Case management was conducted for family members of those clients diagnosed with mental health issues mentioned above. This support is provided to improve their capacities to support clients to be consistent with medication, safety planning for the highly anxious, coping and acceptance of medical diagnosis.

Alcohol and Other Drugs/ Substance (AOD) Worker worked closely with AOD abuse clients and family members using Motivational therapy thereby assisting clients to reduce their substance use because of its negative implications on their health and overall family wellbeing.

- People diagnosed with NCDs including diabetes, cancer, heart disease, strokes etc.: 330 referrals for NCD related illness were made to Empower Pacific counsellors from Health care staff. Counsellors and social workers provided support to the clients and their family members for life style changes.

Common outcomes achieved included:

- ⇒ Clients reporting increased knowledge of diet/exercise/wellness/reduce NCD risks.
  - ⇒ Increased motivation to attain a healthy lifestyle
  - ⇒ NCD Management Plan developed and practiced with support
  - ⇒ Effective use of stress management techniques and reduced level of blood pressure.
  - ⇒ Clients felt less depressed and are empowered due to increased self- confidence.
- People diagnosed with infectious diseases including tuberculosis:  
3 clients were referred for counselling session for new diagnosis. Client reported feeling empowered to access desired health information and are more accepting of their situation.
  - People coping with the stress of major illness or surgery including amputations:  
320 clients were supported during counselling for coping with stress associated with major illness/injury or surgery. Referrals were received from medical staff to help prepare patients prior to pre and post-surgical procedures.
  - Women coping with in vitro death of a child or miscarriage:  
70 women were supported by counsellors during the death of a child or miscarriage to help them deal with the traumatic experience. This service was also extended to partners and family members grieving their loss.  
30 women were supported in relation to unplanned pregnancies (not including teen pregnancies).
  - Families coping with the sickness or death of a child/loved one:  
Counsellors supported 38 individuals who were coping with the illness or death of a loved one.
  - Other significant areas of support  
Counsellors and Social Workers supported 10 clients who were diagnosed with HIV in this quarter. Counselling support identified case of a possible comorbidity with depression. Close network with Hub Center medical officer helped support change in medication to help client in coping with effect of ART.

Support related to STIs and HIV was provided to 16 clients this reporting period. Information sessions were supported by brochures which helped increase understanding of various STIs and the progression of HIV.

26 cases of Suicidal Ideation were reported and attended to by the counsellors and social workers.

67 cases of Anger Management were reported and another 7 perpetrators of violence were provided counselling in order to assist them to change their attitude and behavior in order to maintain their current relationship.

216 referrals were received for Relationship and Family Issues (not violence).

31 Motivational Interview Training was conducted to 478 nurses and medical officers, dietician and physiotherapist

#### **Motivational Interview Training:**

Empower Pacific was invited by Fiji Health Sector Support Program (FHSSP) to facilitate the Motivational Interview (MI) component of the Wellness Promotion Training Manual. The training session covered the following:

- Motivational Interviewing concepts and techniques
- Conducting a motivational interview
- Negotiating a Change Plan

The Motivational Interview style was well incorporated and received by healthcare workers. A total of 31 MI Trainings were conducted within the last six months for 478 healthcare workers consisting of staff nurses, charge nurses, dietician, physiotherapists, dental officers, pharmacists, lab technicians, medical officers and peer educators.

The session was a mixture of lecture, group discussions, role plays and individual reflections through questionnaires and group presentation.



*Motivational Training conducted by Mrs. Nisha Khan for Ministry of Health and Medical Services, Lautoka Office, Staff.*

## Vimla Reddy Early Learning Centre

Year 2015 at Vimla Reddy Early Learning Centre was a combination of fruitful and chaotic times. With a roll of 60 children from underprivileged families paying subsidized fees and opening hours from 7.30am to 5.30pm, we managed to have a successful year despite all odds. The children were more than happy to partake in backyard gardening as part of their activities. Excursions were arranged for Terms 2 and 3 in which the children along with their parents and guardians visited Navutu Aquarium, Fire Station, Children's Park, Punjas Biscuit Factory and Anchorage Resort for a picnic. All special holidays and occasions were celebrated, such as Chinese New Year, Palm Sunday and Diwali.

Early Learning Childhood week was celebrated with special activities and items performed by each group from Pre-kindy to senior kindergarten. The center was also fortunate to receive fire fighters to train the children what is to be done in case of fire. How to drop and roll and safe evacuation were also demonstrated. The nurses from Lautoka Hospital also visited the center. Children's health and wellbeing were checked, followed by proper nutrition training by the nurses. Towards the end of the year we suffered two losses when thefts occurred, in which shades were stolen. This was a major issue for the center as the strong heat and sunshine made it difficult for children to play outside. However it was satisfying to see 36 children from the centre graduating. A graduation ceremony took place at the Parish Hall with parents and guardians also present. Items by each class (group) was performed and many happy memories were created. Certificates were issued to all graduates and Santa Claus also turned up to distribute gifts to the children. We thank Reddy Group for their continued support to the centre with rent free building and assisting us with maintenance work at the premises.



*Kindergarten children perform an item to celebrate the Early Childhood Learning Week.*



*Junior and Senior kindergarten children at the Fire Station in Lautoka during an excursion.*



*Nurses visit the Vimla Reddy Early Learning Centre.*



*Fiji Day Celebrations*

# STAFF DEVELOPMENT

## Outcome Star Training:

On the 7th and 8th of May 2015, sixteen (16) staff of Empower Pacific consisting of counsellors and social workers attended two days Outcomes Star Training at the Ministry of Youth training room in Lautoka. This was possible through the financial support of the Fiji Community Development Program (FCDP) and was facilitated by Ms. Kirsty Buggins, Director of Butterfly Consultants, New Zealand.

The training helped staff learn the how to of implementing the Outcomes Star case management approach, which is an on-line tool that supports and strengthens case management and enables measurement of client progress against goals based on a particular model of change. The particular Star chosen for the training is the Mental Health Recovery Star due to its relevance with Empower Pacific's client population. This Star is designed for adults managing their mental health.

The Mental Health Recovery Star covers ten key areas:

1. Managing mental health
2. Physical health and self-care
3. Living skills
4. Social networks
5. Work
6. Relationships
7. Addictive behaviour
8. Responsibilities
9. Identity & self-esteem
10. Trust and hope

Through role plays and group discussions participants were able to increase their understanding of the processes of using the Star. Using the Ladder of Change where at one end of the ladder is the feeling of being stuck – of not feeling able to face the problem or accept help through other steps such as accepting help, believing, learning and gradually become more self-reliant until they get to the point when they can manage without help from a project.



*Empower Pacific Staff at the Outcome Star Training held in the Ministry of Youth and Sports Conference Room, Lautoka.*



## Acceptance and Commitment Therapy (ACT) Training:

Through Australian High Commission- Direct Aid funding, Empower Pacific Counsellors undertook a

8 weeks online training in “*Acceptance and Commitment Therapy*” to learn on new evidence based therapeutic modality that would complement the counsellor’s mental health training and strengthen their general counselling skills.

ACT uses current evidence based therapeutic modality to help clients deal effectively with some of their struggles. ACT provides a framework when delivering counselling and it can be utilised for clients experiencing a wide range of issues such as dealing with symptoms related to domestic violence experiences, to mental health issues, drug and alcohol problems and other life challenges. ACT is also useful as a self-help skill for counsellors who are at risk of burn out.

Each team (Labasa, Lautoka, and Suva) participated as a group and attended the online training which was delivered weekly via online short videos, power point presentations, practical exercises and take home practice activities. Each team allocated approximately two hrs a week for this activity.



*Empower Pacific Staff at ACT Training*



*Labasa Team  
Winner of the Workshop Assessment*



*Counsellors use local metaphors during the workshop to emphasis the ACT process of Contacting the Present Moment.*



A final get together of all teams in Daku Resort, Savusavu, offered the opportunity for further learning as well as a final assessment of staff’s learning. The theme of the final assessment was: “Deliver a half day (4 hrs.) Self-care retreat to counsellors at risk of burn out using acceptance and commitment therapy”. Each team was asked to lead the other groups through a retreat and they were judged on a set of predetermined criteria. Feedback forms were provided to all participants to rate their colleague’s performance and a competition for best delivery were introduced as an incentive for all counselling staff to perform and learn at their best.



***Team Pink member, Mr. Harrison Kautoga, verifying answers with CEO Mr, Patrick Morgam, before officially completing the Amazing Race.***



***Team Red led by Mrs. Ana Petueli and Team Pink led by Mrs. Paulina Talebula awaiting start of Amazing Race***



***Team purple's Mr. Sireli Kidareva and Mrs. Sisilia Siga attempting table tennis as part of the Amazing Race competition.***



***Team Blue's Mr. Inoke Drauna, Ms. Venjileen Sharma, Mrs. Lavinia Dakei and Mr. Ajit Prasad running to the final pit stop.***



***Ms. Meranda Emose attempting the hula hoop as part of the Amazing Race.***



***Suva Staff performing as part of staff social evening. Back L-R: Ana Petueli, Isireli Kidareva, Emi Sauleca, Ritika Sharma. Front L – R: Sisilia Siga, Bimla Madhavan, Kimberley Murray, Melinda Rao, Camari Nale.***

# AVI – Australian Volunteers International



**Media and Communications Mentor - Mr. MARK VITLIN**

Mr. Mark Vitlin started with an In-depth analysis of communication/marketing issues facing Empower Pacific and a detailed communication/marketing strategy with recommendations was prepared and submitted for Managements consideration. Regular formal presentations on media and communication issues prepared and delivered to his mentees.

Some of his many achievements were -

- Modification to our organizational logo
- Increased organizational visibility and promoted our profile in the media.
- New designed Annual Reports and IEC materials.
- Identified need for quick dial central phone number (5626), introduced to replace separate branch numbers.
- Production of various TV advertisements
- Provided new marketing directions for the organization.
- Mentored & facilitated trainings for staff in Media and Communications'

He was instrumental in designing range of promotional items (many of these were 'firsts' for Empower Pacific). All were written and designed in-house:

- 15 second TV advertisement
- 4 minute video documentary
- Roadside billboard
- Branded caps and polo shirts
- Pull-up banner
- Business records book
- Brochure
- Promotional pen with pull-out information banner

Likewise, assisted our Day Care Teacher in reviewing their newsletter and materials for Vimla Reddy Early Learning Centre and also prepared media responses or articles for newspapers, magazines and radio. Contributed towards the planning for long term financial sustainability for the organisation and participated in range of meetings with stakeholders and reviewing agencies



**Monitoring and Evaluation Mentor - Ms. ANNE KILNER**

**AVI Anne has provided capacity building workshops to the Board members, management and staff on our draft 2015-2018 Strategic Plan for the Organisation which, she had been instrumental in developing this key document for the Organisation.**

**Our future funding and over-all organisational sustainability depends on us finding ways to effectively monitor and evaluate the work we are doing both for feedback to continue to improve quality, and to be able to articulate to donors and stakeholders the quality of the work we do. AVI Anne has been able to mentor and develop program logic framework template that will assist us in building new programs and to maintain quality assurance and consistency across program. Counselling and Social Services are complex to evaluate in terms of psychosocial impact, AVI Anne has managed to provide us valuable links with overseas based organisations that has effective measurement tools to measure the success of counselling over a period of time.**



*Farewell of Ms. Anne Kilner*



**Counsellor Mentor – Dr. SUSANNA ZITO**

**Dr. Susanna Zito developed 5 days mental health intensive training workshops (assessment and Treatment) and written hard copy manuals that was used by her to facilitate workshops for our Counsellors in the respective Branches. Subjects were:-**

- **Anxiety disorders, Obsessive-Compulsive and Related Disorders**
- **Trauma and Stressor-related Disorders**
- **Borderline Personality Disorder (BPD)**
- **Depression**
- **Psychosis**
- **Trauma**

**She successfully secured funding via Australian High Commission’s – Direct Aid Program funding for an 8 weeks online training in Acceptance and Commitment Therapy to train all counselors in a new evidence based therapeutic modality. Individual and group supervision (which included a case management component) to Lautoka counseling staff was provided on a fortnightly basis. Occasional Clinical Supervision provided to Suva and Labasa counsellors. This included a professional development focus with each staff taking turns in either presenting a client case or a professional development topic.**

**Assisted in Employee Assistance Program (EAP) sustainability by liaising with EAP NZ and undertook researching for EAP – short skills training package, which were purchased to supplement the EAP services on offer by Empower Pacific.**

**Empower Pacific wishes to express its deepest appreciation to the Australian Government for this wonderful program – Australian Volunteers International. Through the Services of these three AVI Volunteers, so many lives have been touched by their contribution in our local communities and for our staff empowerment.**

## **PACE International - Macquarie University and Australian Volunteers International (AVI)**

**Ms Gracie Hay; Ms. Stephanie Hunt and Ms. Rachel Begg from Macquarie University, Australia, Psychology students who volunteered at our Empower Pacific in Lautoka, Fiji, during their mid-year semester break.**

**Their placement was under the Macquarie University PACE Program and Australian Volunteers International (AVI), was one month in duration and during this time the three PACE Students were tasked with developing a follow up survey to assess the prevalence and awareness of suicide across Fiji. Over the course of the placement it included observations of counselling sessions in our Antenatal clinic at Lautoka hospital, meetings with multiple Empower Pacific colleagues, presentations and professional conduction of Pilot surveys at a local technical college**



**Macquarie University and Australian Volunteers International (AVI) invited a representative from Empower Pacific to participate in their 2015 PACE International Partner Workshop that was held in Sydney, Australia in October 2015. Chief Executive Officer participated in this forum with other participants from India; Peru; Philippines; Vietnam; Cambodia; and Indonesia**

**This event brought together the diverse network of PACE International partners, Macquarie University and AVI to reflect on experiences, learn from each other and develop a shared vision for the future of the program.**

PACE International

Macquarie University  
NSW 2109 Australia  
T: +61 (2) 9850 1978  
paceinternational@mq.edu.au



10 December, 2015

### PACE International and Empower Pacific

Dear Patrick Morgan and Empower Pacific,

It is with great pleasure that I am writing to you in regards to the PACE International psychology students who interned at Empower Pacific, Fiji over June/July 2015.

The three girls; Gracie Hay, Rachel Begg and Stephanie Hunt had an amazing time in Fiji working with your staff across your local communities in the area of suicide and suicide prevention.

As part of the Psychology unit at Macquarie University the girls were invited to present on their activity and time with Empower Pacific at the annual PSY399 Outstanding Placement Competition, 2015.

I am very pleased to say that out of 10 direct entries and over 100 placements they won the competition which was judged by Prof. Simon Handley, Executive Dean of the Faculty of Human Sciences, Prof. Julie Fitness, the Head of the Department of Psychology, and Ms Avril Moss, Department Manager.

This is really great news as it not only highlights the great work of the students but also complements the PACE International program and most of all Empower Pacific.

We look forward to sending future psychology students to Empower Pacific and to hopefully celebrating many more amazing accomplishments.

Kind regards,

Laura Bayndrian  
PACE International Program Officer



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## CONDOLENCES

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### Counsellor Josefa Turagakece

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Born to Eternal Life on the 1<sup>st</sup> July, 2015

We are deeply moved by the passing of our dear colleague and friend, Josefa Turagakece, aka Joey.

Joey was a Senior Counsellor, he graduated in 2010 with Diploma in Counselling and has been practicing with Empower Pacific for more than 5 years.

Joey was a highly experienced Counsellor, who had the generosity, determination & commitment towards his work.

*A person that departs from this earth never truly leaves, for they are still alive in our hearts and minds, through us, they live on.*

*Please accept our condolences, he will not be forgotten.*

*May his Soul Rest in Peace*



# Stories from clients:

## A Ray of Hope

I have been looking after my bedridden mother-in-law for over 5 years now and at times I become very resentful for having to bear this burden of caring for a sick elderly person. When I initially got married I never imagined my life to be such a struggle. When my mother-in-law became sick none of her children want to take the responsibility of looking after her so my husband was left with no option but to take her in.

Life was a little easier when I didn't have children but now that I have two young children of my own to look after, caring for my mother-in-law has become difficult at times. Not only is it demanding but it also stresses me out and this is the reason why I frequently fight and argue with my husband. I also noticed that I get angry very quickly over very small or insignificant issues. Additionally I resort to drinking kava regularly as a means of dealing with my stress because I felt like no one cares about me.

In late 2015, I was selected to participate in a workshop that was facilitated by Empower Pacific which was intended for people like me. Though I was hesitant initially to participate but a close relative of mine who have accessed services from this local NGO highly recommended the training as she has heard positive feedback from those who have previously attended this training.

This training was like a light in the dark as it was touching on the very issues that I was facing at that point in time. During the training I came to realize and accept that I was experiencing burnout. I was also able to share my personal experiences with my colleague which has lightened my load tremendously.

I have learnt to identify my stressors and ways in which I can manage my stress level so it does not lead to burnout. Consequently, I have two trusted family members that I have included as my support network (those that I could talk too when I am under a lot of stress). Have started employing the use of daily "to do list" as means of managing my time. I have cut down on my kava consumption which I have now replaced with taking time out to relax and spend quality time with my husband and children. I never felt this good for a very long time and it feels so liberating.

Additionally I was referred for further one to one counselling support to address other issues that has surfaced as the result of my participation in the day long training. I could confidently say that I am so lucky to have taken the opportunity to attend this training because it was indeed a saving grace for me.

## **Inevitable Change**

**At home, everyone knows that I am the boss. What I say goes as it is the norm for most of the iTaukei families since men are deemed as the heads of the household and they have the right to make decisions for everyone without having to first seek their views or opinion. This is how I have always conducted myself in my role as a husband to my wife and father to my children.**

**In the past, I have accustomed myself to “barking out” orders to my wife and children when I want things done. Little did I realize that my tone itself was one of the things that terrifies my children and has driven them away in so many occasions. In retrospect, I began to understand why my children prefer to be somewhere else as opposed to being home.**

**Being a participant at the Basic Skills for Equal Relationships training that was facilitated by Empower Pacific in our community for men, has taught me some very valuable lessons such as; in the home both husband and wife share the leadership role. Since the training I have made some changes with the way I communicate with and treat my wife and children. I became strongly aware of how I talk to them and have refrained from using an authoritative tone when communicating generally. I have also learnt that asking for their help in a polite and gentle tone is more effective than ordering them around. What’s even more rewarding for me was to witness how my change in behaviour has positively impacted my relationship with my wife and my children. In a matter of days I have noticed how a once disengaged family has slowly become whole and connected. Though this is surreal to say the least but not impossible at all to achieve this level of awareness and make necessary changes to improve our relationships and connectedness within the family.**

**Initially I had reservations about the effectiveness and relevance of this training for me personally and for our iTaukei culture. Nonetheless after practicing the new skills I have learnt during the training my overall perception has shifted from being doubtful to strongly recommending all men to participate in the training if provided with an opportunity as it is designed to enhance our family relationships and therefore strengthening its foundation enabling it to withstand any storms that life may throw our way in the future.**

# FINANCIAL REPORT:

## EMPOWER PACIFIC FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015

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**EMPOWER PACIFIC  
GENERAL INFORMATION  
FOR THE YEAR ENDED 31 DECEMBER 2015**

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**CHIEF EXECUTIVE OFFICER**

**Patrick Morgam**

**CHAIRPERSON**

**Vishnu Deo**

**BANKERS**

**Bank of the South Pacific**

**Bred Bank**

**SOLICITORS**

**Gordon & Company**

**AUDITORS**

**Ernst & Young, Lautoka, Fiji.**

**REGISTERED OFFICE**

**2nd floor, Meghji Arjun Building**

**157 Vitogo Parade**

**Lautoka**

**Fiji Islands**

**EMPOWER PACIFIC  
BOARD OF TRUSTEES  
FOR THE YEAR ENDED 31 DECEMBER 2015**

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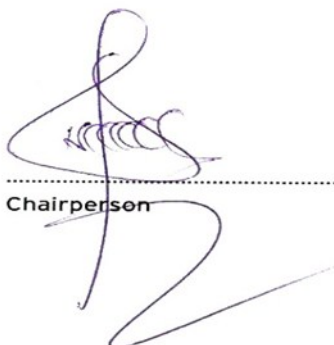
**In the opinion of the Trustees:**

- (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 2015 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 the 20th Day of July 2016**

  
.....  
Chief Executive Officer

  
.....  
Chairperson

## 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 2015, 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 2015 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  
20 July 2016



Ernst & Young  
Chartered Accountants

**EMPOWER PACIFIC**  
**STATEMENT OF COMPREHENSIVE INCOME**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

	Notes	2015 \$	2014 \$
Revenue	3 (i)	1,226,235	2,006,782
Other Income	3 (ii)	<u>124,204</u>	<u>168,926</u>
Total Revenue		<u>1,350,439</u>	<u>2,175,708</u>
<b>Expenses</b>			
Depreciation		52,069	40,826
Operating expenses	3 (iii)	508,515	827,301
Wages and salaries	3 (iv)	<u>760,746</u>	<u>829,784</u>
Total Expenses		<u>1,321,330</u>	<u>1,697,911</u>
Net surplus from operations		<u>29,109</u>	<u>477,797</u>

**EMPOWER PACIFIC**  
**STATEMENT OF CHANGES IN ACCUMULATED FUNDS**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

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	2015	2014
	\$	\$
<b>Accumulated funds</b>		
<b>Balance at the beginning of the year</b>	1,343,414	865,617
<b>Net surplus for the year</b>	29,109	477,797
<b>Balance at the end of the year</b>	<u>1,372,523</u>	<u>1,343,414</u>

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



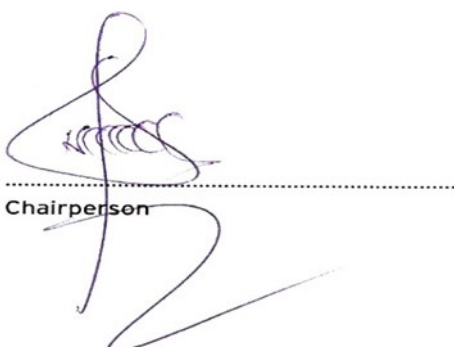
**EMPOWER PACIFIC**  
**STATEMENT OF FINANCIAL POSITION**  
**AS AT 31 DECEMBER 2015**

	Notes	2015 \$	2014 \$
<b>Current assets</b>			
Cash and cash equivalents	4	1,181,711	962,696
Other current assets	5	<u>39,438</u>	<u>244,252</u>
		<u>1,221,149</u>	<u>1,206,948</u>
<b>Non-current assets</b>			
Property, plant and equipment	6	354,757	404,030
Intangible assets	7	<u>7,443</u>	<u>9,719</u>
		<u>362,200</u>	<u>413,749</u>
<b>Total assets</b>		<u>1,583,349</u>	<u>1,620,697</u>
<b>Current Liabilities</b>			
Other creditors and accruals	8	24,359	21,941
Unexpended project funds	9	<u>62,550</u>	<u>107,605</u>
		<u>86,909</u>	<u>129,546</u>
<b>Non-current liabilities</b>			
Deferred income	10	<u>123,917</u>	<u>147,737</u>
		<u>123,917</u>	<u>147,737</u>
<b>Total liabilities</b>		<u>210,826</u>	<u>277,283</u>
<b>Net assets</b>		<u>1,372,523</u>	<u>1,343,414</u>
<b>Accumulated funds</b>		<u>1,372,523</u>	<u>1,343,414</u>
<b>Accumulated funds</b>		<u>1,372,523</u>	<u>1,343,414</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

**EMPOWER PACIFIC**  
**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

	Note	2015 \$	2014 \$
<b>Cash flows from Operating Activities</b>			
Receipts from grants		1,391,905	1,226,825
Interest received		4,495	1,164
Other receipts		89,978	164,356
Payments to employees		(760,746)	(829,784)
Other payments		<u>(499,770)</u>	<u>(737,517)</u>
Net cash flows used/ (provided by) in Operating Activities		<u>225,862</u>	<u>(174,956)</u>
<b>Cash flows used in investing Activities</b>			
Proceeds from sale of property, plant & equipment		170	14,000
Acquisition of property, plant and equipment		<u>(7,017)</u>	<u>(333,843)</u>
Net cash flows (used) in investing Activities		<u>(6,847)</u>	<u>(319,843)</u>
Net increase/ (decrease) in cash held		219,015	(494,799)
Cash at the beginning of the financial year		<u>962,696</u>	<u>1,457,495</u>
Net cash at the end of the financial year	4	<u>1,181,711</u>	<u>962,696</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 2015

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#### 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 [Cap 67].

#### 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 5.17(24) of the Income Tax Act 2013.

##### 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.

EMPOWER PACIFIC

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2015

2. Basis of preparation and accounting policies (continued)

g) Unexpended project funds

Unutilized donation monies at year end is treated as unexpended project funds.

h) Deferred income

Donations received in the form of property, plant and equipment is treated as deferred income which is recognized as income on a systematic basis over the useful life of the asset.

i) 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.

j) Comparative figures

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

	2015	2014
	\$	\$
3. (i) Revenue		
Grant received	<u>1,226,235</u>	<u>2,006,782</u>
(ii) Other revenue	\$	\$
Donations	124	7,374
Consultancy fees	10,900	19,859
Interest income	20,536	1,164
Fee (management, monitoring, supervision & data entry)	8,653	39,095
HOPE Income	53,277	38,056
Administration fee	4,704	-
Amortization of deferred income	23,820	-
Other income	<u>2,190</u>	<u>63,378</u>
	<u>124,204</u>	<u>168,926</u>
(iii) Operating expenses	\$	\$
Included in operating expenses are:		
Audit fees	15,424	2,143
Advertising	8,898	65,190
Bank charges	224	649
Conference and workshop	11,233	27,092
Consultancy and management fee	-	1,585
Doubtful Debts	-	75,529
Foreign exchange loss	25,090	-
Loss on disposal of property, plant and equipment	6,327	16,796
Regional practitioner training	-	68,308
Rent	49,800	48,348
Repairs and maintenance	22,152	40,870
Other miscellaneous expenses	<u>369,367</u>	<u>480,791</u>
Total operating expenses	<u>508,515</u>	<u>827,301</u>
	<u>\$</u>	<u>\$</u>
(iv) Wages and salaries	<u>760,746</u>	<u>829,784</u>

EMPOWER PACIFIC

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2015

	2015	2014			
	\$	\$			
<b>4. Cash and cash equivalents</b>					
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	27,000	113,727			
Global Fund account	-	5,493			
CAG account	20,948	20,921			
FCDP account	31,705	17,611			
EU account	5,970	5,247			
EU rolling account	177,724	500,752			
FHSSP account	18,082	228,804			
UNICEF account	282	69,941			
Term deposit	900,000	-			
	<u>1,181,711</u>	<u>962,696</u>			
<b>5. Other current assets</b>	\$	\$			
Advance deposits	2,950	3,599			
Other receivables	36,488	6,108			
Grants receivable [Note 9]	-	234,545			
	<u>39,438</u>	<u>244,252</u>			
<b>6. Property, plant and equipment</b>					
	Land & Buildings	Motor vehicles	Office equipment	Furniture & fixtures	Total
<u>Cost</u>	\$	\$	\$	\$	\$
At 1 January 2014	-	132,707	154,006	69,637	356,350
Additions	120,000	171,840	20,503	10,120	322,463
At 31 December 2014	120,000	268,847	112,913	58,344	560,104
Additions	-	-	6,847	-	6,847
Disposals	-	-	(5,207)	(3342)	(8,549)
At 31 December 2015	<u>120,000</u>	<u>268,847</u>	<u>114,553</u>	<u>55,002</u>	<u>558,402</u>
<u>Accumulated depreciation</u>					
At 1 January 2014	-	75,078	103,018	26,726	204,822
Depreciation charge	1,644	23,817	8,376	5,329	37,522
Reversal of accumulated depreciation	-	(14,323)	(61,147)	(12,444)	(87,914)
At 31 December 2014	1,644	84,572	50,247	19,611	156,074
Depreciation charge	1,644	34,102	8,587	5,460	49,793
Reversal of accumulated depreciation	-	-	(913)	(1309)	(2222)
At 31 December 2015	<u>3,288</u>	<u>118,674</u>	<u>57,921</u>	<u>23,762</u>	<u>203,645</u>
<u>Net book value</u>					
At 31 December 2015	<u>116,712</u>	<u>150,173</u>	<u>56,632</u>	<u>31,240</u>	<u>354,757</u>
At 31 December 2014	<u>118,356</u>	<u>184,275</u>	<u>62,666</u>	<u>38,733</u>	<u>404,030</u>

EMPOWER PACIFIC

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2015

7. Intangible assets				\$	\$
<u>Software costs</u>					
At 1 January				11,380	4,456
Additions				-	11,380
Disposals				-	(4,456)
At 31 December				11,380	11,380
<u>Amortization</u>					
At 1 January				1,661	4,456
Amortization				2,276	1,661
Disposals				-	(4,456)
At 31 December				3,937	1,661
Net book value				7,443	9,719
8. Other creditors and accruals				\$	\$
Other accruals				24,359	21,941
9. Unexpended project funds					
Donor	Opening Balance	Funds Received during the year	Utilized during the year	Balance at 31 December 2015	Grants (receivable) at 31 December 2015
	\$	\$	\$	\$	\$
Gobal fund- Secretariat of the South Pacific	5,102	33,682	(38,784)	-	-
Prem Rawat foundation	15,862	-	-	15,862	-
Fiji Health Sector Support Program	(33,525)	33,525	-	-	-
Unicef	69,683	-	(69,683)	-	-
Fiji Community Development	16,958	-	(16,958)	-	-
European Union	(201,020)	201,020	-	-	-
DFAT - PWI	-	423,465	(392,286)	31,179	-
DFAT-Health	-	346,266	(330,757)	15,509	-
Direct Aid Australian High Commission	-	18,356	(18,356)	-	-
FCDP-Outcome STAR	-	15,048	(15,048)	-	-
Social Welfare	-	20,000	20,000	-	-
Ministry of Health	-	110,000	(110,000)	-	-
Total	(126,940)	1,201,362	(1,011,872)	62,550	0

EMPOWER PACIFIC

NOTES TO THE FINANCIAL STATEMENTS (continued)

FOR THE YEAR ENDED 31 DECEMBER 2015

10. Deferred income

(i) Donor	Opening Balance	Funds Received during the year	Amortized during the year	Balance at 31 Decem- ber 2015
	\$	\$	\$	\$
European Union	127,436	-	21,217	106,219
Fiji Community Development Program	15,959	-	1,710	14,249
Fiji Health Sector Support Program	4,342	-	893	3,449
<b>Total</b>	<b>147,737</b>		<b>23,820</b>	<b>123,917</b>
			2015	2014
(ii) Income generating projects loan receivable			\$	\$
Balance at 1 Jan			606,657	246,870
Loans given during the year			7,000	724,940
Received during the year			(226,419)	(365,153)
Balance at 31 December			<u>387,238</u>	<u>606,657</u>
Provision for impairment				
Balance at 1 Jan			181,997	106,468
Charge for the year			11,621	75,529
Utilized during the year			-	-
Balance at 31 December			<u>193,618</u>	<u>181,997</u>
Net Book value			<u>193,620</u>	<u>424,660</u>
(iii) Income generating projects- deferred income				
Balance at 1 Jan			(606,657)	(246,870)
Funds given during the year			(7,000)	(724,940)
Funds received during the year			226,419	365,153
Balance at 31 December			<u>(387,238)</u>	<u>(606,657)</u>
Provision for amortization				
Balance at 1 Jan			(181,997)	(106,468)
Amortizations during the year			(11,621)	(75,529)
Utilized during the year			-	-
Balance at 31 December			<u>(193,618)</u>	<u>(181,997)</u>
Net Book value			<u>(193,620)</u>	<u>(424,660)</u>
Disclosed as:			\$	\$
Current			-	-
Non- current			123,917	147,737
<b>Total</b>			<u>123,917</u>	<u>147,737</u>

As at 31 December 2015, the income generating projects loan receivable was \$387,238 (2014: \$606,657) after providing provision for impairment of \$193,618 (2014 : \$181,997). Deferred income for the year from income generating projects was \$387,238 (2014: \$424,600) after providing amortization of \$193,618 (2014: \$181,997).

**EMPOWER PACIFIC**

**NOTES TO THE FINANCIAL STATEMENTS (continued)**

**FOR THE YEAR ENDED 31 DECEMBER 2015**

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	2015	2014
<b>11. Commitments</b>	<b>\$</b>	<b>\$</b>
<b>(a) Capital commitments</b>	<u>-</u>	<u>-</u>
<b>(b) Operating lease commitments</b>	<b>\$</b>	<b>\$</b>
Rental agreement is scheduled as follows:		
Not later than one year	<u>49,800</u>	<u>48,300</u>
	<u>49,800</u>	<u>48,300</u>

**12. Contingencies**

- (i) At at balance date there was an ongoing employee tribunal case between Julianne Sutherland and Pacific Counselling and Social Services Case No. 204 of 2010. A court ruling was made during the current period that was no favor of the organization placing a liability of \$36,667, which is to be paid to the employee Julianne Sutherland. The organization has appealed this ruling.

**13. Segment information**

**(a) Industry segment**

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

**(b) Geographical segment**

The Organization 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 2015**

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**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 and audit or review conducted.**

**EMPOWER PACIFIC**  
**INCOME AND EXPENDITURE**  
**FOR THE YEAR ENDED 31 DECEMBER 2015**

	2015 \$	2014 \$
<b>Income</b>		
Donations	124	7,374
Grants	1,226,235	2,006,782
Consultancy fees	<u>10,900</u>	<u>19,859</u>
	<b>1,237,259</b>	<b>2,034,015</b>
<b>Other Income</b>		
Interest income	20,536	1,164
Fee (management, monitoring, supervision & data entry)	8,653	39,095
Administration fee	4,704	-
Other income	2,190	33,378
HOPE Income	53,277	38,056
FCDP Output deliverable	-	30,000
Amortisation of deferred income	<u>23,820</u>	<u>-</u>
<b>Total Income</b>	<b>1,350,439</b>	<b>2,175,708</b>
<b>Less Expenditure</b>		
Audit fees	15,424	2,143
Advertising	8,898	65,190
Bank charges	224	649
Conference and workshop	11,233	27,092
Consultancy and management fee	-	1,585
Depreciation and amortisation	52,069	40,826
Doubtful debts	-	75,529
Electricity	12,554	16,101
Fiji National Provident Fund	65,893	79,244
Foreign exchange loss	25,090	-
Fuel and transport	18,122	28,938
General expenses	76,204	71,248
HOPE expenses	39,987	34,086
Insurance	13,413	14,464
Loss on disposal of property , plant and equipment	6,327	16,796
Office supplies and cleaning	14,168	17,344
Rent	49,800	48,348
Regional practioner training expenses	-	68,308
Repairs and maintenance	22,152	40,870
Staff training	15,873	81,773
Stationery and postage	15,966	33,808
Telephone and internet	17,587	15,044
Travel and accomodation	68,406	76,569
Volunteer allowance	11,194	12,172
Wages and salaries	<u>760,746</u>	<u>829,784</u>
<b>Total Expenditure</b>	<b>1,321,330</b>	<b>1,697,911</b>
<b>Net Surplus</b>	<b><u>29,109</u></b>	<b><u>477,797</u></b>

The Income and Expenditure Statement is to be read in conjunction with the disclaimer set out on page 51.

# 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**

**P.O Box 5693**

**Lautoka**

**Email: [headoffice@empowerpacific.com](mailto:headoffice@empowerpacific.com)**

**Where it is not practical to provide written feedback then please call our head office on 665 0483.**

**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.**

# Contacting Us

## **Head Office**

**2<sup>nd</sup> Floor, 157 Vitogo Parade,  
Lautoka.**

**PO Box 5693, Lautoka**

**Phone: 665 0483**

**Fax: 665 0482**

**Email: [headoffice@empowerpacific.com](mailto:headoffice@empowerpacific.com)**

## **Labasa Counselling Centre**

**(Soqosoqo Vakamarama Building)**

**Hospital Road - Opposite Court House,  
Labasa.**

**PO Box 4055, Labasa**

**Phone: 881 3111**

**Email: [bm.labasa@empowerpacific.com](mailto: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](mailto:bm.lautoka@empowerpacific.com)**

## **Nadi Counselling Centre**

**Old Hospital Road,**

**Nadi.**

**Phone: 623 3934**

**Email: Please send enquiries to  
[bm.lautoka@empowerpacific.com](mailto:bm.lautoka@empowerpacific.com)**

## **Suva Counselling Centre**

**(CWM Hospital – Beside Diabetic Clinic)**

**Waimanu Road,**

**Suva.**

**Phone: 310 0191**

**Email: [bm.suva@empowerpacific.com](mailto: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
- Specialized 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 organizations wishing to implement a fully professional Employee Assistance Program, ensuring counselling support to employees in times of need.

### Empower Pacific

2<sup>nd</sup> Floor, 157 Vitogo Parade,  
Lautoka.

Post: PO Box 5693, Lautoka, Fiji

Phone: 665 0483

Fax: 665 0482

Email: [headoffice@empowerpacific.com](mailto:headoffice@empowerpacific.com)

