



24-7 YouthWork New Zealand
Annual Report 2014



24-7
YouthWork



Our Passion

Presence-based youth work, being there for young people.

Our Vision

To see 24-7 YouthWork contributing to vibrant local communities which develop our young people into healthy individuals and vital contributors.

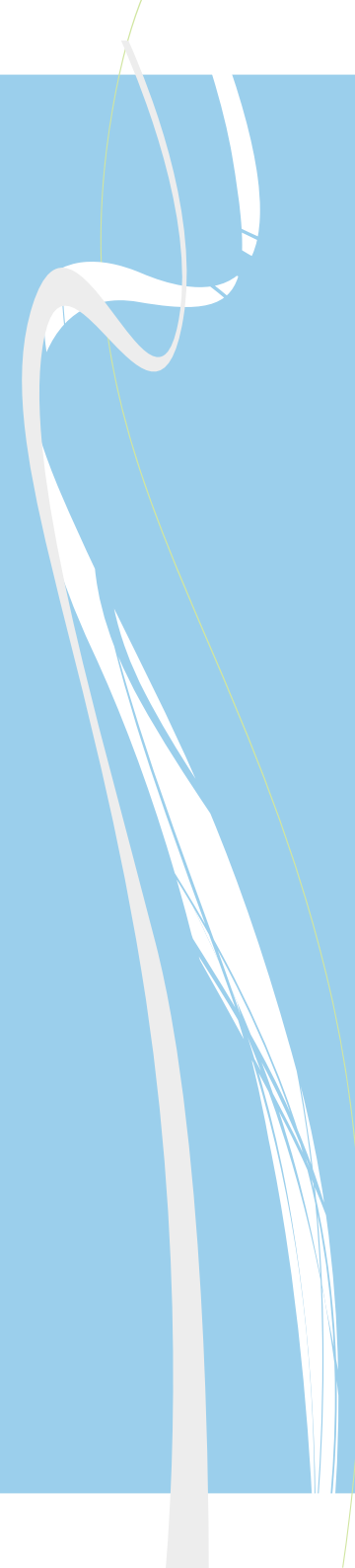
Our Mission

To offer out 24-7 YouthWork to every local community with network support.

Annual Report 2014

24-7 YouthWork New Zealand

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Report from
Duane Major
Board Chairperson

As a governance group the 24-7 YouthWork Board are pleased at every level regarding the way 24-7YW has matured and grown again this year.

The 24-7YW Board has enjoyed great trust, stability and a useful blend of skills for a number of years now. I am very grateful for the contribution of each member of our Board – as individuals and a collective they are deeply committed to the vision and values of 24-7 YouthWork and serve faithfully behind the scenes. We also welcome our newest board member, Gareth Owen. Gareth has been a huge asset to the team as he brings some unique skills and knowledge to the table.

As a network we are blessed to have the skill set of our Network Coordinator, Jay Geldard, and our network staff. They have assisted the various layers of stakeholders into cohesive and well-organised networks. At the end of 2014 there were 160 incredibly committed youth workers in front of 50,000 young people in 59 local settings. We are very focused on keeping that sharp edge that we are all about, namely, being there for a young person. Through this well-oiled network we are pleased to witness the vision and values of 24-7YW protected and grown.

Nationally, we are thrilled with the impressive research conducted during 2014 demonstrating the positive impact of presence-based youth work both in local and national terms. We look forward to the second stage evidence which involves having staff and key stakeholders surveyed.

Regionally, our coordinators have strengthened local settings by increasing the ownership and sharing goodwill between local settings. The Regional Coordinators have done an excellent job feeding back from the grassroots what is, and needs to be, happening within 24-7YW nationally to serve the various settings. In Canterbury, the partnership with Red Cross has been fruitful as we have been able to expand the numbers of youth workers in Canterbury and we look forward to ways of sustaining this long term.

Locally, we must thank our schools, churches and funders who work together to forge great environments for young New Zealanders. It is this large long term commitment which ultimately sustains. The last word must always go to our local youth workers who commit large portions of their lives to being relatable role models and invariably pay a price to work out their passion in realising the potential of the young people they serve.

As always, we continue to stand behind these incredible young New Zealanders and are pleased to have done this faithfully over the past year.

Duane Major
Board Chairperson
24-7YW New Zealand

The strength of 24-7 YouthWork (24-7YW) is that it is a well-designed network made up of over 100 churches from nine dominations across New Zealand all working together. This collaboration of the churches allows amazing 'cross pollination'. An example of this is a youth worker developing a new programme or resource for their particular school and then generously sharing it with the nationwide network for other youth workers to pick up and use in their school and community. This give-it-away attitude has meant local churches who are part of the 24-7YW network are constantly building on each other's policies, resources and youth work practices rather than having to reinvent the wheel.

Growing well has been a major focus for us as a network over the past few years. We have recognised the importance of all our youth workers being safe in their practice when working alongside young people. This is why all new youth workers are now required to complete the New Zealand Certificate in Youth Work in their first year. It is a big deal because these youth workers, who inevitably become local heroes, have given three to five years of their lives to work in their local schools. The qualification allows the youth workers to be trained and given the tools to succeed.

Another major value of 24-7YW is 'presence-based youth work' as opposed to programme based. As a network we have a strong framework which gives the church and school the best tools and shared outcomes to see young people thrive. For a number of years we heard antidotes regarding how successful our presence-based youth work model was so we decided to work with an independent researcher to measure and quantify the impact the youth workers are having. The feedback from 1,300 young people was astounding and you can see some of their comments on pages 11 and 12 with the full report on our website.

In 2015, we are adding to the young people's voice and asking teachers and community stakeholders to feedback on the impact they see the 24-7 YouthWorkers having with the view to building a more complete picture regarding this presence-based model. We are looking forward to sharing the findings from this research and know it will be invaluable to directing our future practice.

We are blessed to have passionate, enthusiastic youth workers and team leaders on the ground who give their very best to our rangatahi. They are supported by Regional Coordinators who are often the unsung heroes. I would like to take this opportunity to applaud our Regional Coordinators who are at the coal face wrestling with the network's growth and making themselves available to answer enquiries, host visits and set up new schools, while engaging with the established 24-7YW settings. You can see their profiles towards the back of this report.

Thanks finally to all the principals, pastors, youth workers, team leaders, community stakeholders and financial supporters. We appreciate your personal investment and energy in seeing 24-7 YouthWorkers succeed.

Jay Geldard
Network Coordinator
24-7YW New Zealand




Report from
Jay Geldard
Network Coordinator



24-7 YouthWork in 2014

24-7 YouthWork New Zealand



"We believe in young people. We want to see young people enjoy their high school years and build a great foundation to launch themselves into adult life. We want to see a good, strong, healthy next generation of New Zealanders coming through."

About 24-7 YouthWork

24-7 YouthWork is a trust relationship between a local school and a local church in the context of the local community working together.

24-7 YouthWork is an out-of-class, extra-curricular emphasis that supplements and supports existing school activities. It is about effective encouragement for young people and quality service delivery for schools. In other words, it is youth workers supporting young people and serving the school in practical ways.

The same youth workers work in and out of school: 10 paid hours per week in school and they are also significantly involved in their church youth community. The relationship between the school and church is unique as youth workers act as a link to the community.

24-7 YouthWork is Christian-based and connected with local churches. The youth workers are active Christians expected to live out Christian ideals in-school and out-of-school. However, the youth workers are committed to all students regardless of their background, beliefs or the choices they make. The youth workers operate in schools without proselytising though they are happy to respond to questions and share from their own experience and journey. They are committed to students being able to make their own free choices.

24-7 YouthWork 2014 numbers



*160 youth workers in
59 schools nationwide*



*56 youth workers
completed the Level 3
National Youth Work
Certificate*



*\$2.4 million budget nationwide to
see youth workers in schools.
Local church input: \$600,000,
local school input: \$600,000,
community input: \$1.2 million.**

**Approximate figures*



35 long-service awards given to youth workers that have completed five years or more in their local schools.



In May 2014, 1,300 students in 51 schools were surveyed to measure the impact that 24-7YW youth workers were having.

See findings on pages 11-12

Over 100 churches (nine denominations) working together to supply youth workers to their local schools.



Our online diary system recorded our youth workers:

- *completed 60,000 hours of schools' work,*
- *had 69,000 one-on-ones,*
- *connected with 316,000 young people in group situations and*
- *participated in events where 134,000 young people were present.*



Positive youth development

Our philosophies and development models

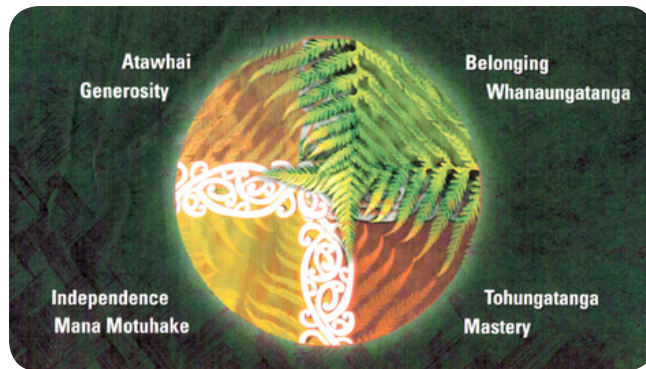
In 2002 the Ministry of Youth Development published 'Youth Development Strategy Aotearoa' as a policy platform for government agencies and others who work with young people.

The strategy asserts in six principles that youth development is:

- Shaped by the 'big picture'
- About young people being connected
- Based on a strengths-based approach
- Happens through quality relationships
- Triggered when young people fully participate
- Needing good information

These principles are implicit in 24-7 YouthWork. It is positive in emphasis, relational in nature and helps young people increase their in-school and out-of-school connections. It also constantly evolves to reflect youth culture, encourages young people to make their own decisions and has been committed to research.

Circle of Courage



The Circle of Courage® is a model of positive youth development based on the Native American Indian principle that to be emotionally healthy all youth need a sense of belonging, mastery, independence and generosity. This unique model integrates the cultural wisdom of tribal peoples, the practice wisdom of professional pioneers with troubled youth, and findings of modern youth development research.

24-7YW uses the Circle of Courage as a framework to assist in building resiliency with young people. It encourages restorative practices as opposed to punitive coercion - a principle that is in line with strength-based approaches to addressing young people's unmet needs - and creates positive environments for restoration. We endorse the methodology and strongly encourage our youth workers to complete the two-day training to up-skill in this area.

Hauora

As 24-7YW we are committed to the holistic well-being of rangatahi (young people). There are four dimensions of Hauora; Taha Tinana (physical wellbeing - health), Taha Hinengaro (mental and emotional wellbeing - self-confidence), Taha Whanau (social wellbeing - self-esteem) and Taha Wairua (spiritual wellbeing - personal beliefs). This encompasses physical, emotional, social and spiritual caring and development. The implicit nature of 24-7YW embodies these four aspects and we seek to train our youth workers in tikanga Maori through the Level 3 Youth Work Certificate.



Where we work - North Island

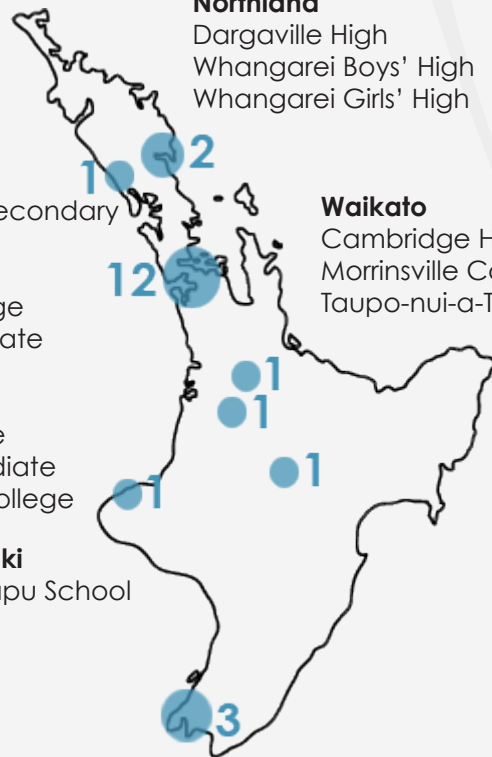
Schools with 24-7 YouthWork 2014

Auckland

Albany Junior High
Green Bay High
Hobsonville Point Secondary
Kaipara College
Kelston Boys' High
Kelston Girls' College
Mt Roskill Intermediate
Onehunga High
Orewa College
Pakuranga College
Pukekohe Intermediate
Whangaparaoa College

Taranaki

Puketapu School



Northland

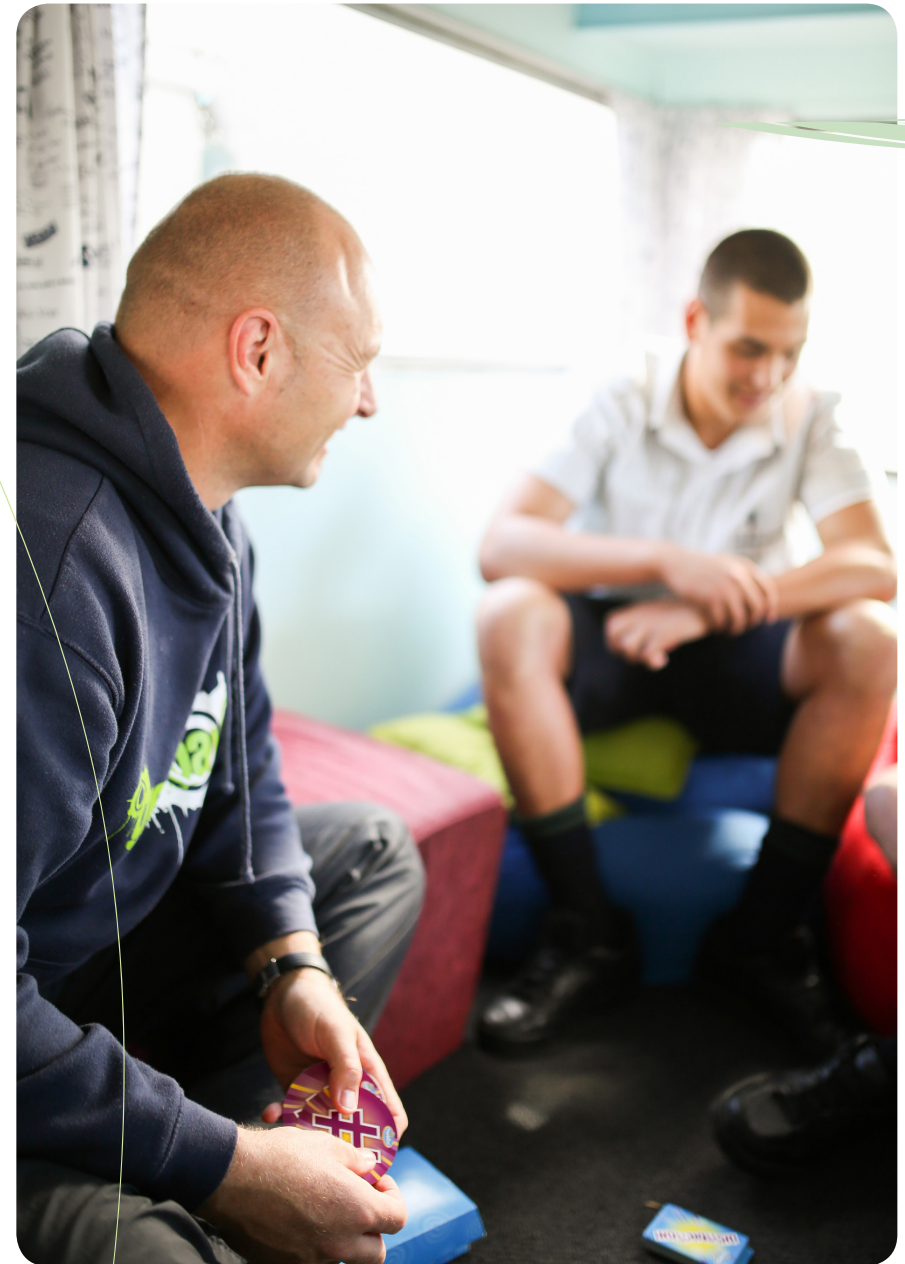
Dargaville High
Whangarei Boys' High
Whangarei Girls' High

Waikato

Cambridge High
Morrinsville College
Taupo-nui-a-Tia College

Wellington

Hutt Valley High School
Karori Normal School
Karori West Normal School

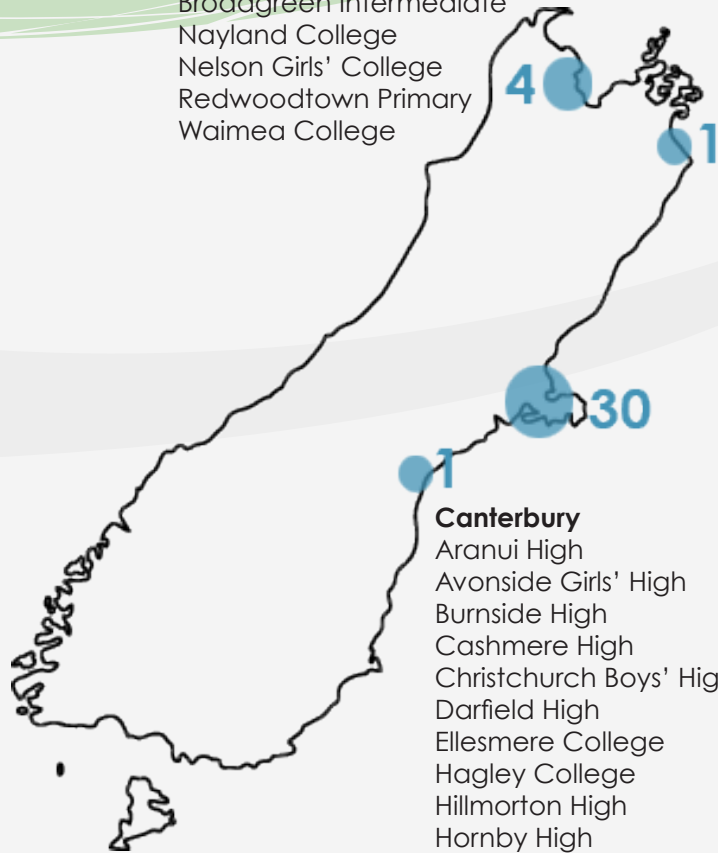


Where we work - South Island

Schools with 24-7 YouthWork 2014

Nelson / Marlborough

Broadgreen Intermediate
Nayland College
Nelson Girls' College
Redwoodtown Primary
Waimea College



Canterbury

Aranui High
Avonside Girls' High
Burnside High
Cashmere High
Christchurch Boys' High
Darfield High
Ellesmere College
Hagley College
Hillmorton High
Hornby High
Kaiapoi High
Lincoln High
Linwood College
Mairehau High
Middleton Grange
Mountainview High
Oxford Area School

Papanui High
Rangiora High
Rangiora New Life
Riccarton High
Shirley Boys' High

Years 7-8

Breens Intermediate
Casebrook Intermediate
Kirkwood Intermediate
Merrin School
Shirley Intermediate
South Intermediate
Riccarton Primary
Rolleston Primary
Woolston Primary



Measuring our impact

Evidence-based research

In 2014, 24-7YW commissioned a study to investigate the effectiveness of presence-based youth work. This study was ethically reviewed and conducted by independent researchers from **The Collaborative for Research and Training in Youth Health and Development**. In May 2014, 1,300 students in 51 schools were surveyed to measure the impact that 24-7YW youth workers were having. Some of the findings are presented here, with the whole report available from 24-7YW.

Demographics

- The mean age (in years) of respondents in this survey was 14, with an age range of 10 to 19 years.
- Fifty-one percent of the respondents were male.
- The majority of respondents (69%) reported their ethnicity as New Zealand European and 13 percent as Maori.
- Almost half the respondents (45%) had been working with a YouthWorker for less than a year and approximately 80% less than two years.



Results of categorical questions

There were two categorical questions asked in the survey. Students answered the following questions on a scale of 1-5 where lower scores indicated less positive change:

i. Compared with how you were when you first started working with your 24-7 YouthWorker how are you now?

ii. How much do you think that your 24-7 YouthWorker has helped you?

What follows are some of the conclusions reached in answer to the above two questions...

74% of young people reported that they were 'a little better' or 'much better' than when they first started with their 24-7 YouthWorker.



The longer the young person reported working with the YouthWorker, the more likely they were to report that they helped them 'a lot' or 'very much'.



The lower the school decile, the more students report that they were helped.

Maori and Pacific peoples were significantly more likely to report that their YouthWorker helped them 'a lot' or 'very much' compared with New Zealand Europeans or other ethnicities.

Results of open-ended questions

In addition to the demographic questions and multi-choice questions, a series of open-ended questions were asked to gain more information on how the students felt about working with 24-7 YouthWorkers. Open-ended questions were analysed using thematic analysis - a qualitative method of analysis which requires in-depth examination of the data to allow common themes to emerge. Some of the themes are presented below with verbatim examples of quotes from students supporting these themes.

1. Since working with a 24-7 YouthWorker, what are some of the things that have changed for you for the better?

There were 1,278 answers to this question. These answers were coded into eleven core themes (the three most common presented below).

Approximately 15% of the responses to this question could be classified under the theme of **increased confidence/responsibility**.

"I am much more confident in myself and the things I do, I can safely say that I am able to speak with the 24-7 youth worker with anything, and can go to them with any request without hesitation. I have been involved in a lot more community and school activities whilst being involved with the 24-7 worker."

Over 20% of students who answered this question suggested that since working with a 24-7 YouthWorker they have **better behaviour/more positive outlook**.

"I can handle my anger issues now. I can walk away from people saying nasty stuff now. I am more polite to people than what I was before I have confidence in achieving my goals. I have a better attitude towards people now."

Another major theme to emerge from the responses to this question is the **general support** from YouthWorkers. Answers in this theme ranged from someone that makes them laugh to someone they can talk openly with. This was the most popular theme with 22% of students talking about the support they receive from the 24-7 YouthWorker.

"They are really encouraging and friendly which has helped me to deal with problems and also they are so easy to relate to."

2. Since working with a 24-7 YouthWorker, what are some of the things that have changed for you for the worse?

Of the 902 answers 82% said there was nothing that had changed for the worse and a further 9.5% said they either didn't know or didn't work with a 24-7 YouthWorker. From the small number of remaining replies (75), several themes emerged:

- Of those who said there were some things that had changed for the worse, the most common theme was to do with time management/school workload and finding time to work with the YouthWorker.
- A small group of students felt there was stigma associated with working with a 24-7 YouthWorker.
- A small number of students reported that they were too reliant on the YouthWorker.
- Finally, there was a theme of a small number of students feeling more emotional.

3. In what ways could your 24-7 YouthWorker do things differently to help you?

There were 395 free text answers to this question. The largest number of responses clearly reported that there was nothing 24-7 YouthWorkers could do differently to help. A common response (299 student responses) was 'nothing, as they are doing a great job'.
"They come off so lovely and nice, they actually care for us youth and have hearts of gold. They are honestly all so kind. They are my favourite people ever. They deal with so many different types of people and wow I love them so much they seem really genuine and hold events around and about school which make them liked and known."

Conclusion

This evaluation shows that the overwhelming majority of respondents rated their involvement with the 24-7 YouthWorker(s) positively with almost all describing a number of positive changes that had occurred in their lives as a result of working with 24-7 YouthWorker(s).

For the full report: 24-7youthwork.org.nz/for_schools/page2-2/





Transforming lives
24-7YW New Zealand stories

Toni Kelly 15
Past student - Dargaville High

Trevor Olly 17
Deputy Principal - Nayland College

Ria Schroder 19
Researcher - The Collaborative for Research
in Youth Health and Development

Peter Bartrum 21
Prevention Constable - Cambridge

Maurie Abraham 23
Principal - Hobsonville Point Secondary School



“If I was a Principal of a school I would definitely get two or three youth workers to help those kids who need it. There’s some who can’t be helped but there are those who want to be helped but just need a little push.”

de Bruin

Toni Kelly

Past student | Dargaville High

Can you explain your background and how you met your youth workers?

I was originally from Whangarei but moved to Wanganui and then came to Dargaville in Year 11. At my old school I wasn't very focused and was a bit behind but thought I better buckle down – new place, new school.

I've played netball my whole life and that's how I first met Christine (my youth worker). The school had targeted students – that is, kids were identified who may not get their Level 2 NCEA – I was on that list and that's how I came to work with Christine in a more formal setting. I did wonder if they (the youth workers) were just here to tell us about God but then as I started working with them I realised they really wanted to help me get where I wanted to be.

How did your youth worker make a difference to you?

Every time I saw Christine's face it made me think about what credits I needed to get – she made me think about what I needed to do to get somewhere and made me think about life, not just wag it, because then I wouldn't get anywhere. She was another person in my life, another me, a second brain that explained what I needed to do to achieve. She's honestly like a second mum.

What changed for you after working with Christine?

I definitely wouldn't be in this role (completing business study papers on the job). Kathryn de Bruin (Dargaville High Board Chair) is my boss and has seen me come through the school, be supported by the youth workers and saw the potential in me. Christine didn't stop at school work. She encouraged me to get a CV and letter together for this job and thanks to her pushing me I have achieved many goals and I'm very grateful for having her in my life.

Christine helped me concentrate on what I wanted to do and what I needed to be. Some of my teachers didn't think I would try any harder – there was one class where I didn't want to go back because of the conflict between myself and a teacher - and Christine was the middle person who advocated for me. I ended up going back and getting the credits. It made me feel better in myself and drive higher than I would have had I not met Christine.

What would life look like if you hadn't had the youth workers?

I would probably be applying for jobs or at polytech but I like it here – it's the best opportunity straight out of school in Dargaville. I don't think I'd be here if it wasn't for the youth workers.

What would you say to Principals of other schools who may be thinking about getting youth workers?

If I was a Principal of a school I would definitely get two or three youth workers to help those kids who need it. There's some who can't be helped but there are those who want to be helped but just need a little push. Teachers are a little bit different than youth workers as teachers see the whole group, not the individual, whereas the youth workers help – they will go to your teachers on your behalf and will push you towards the goals you want to achieve.



“They (the youth workers) are outstanding role models for our students and they add another layer of support that can be used to meet the needs of the students.”



Trevor Olly

Deputy Principal | Nayland College

How many years have you had youth workers in your school?

Six years

Why do you choose to have youth workers in your school?

They are outstanding role models for our students and they add another layer of support that can be used to meet the needs of the students.

What impact on students and staff are you seeing having youth workers in school?

The impact on students is more immediate whereas the impact for staff is more likely to be long term. The impact for students also depends on the level of intervention. The general interaction with students at lunch times or intervals etc has a different impact than the 1:1 sessions or the group activities but there is absolutely no doubt the presence of the youth workers in the college is having a significant impact.

What has been the staff's feedback about the youth workers' presence in the school?

The youth workers are considered to be members of staff so they are seen as part of the many strategies to support students. NB: Those who work directly with the youth workers recognise their value more readily than all staff, but this is a common occurrence in school life.

What is the feeling around the school from young people about their youth workers?

In general the students appreciate the friendships, support and skills that the youth workers offer. For some the relationships are vital and for some the youth workers are probably seen as a curiosity.

How are you seeing positive youth development in the young peoples' lives through their involvement?

The involvement in the college is a catalyst to further participation in youth groups and activities and for some it is a stepping stone to a career in youth work. The group sessions (SHINE and Toolshed) help the students develop the skills to flourish in the complex and challenging environment, that is a secondary school.

Is there anything else you would like to share about youth workers and their impact you are seeing?

We are very privileged to have the 24-7YW programme in the college and we feel very lucky to be working with the current group of youth workers.



“What I like most about working alongside 24-7 YouthWork is their keenness to reflect on their practice and grow their programme in a way that ensures it is truly meeting the needs of the young people it seeks to serve.”

Ria Schroder

Researcher | The Collaborative for Research and Training in Youth Health and Development

Please give some context of your involvement with 24-7 YouthWork as a researcher

I became involved with 24-7 YouthWork a few years ago when Jay came to us (The Collaborative for Research and Training in Youth Health and Development) wanting to do an evaluation of the 24-7 YouthWorkers in schools programme. Since then I and other members of the Collaborative Trust have worked with Jay to develop an annual evaluation cycle of this programme. This evaluation involves seeking feedback from young people involved in the 24-7 YouthWorkers in schools programme and other key stakeholders such as schools, principals, teachers and counsellors.

Why is it important that young people have a voice?

It is incredibly important to include the voices of young people in any area of research or evaluation that directly or indirectly impacts them. Becoming involved is often not a top priority for young people and may seem a little boring so it is the responsibility of researchers and evaluators to work towards making their projects as accessible as possible to young people by making them youth friendly. It is also really important to make sure that findings from projects are reported back to young people in a format that makes sense to them and can be used by them and others. This helps to show young people the value of their involvement and is a great way of encouraging them to get involved. Some young people may even be encouraged to think about doing research projects themselves.

What are you enjoying about working alongside 24-7 YouthWork as we look at the impact youth workers are having?

What I like most about working alongside 24-7 YouthWork is their keenness to reflect on their practice and grow their programme in a way that ensures it is truly meeting the needs of the young people it seeks to serve. This provides a great example of the way that independent evaluation can be used to add value to the work we all do with young people.

Why is the practice of research and measurement so important, especially when it comes to youth work?

Most people I meet who are working in the youth sector are there because they are passionate about working with young people and helping them to reach the best of their potential. Research and evaluation is vital in helping this to happen. Evaluation of projects and/or programmes provides an opportunity to identify what is working well, what is not working so well and how things can be grown and improved.

Anything interesting come out of the 2014 YouthVoice survey from a researcher's point of view?

I think all the results are interesting as this evaluation has provided the youth participants an opportunity to reflect on their experiences and to share this in a way that will help to develop the 24-7 YouthWorkers in school programme. Of particular note however, were the results indicating strong responses between time involved with a 24-7 YouthWorker and positive outcomes such as perceived self-improvement and the extent to which they perceived they had been helped. In addition the findings indicated that students from lower decile schools perceived greater benefits in terms of the help they received. These results indicate the value of 24-7 in lower decile schools in particular and suggest that the longer term commitment and support offered by 24-7 YouthWorkers pays dividends in terms of student outcomes.

The results of this evaluation also helped to highlight the need to extend the evaluation of this programme beyond youth to other key stakeholders such as school principals, counsellors and teachers. This extended view will help to ensure a broader evaluation of the programme and increase its future applicability and responsiveness to young people in school settings.



“What the 24-7YW team are achieving, is that they are helping youth to...build their own moral compass that aligns with the virtues and everything that is good...of our country and its democracy.”

Peter Bartrum

Prevention Constable | Cambridge

Please give some context of your role in the school/community and your involvement/interaction with the youth workers?

I have recently been appointed as the Prevention (Community) Constable for Cambridge. Prior to this I had been a Police Youth Aid Officer for about eight years. Through Youth Aid I had many dealings with offending youth and their families, schools and many community organisations.

I am also a member (in my own time) of the Community Development Team which oversees 24-7YW Cambridge. I became involved because of the positive influence that I was seeing through the 24-7YW youth workers and their work in the community.

What are the strengths of the youth workers and police working together for young people and the community?

A mantra of the NZ Police, that dates right back to its inception, is: 'the police are the community and the community are the police.' Although the roles of the police and 24-7YW youth workers are quite different, ultimately, when it comes to youth, we have similar goals. That is: a desire for youth to reach their full potential and become responsible and community-minded citizens.

Working together we can come from different angles to help young people establish values, morals, and positive attitudes that go against the tide of all the negative stuff that youth are bombarded with (drugs, alcohol, violence, etc.) and the negative attitudes that can develop as a result of these things. I see the work of the 24-7YW youth workers as preventing crime in that they are helping with positively shaping our young people's attitudes.

How are you seeing positive youth development in the young peoples lives through the youth workers' involvement?

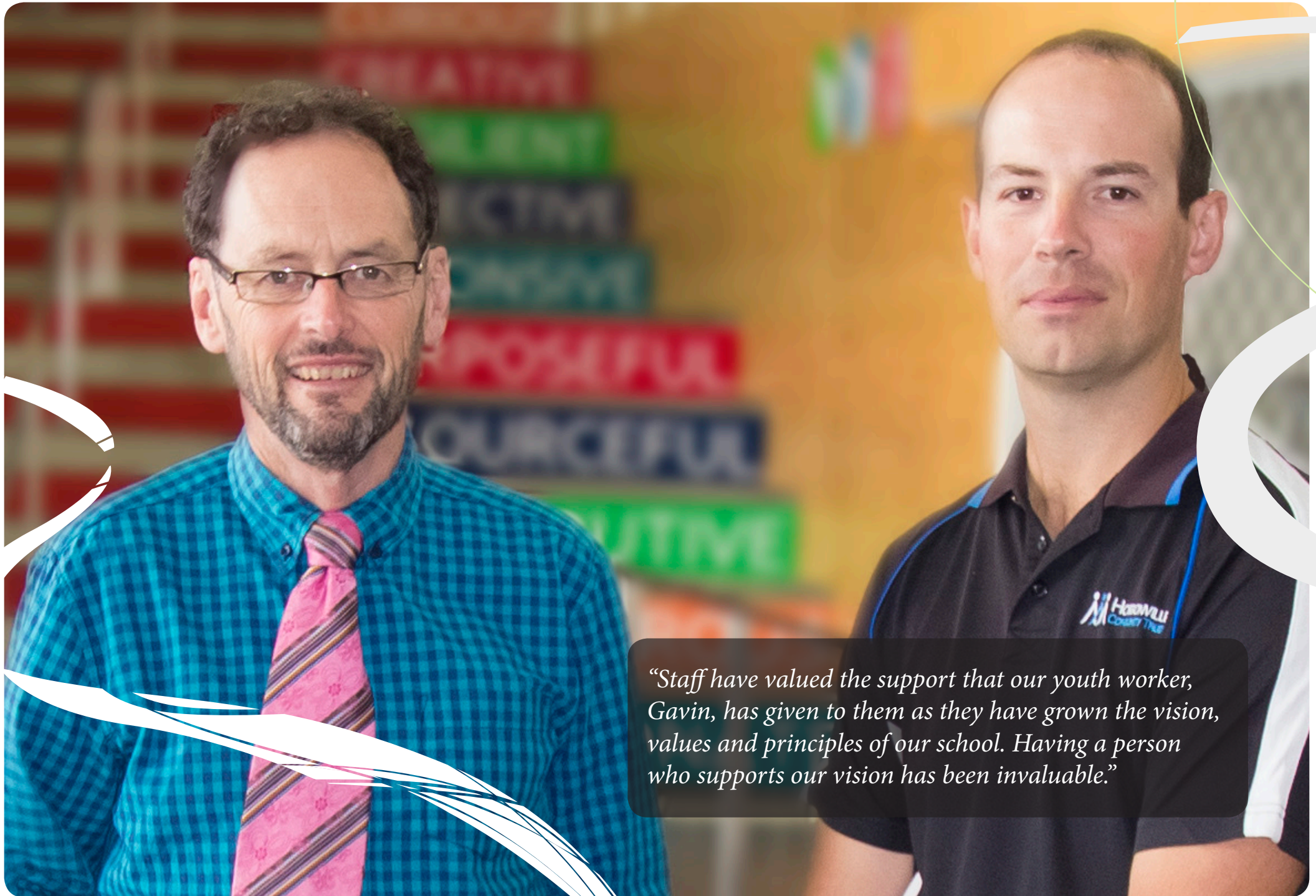
The youth workers I'm involved with easily develop rapport and trust with the young people, their parents and the school. The fact that they are mentioned both in the school's prospectus and end-of-year magazine shows the value that the school places on them and the work they do. They work with youth from across the spectrum in terms of age, gender and 'status' within the school in an unbiased and genuinely caring way. They work for the best interests of all - school, youth, family and the wider community and their work is varied, whether it be helping the Senior Exec, or coaching a sports team or supporting a troublesome youth at a Family group Conference.

Underpinning all of this, the youth workers have that genuine desire for youth to reach their full potential and become responsible and community minded citizens, building empathy for those outside of themselves.

Is there anything else you would like to share about youth workers and their impact you are seeing?

Generally one obeys the law either out of a fear of consequence, or because they have an honest belief that the law is good and right. What the 24-7YW team are achieving, is that they are helping youth to establish the latter by enabling them to build their own moral compass that aligns with the virtues and everything that is good (both past and present) of our country and its democracy.

The work of 24-7YW easily aligns with the school, whose value system of honesty, hard work, empathy, selflessness etc. is being actively encouraged by the youth workers. And, if a youth can leave school and go into adulthood with these values ingrained, then I may be able to retire earlier!



“Staff have valued the support that our youth worker, Gavin, has given to them as they have grown the vision, values and principles of our school. Having a person who supports our vision has been invaluable.”

Maurie Abraham

Principal | Hobsonville Point Secondary School

How many years have you had youth workers in your school?

We are only in our second year of operation and have had a 24-7 YouthWorker in our school from the beginning.

Why do you choose to have youth workers in your school?

It is important in a school that is establishing that we develop as many partnerships as we can to support our students in developing leadership capabilities and in developing the personal dispositions we feel are necessary. 24-7YW is an effective partnership for us to do this work.

What impact on students and staff are you seeing with having youth workers in school?

Staff have valued the support that our youth worker, Gavin, has given to them as they have grown the vision, values and principles of our school. Having a person who supports our vision has been invaluable.

Students greatly appreciate Gavin's support; especially the way he works with their ideas and supports them to bring them to fruition. His focus is on growing their capabilities and their capacities rather than telling them what to do or doing it for them.

How are you seeing positive youth development in the young peoples' lives through their involvement?

Our students are hungry for leadership development and really appreciate the work Gavin is doing to support them. He is assisting us in developing a strong sense of community and a sense of caring for the welfare of others.


Is there anything else you would like to share about youth workers and their impact you are seeing?

As a result of Gavin's work we are much further down the road with leadership development and youth support than we could have been otherwise. Gavin has been instrumental in developing an appropriate student council and supporting them in their work. Last year this concentrated on working with the members to organise a lunchtime activities programme. He worked with our Guidance Counsellor to introduce a peer mediation programme and assisted with the operation of our whole school outdoor education programme. As well, he has supported individuals and the school to make submissions on important community development issues; particularly those that relate to youth.

This work is contributing strongly to our desire to grow contributing citizens who are active participants in their communities.



Accountability and Governance



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24-7 YouthWork Trust Board *Governance Statement*

24-7 YouthWork Trust is a support organisation for the network of churches doing 24-7 YouthWork around New Zealand. Each local setting is a partnership between a local church and a local school. The Trust does not own or control any local setting but exists to help local people do their job better.

The Trust is a supporter and guardian of the ethos and quality of 24-7 YouthWork.

It does this by:

- Licensing local partners to use the 24-7 YouthWork name and logo
- Providing training and advice to youth workers, team leaders and managers
- Providing on-line facilities and resources for use by local settings
- Owning the intellectual property related to 24-7 YouthWork
- Promoting and developing 24-7 YouthWork
- Raising and administering funding to support its work.

Great importance is assigned to the views of local settings. The Trust is only the most visible, formalised part of the network involving many local churches and organisations and the trustees see themselves as serving those views. Nevertheless the trustees retain and fulfil the responsibility to ensure that the Trust is coherent, responsible and viable in its activities.

Trustees are chosen both for the specific skills they bring to the governance role and their understanding of and adherence to the 24-7 YouthWork ethos.

**REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS
To the Beneficiaries of 24-7 YouthWork Trust**

The accompanying summary financial statements, which comprise the summary statement of financial position as at 31 December 2014, the summary statement of financial performance for the year then ended, and related notes, are derived from the audited financial statements of 24-7 YouthWork Trust for the year ended 31 December 2014.

We expressed a qualified audit opinion on those financial statements in our report dated 17 April 2015 (see below).

The summary financial statements do not contain all the disclosures required for the full financial statements under generally accepted accounting practice in New Zealand. Reading the summary financial statements, therefore, is not a substitute for reading the audited statements of 24-7 YouthWork Trust.

Trust Board Responsibility for the Summary Financial Statements

The Trust Board is responsible for the preparation of a summary of the audited financial statements

Auditor's Responsibility

Our responsibility is to express an opinion on the summary financial statements based on our procedures, which were conducted in accordance with International Standard on Auditing (New Zealand) (ISA (NZ)) 810, "Engagements to Report on Summary Financial Statements." Other than in our capacity as auditor we have no relationship with, or interests in, 24-7 YouthWork Trust.

Opinion

In our opinion, the summary financial statements derived from the audited financial statements of 24-7 YouthWork Trust for the year ended 31 December 2014 are consistent, in all material respects, with those financial statements. However, as with other non-profit organisations control over donations prior to being recorded is limited and there are no practical audit procedures to determine the effect of this limited control. Our qualified audit opinion states that, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the attached financial statements present fairly, in all material respects:

- The financial performance of 24-7 YouthWork Trust for the year ended 31 December 2014;
- The financial position of 24-7 YouthWork Trust as at 31 December 2014; and,
- Comply with generally accepted accounting practice in New Zealand.


AINGER TOMLIN AUDIT
Christchurch
17 April 2015

**INDEPENDENT AUDITOR'S REPORT
To the Beneficiaries of 24-7 YouthWork Trust**

We have audited the financial statements of 24-7 YouthWork Trust on pages 4 to 9, which comprise the Statement of Financial Position as at 31 December 2014, and the Statement of Financial Performance, and the Statement of Movements in Equity for the year then ended, and a summary of significant accounting policies and other explanatory information.

Trust Board Responsibility for the Financial Statements

The Trust Board is responsible for the preparation and fair presentation of these financial statements in accordance with generally accepted accounting practice in New Zealand and for such internal control as the Trust Board determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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 (New Zealand).

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 judgement, 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, 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.

Other than in our capacity as auditor we have no relationship with, or interests in, 24-7 YouthWork Trust.


Basis for Qualified Opinion – Statement of Financial Performance

As with other non-profit organisations control over donations prior to being recorded is limited and there are no practical audit procedures to determine the effect of this limited control.

Qualified Opinion

In our opinion, except for the possible effects of the matter described in the Basis for Qualified Opinion paragraph, the attached financial statements present fairly, in all material respects:

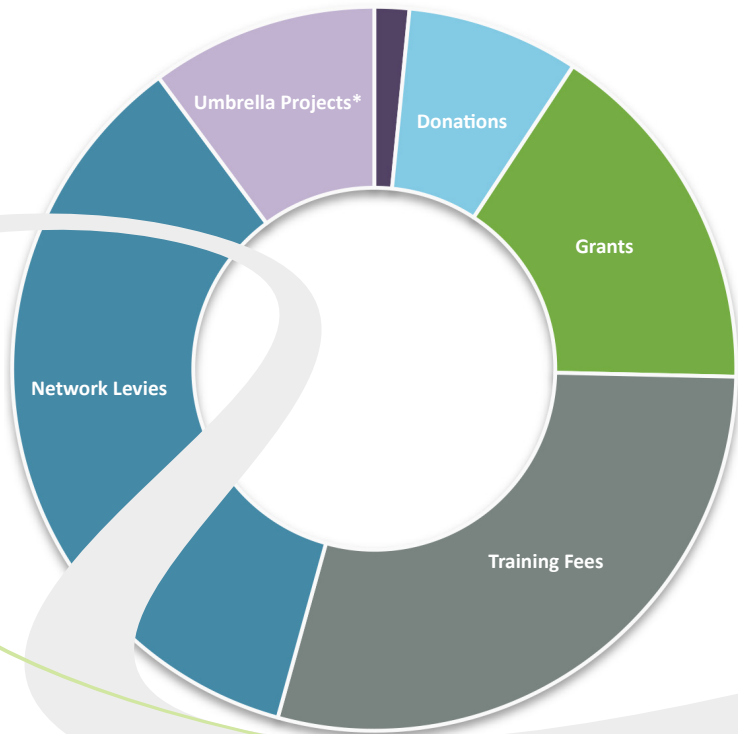
- The financial performance of 24-7 YouthWork Trust for the year ended 31 December 2014;
- The financial position of 24-7 YouthWork Trust as at 31 December 2014; and,
- Comply with generally accepted accounting practice in New Zealand.


AINGER TOMLIN AUDIT
Christchurch
17 April 2015

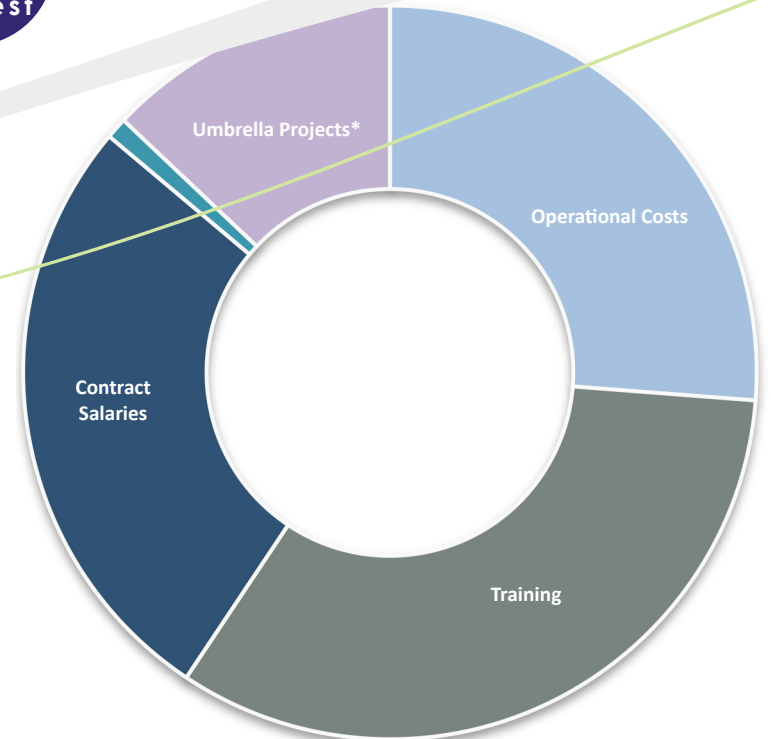
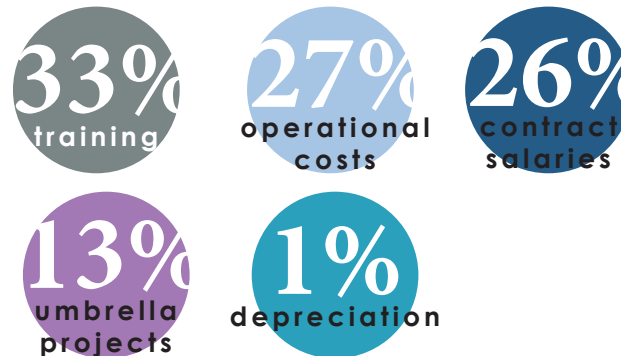
24-7YW Trust financial summary

for the year end 31 December 2014

Income Sources



Expenditure



*Administered funds on behalf of others. These are typically regional 24-7YW projects.

24-7YW Trust Summary Financial Statements for the year end 31 December 2014

If you would like to obtain a copy of our audited accounts, then please contact Char Shaw (24-7YW Administrator):
char@24-7youthwork.org.nz

Summary Statement of Financial Performance for the year ended 31 December 2014 (GST Exclusive)

Income	2014		2013	
Interest	\$7 255	2%	\$5 704	2%
Donations	\$35 856	8%	\$27 260	8%
Grants	\$75 000	16%	\$29 089	9%
Training Fees	\$134 870	29%	\$63 909	20%
Network Levies	\$165 676	36%	\$122 612	38%
Umbrella Projects	\$47 264	10%	\$75 578	23%
	\$465 921	100%	\$324 152	100%
Expenditure				
Contract Salaries	\$111 838	26%	\$105 800	31%
Training	\$141 390	33%	\$78 220	23%
Operations Costs	\$114 144	27%	\$103 478	31%
Depreciation	\$4 005	1%	\$2 124	1%
Umbrella Projects	\$55 172	13%	\$47 731	14%
	426 548	100%	\$337 353	100%
Surplus/Loss**	\$39 373		-\$13 201	

Summary Statement of Financial Position as at 31 December 2014 (GST Exclusive)

	2014	2013
Current Assets	\$221 268	\$203 132
Fixed Assets	\$12 512	\$4 736
Total Assets	\$233 781	\$207 868
Liabilities	\$58 282	\$71 742
Net Assets	\$175 499	\$136 126
Equity		
Current Year Earnings	\$39 373	-\$13 201
Retained Earnings	\$136 126	\$149 327
Total Equity	\$175 499	\$136 126

The information disclosed in the Summary Statement of Financial Position as at 31 December 2014 and the Summary Statement of Financial Performance for the year ended 31 December 2014 have been extracted from the full financial report dated 17 April 2015. The summary financial report cannot be expected to provide as complete an understanding as provided by the full financial report of the the financial performance and financial position of 24-7 YouthWork Trust.

The full financial report has been audited, and the audit opinion is qualified. The summary financial report has been examined by the auditor Ainger Tomlin Audit for consistency with the full financial report, and the audit report is qualified.

** Commentary: The 2014 surplus includes funds committed to specified salaries and other expenses in 2015.

Board of Trustees

Guardianship and empowerment

24-7 YouthWork is governed by a voluntary board of trustees that meets four times a year with input from Jay Geldard, the Network Coordinator.

The principal roles of the board are to:

- Ensure that the Trust is coherent, responsible and viable.
- That its activities remain true to the ethos of 24-7YW.
- Oversee the work of Network staff.

Duane Major - Chairperson



Bachelor of Science (Hons), Diploma of Teaching

Duane Major has a background in education and sport and is a Pastor at South West Baptist Church (SWBC) and the founder of 24-7 YouthWork.

Duane became a volunteer youth worker well over 20 years ago, and says he was drawn to youth work because of its energy and the opportunities it created. "I saw it as an opportunity to make a real difference" Duane says. "Youth is a fantastic stage of life, and youth workers can be hugely influential during this time."

Duane enjoys working with young people of all ages and backgrounds – and believes the community has a big part to play in ensuring all young people grow into well-rounded adults.

Alan Ameye



Diploma in Youth Work, Certificate in Applied Theology

Alan Ameye, and his wife Heather, spent thirteen years working for YFC (Youth for Christ) in Wellington before moving to the City of Sails to serve as youth pastors for nearly eleven years, at Windsor Park Baptist Church on the North Shore.

His current role is the Northern Regional Youth Ministry Coach for Baptist Churches, which he has been doing for the last six years. Alan enjoys identifying and observing trends in youth ministry and endeavours to keep up with new initiatives around the world. He loves sitting with Youth Pastors and hearing their stories over a coffee, (which he doesn't drink so it's usually a water).

Alan Aitken



Bachelor of Science, Bachelor of Ministry

Alan Aitken is a management consultant for a variety of charitable and community-based organisations including 24-7YW.

He has been involved with church and community groups for over 25 years including 16 years as a church pastor which saw him undertake a range of youth, administration, teaching and leadership roles.

Al reflects that success, in whatever charitable organisation, is always about people and always comes back to people.

Gareth Owens



Bachelor of Commerce, Graduate Diploma of Accounting and Finance

Gareth Owens is 24-7 YouthWork's newest board member. He is an experienced people leader and senior manager in aviation, tourism, travel and energy (electricity). His current role is Head of Commercial and Customer Management at Airways New Zealand.

Gareth is excited to be a part of 24-7YW as he supports the work of 24-7YW in schools and has a genuine interest in not-for-profit management.

Gareth's human resource and media skills are an invaluable asset to the 24-7YW Board.

Tim Perry



Bachelor of Adventure Recreation and Outdoor Education, Graduate Diploma of Teaching and Learning

Tim Perry leads the youth work team at South West Baptist Church. Having been a youth worker himself at Middleton Grange for five years he understands the joys and challenges of working with young people.

Prior to becoming a youth worker, Tim studied Outdoor Education and Teaching and is committed to seeing young people reach their potential in life.

He says, "Being a teen comes with its challenges no matter the background, family or schooling. Having youth workers present and relational is just so important."

Joe Youssef



Diploma of Biblical Studies

Joe Youssef has a background in start-up ventures and business management. However, he has moved away from the business world in recent years to become the Team Leader at the Whangaparaoa Baptist Church.

Joe has been actively working with youth and the community of the Hibiscus Coast for over 20 years and is currently also on the board of the Coast Youth Community Trust.

Regional Coordinators

Partnership and Vision

Along with the national staff 24-7 YouthWork is led by representatives from the regions that meet four times a year.

The principal roles of the regional coordinators are to:

- Meet with managers in their region and represent the collective voice of the youth workers from their area.
- Provide strategic vision for the 24-7YW Network.



Damien Clark
Northland
Diploma in Youth and
Community Work

Damien Clark has been a youth worker at Whangarei Boys' High since 2010 and was appointed the Whangarei Central Baptist Youth Trust manager in 2013.

He says, "Working with young people is an incredibly exciting age...full of awesome potential that can be brought out with a bit of encouragement and support."



Grant Warner
Auckland
Trained Teachers Certificate

Appointed as the Auckland Development Coordinator at the beginning of 2013, **Grant Warner** has been invaluable to the RCG due to his background in education and family development.

Affiliated with Green Bay High School and Titirangi Baptist, Grant enjoys seeing youth work changing the world one person at a time.



Jess Suisted
Bay of Plenty
Diploma in Youth and
Community Work

Jess Suisted was a youth worker at Cambridge High School from 2010 - 2014. She is based at Raleigh St Christian Centre in Cambridge and joined the RCG in 2015 to begin sharing the vision for 24-7YW in the Bay of Plenty area.

Jess is passionate about churches reaching into their local communities!



Warwick Prewer
Waikato

Bachelor of Science (Hons)
Agriculture, Masters of Research
Advanced Plant Science

Warwick Prewer has managed the Cambridge High youth work team from Raleigh St Christian Centre for the past four years.

He joined the RCG in 2013 and loves working with young people to see them grow and develop to their full potential.



Nick Ippolito
Nelson / Marlborough
Bachelor of Biblical Studies

Nick Ippolito has been doing youth work in America and all around New Zealand since 2003. He has been a youth worker at Waimea College since 2014 and is also the Team Leader.

At the start of 2015, Nick was appointed as the Regional Coordinator for the Nelson/Marlborough area.

Nick is affiliated with Hope Community Church and has been working with young people in Nelson since 2010.



Luke Gardiner
Canterbury

Bachelor of Adventure Recreation
and Outdoor Education, Graduate
Diploma of Teaching and Learning

Luke Gardiner started as a youth worker in 2001 at Hillmorton High as a part of South West Baptist Church (formerly Spreydon Baptist). He completed eight years before going to university and then training as a secondary teacher.

Luke has deep roots in 24-7 YouthWork (24-7YW) as he was one of Hillmorton's original youth workers and also worked closely with 24-7YW founder, Duane Major.

He has now come full circle as he became the Canterbury Regional Coordinator in January, 2015. We greatly value his historical knowledge and on-the-ground understanding of what it means to be a 24-7YW youth worker.

Network Staff

Service and Implementation

24-7YW operates on a decentralised model, empowering local stakeholders to support their local communities and encouraging region-to-region support. This accounts for our small national staff whose main priorities are to serve local communities and implement nationwide initiatives. Along with Alan Aitken, (see 24-7YW Board) who operates as our Management Advisor, the national 24-7YW Network staff consists of just three others.



Jay Geldard
Network Coordinator
Bachelor of Applied Theology,
Ministry Internship Diploma

Jay Geldard started out his days in youth work with the 24-7YW Hornby Presbyterian team at Hornby High School. He completed eight years in the school before moving on to work full time for the National 24-7YW Network in 2009.

Jay is passionate about working with young people in schools and says, “The teenage years are often some of the toughest and young people need good role models to help them transition well into adulthood.”

He has a real heart to see churches and schools working closer together for the benefit of the students and is excited about the future growth of the Network.



Char Shaw
Administrator
Diploma in Maori Studies,
Diploma in Graphic Design,
Level 3 Youth Work Certificate

Char Shaw was a youth worker at Branston Intermediate (closed due to the earthquake restructuring) before taking on the role of Network Administrator at the end of 2013. She has also worked in the referral room at Hornby High and in the mental health/depression sector.

With her background in youth work and administration, Char understands the challenges many youth workers face and has the skills to streamline processes to help make their job easier.



Nicky Geldard
Communications
Bachelor of Communication
Studies, Graduate Diploma of
Teaching and Learning

After spending five and a half years high school teaching, **Nicky Geldard** joined the 24-7YW team in 2011. Initially trained as a journalist, Nicky loves using her communications background to indirectly be involved in schools work. She believes young people hunger after genuine relationship and sees youth work as one way of fulfilling that need.

24-7YW DNA

Values and Practices



Values

Hospitable – we share food, homes and lives with one another.

Generous – we “pay it forward” to other churches and schools, we share, we support each other.

Humble – local and indigenous is respected, bigger and wider serves the smaller and deeper, we collaborate wherever possible.

Adventurous – we pioneer and follow a sense of calling.

Planted – we are all committed to local churches and local areas.

Christ Centred – we acknowledge that it is His work and hence do a good job at what we do.

12 Practices

All local settings follow the 24-7 YouthWork 12 Practices:

1. Cultivating a trust relationship between Church and School
2. Supporting young people
3. Building positive relationships
4. Cultivating school spirit
5. Leadership development
6. Integration into out-of-school activities
7. Relational youth communities
8. Community development
9. Professionalism
10. Management and governance
11. Personal development
12. Networking

Our thanks to:

*Jude Saxon - Photographer | www.apertureltd.com
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Caxton - Print and Design Excellence



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