



24-7  
YouthWork

24-7 YouthWork New Zealand  
Annual Report 2015-16

# 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 2015-16

24-7 YouthWork New Zealand

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Report from  
**Duane Major**  
Board Chairperson

**The fundamental drive of 24-7YW is being there for young people.** Being in and around their lives, relating on their terms, supporting their dreams and helping strengthen through the various barriers and challenges they invariably and naturally find as they journey through to adulthood. Building a strong sense of connection and identity, and ultimately a sense of citizenship and contribution in this place and the world we share.

As a network we find ourselves in the very pleasing situation of sustaining growth. This can be broadly seen in the numbers of local settings, youth workers and finances. The results of the research are very pleasing and reflect the work of so many at different levels.

We honour the work of the local youth workers, the teams behind them, and their local partners including schools, councils and funders. We are particularly heartened when we see those churches, trusts and workers 'pay it forward' taking on roles and facilitating work in their regions. We wish to thank Jay and the national network staff for faithfully serving and building our well-organised network.

Finally as Chair, I want to acknowledge our board. Its range of skill and experience adds value to this network by gently guiding, thinking ahead and looking back and protecting what is most dear.

Thanks to everyone for the part you've played in being there for young people.

*Duane Major*  
**Board Chairperson**  
24-7YW New Zealand





**Thank you for taking the time to read this year's 24-7 YouthWork Annual Report.** It has been another special year and we are excited to be sharing the health of our growing network with our stakeholders.

As a network we always endeavor to be pioneering in the way we deliver youth work in schools. We also work to raise the standard so that our youth workers are best equipped to work with the rangatahi (young people).

In the last three years we have put two hundred youth workers through the New Zealand Certificate in Youth Work which accounts for approximately 45% of the national student intake each year.

You will see on pages 11-12 the results from our two year research project measuring 'presence based youth work' and our effectiveness in schools. We were blown away by the positive findings based on the feedback of Principals and key staff. It's encouraging and humbling to know that the youth workers are having a major impact on the well-being and academic achievement of young people.

Positive youth development continues to be at the forefront of what we do. 24-7YW is very much local youth workers from local churches working alongside local schools in partnership to support young people. This local initiative by key community stakeholders has shown to be having a major impact on young lives, which reflects the fact that "communities have the ability to solve their own problems". Communities need to be empowered, equipped and encouraged to develop and create the village that their children will be raised in. If we can have healthy villages throughout New Zealand then we can have healthy contributing individuals.

Looking at 2016 onwards it is encouraging news with continued growth across all our regions including new settings in Otago and Bay of Plenty. The regions are in the capable hands of our Regional Coordinators who work to:

- Support youth workers and team leaders by helping to resource, encourage and equip them.
- Sustain and stimulate growth through strengthening 'ethos', resource sharing, policies and priorities at a local level.
- Sustain and stimulate relationships within the region.

Everything the network does nationally or regionally is with the local heroes - the team leaders and youth workers - in mind, ensuring they have the platform to springboard from and support the young people and staff in their local community. It is paramount they are given the right tools to succeed when it comes to journeying with the 75,000 young people we connect with nationally. I just want to honour the team leaders and youth workers for taking up the challenge and standing in the gap so young people can thrive into adulthood. What you are doing is having a long-term impact and we appreciate the sacrifice you are making.

Thanks to the 70-plus schools that are partnering with local churches in a holistic approach. You understand it takes a village to raise a child and we appreciate you using the 24-7YW 'presence based' model to best support your students. Finally, we are keen to acknowledge all other stakeholders that partner with the 24-7YW network, we thank you sincerely for your contribution.

Ko au, ko koe, ko taua, whanaungatanga - you and I are one.

*Jay Geldard*  
**Network Coordinator**  
24-7YW New Zealand

**Report from**  
**Jay Geldard**  
Network Coordinator





# 24-7 YouthWork in 2015-16

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 Numbers

*175 youth workers in 71 schools nationwide*

*50 youth workers completed the Level 3 New Zealand Certificate in Youth Work in 2015*

*Over 100 churches (16 denominations) working together to supply youth workers to their local schools.*



*47 long-service awards given to youth workers in 2015 that had completed five years or more in their local schools.*

*\$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*

*In August 2015, 160 staff in 47 schools were surveyed to measure the impact that 24-7YW youth workers were having.*

*See findings on pages 11-12*

*Our online diary system recorded our youth workers in 2015:*

- completed 60,101 hours of schools' work*
- had 78,124 one-on-ones*
- connected with 344,750 young people in group situations*
- participated in events where 112,234 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:

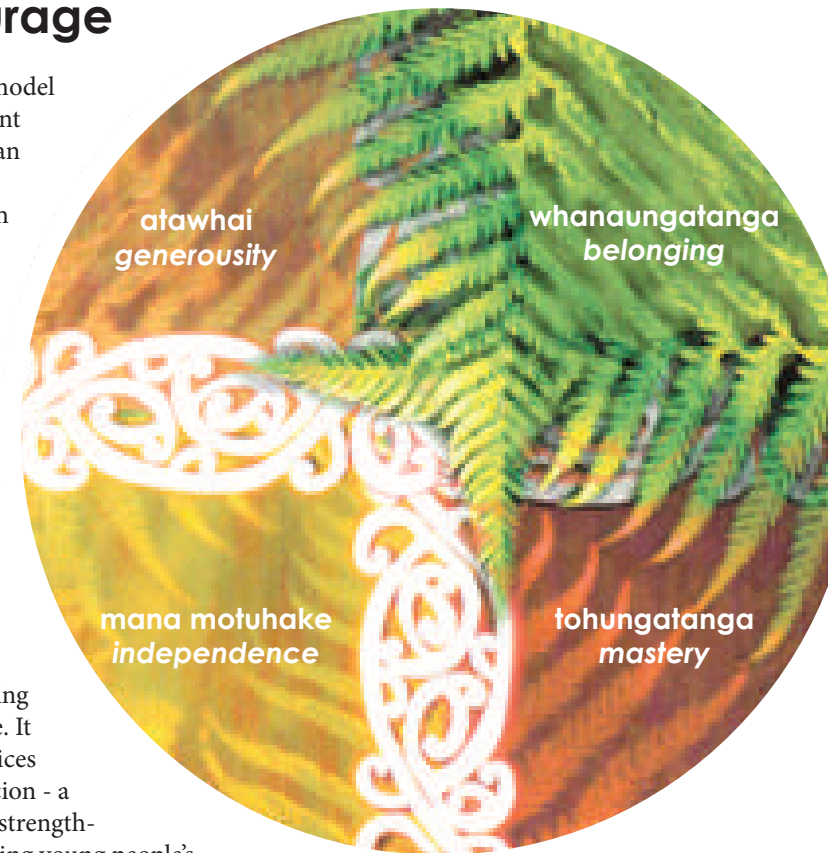
- Shaped by the 'big picture'
- About young people being connected
- Based on a strengths-based approach
- Happens through quality relationships
- Triggered when young people fully participate
- Needing good information

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.

24-7 YouthWork 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.

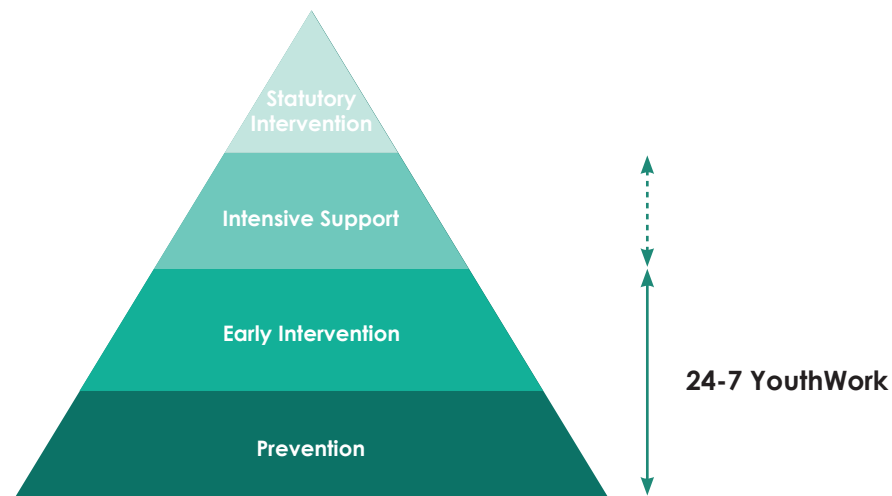




## 24-7 YouthWork and Social Services

In its recent Community Investment Strategy (June 2015), the Ministry of Social Development (MSD) defines priority result areas. This provides a good illustration of where 24-7YW fits within the social service mix. The following diagram adapts an MSD diagram for this purpose.

### 24-7 YouthWork and MSD Priority Areas



24-7YW fits firmly within the prevention and early intervention layers of the priority pyramid. 24-7YW is for all young people within a school and is for any school. It is not just about young people perceived as 'at-risk' or in low decile schools.

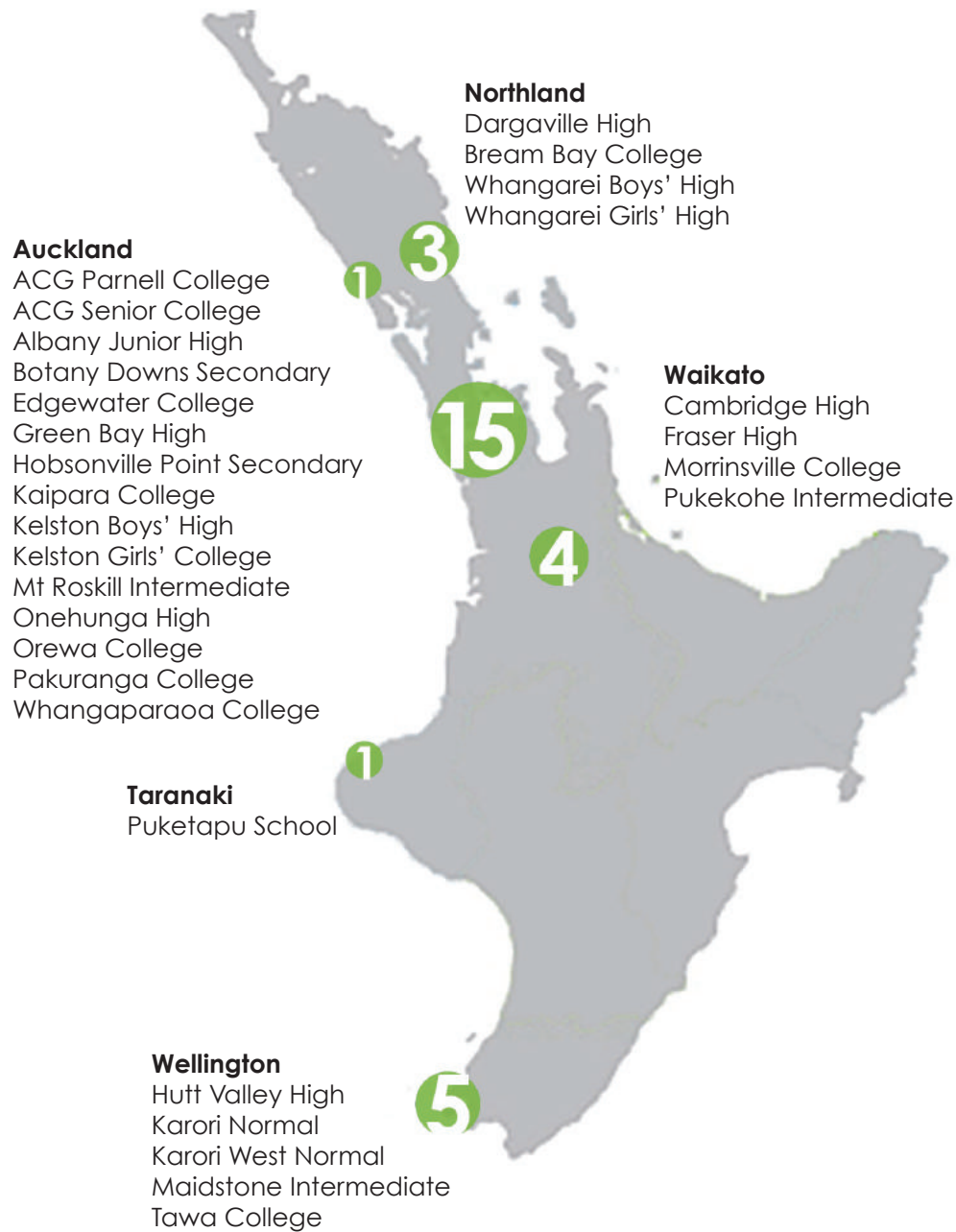
## Hauora

As 24-7 YouthWork 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)
- 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 Certificate in Youth Work.

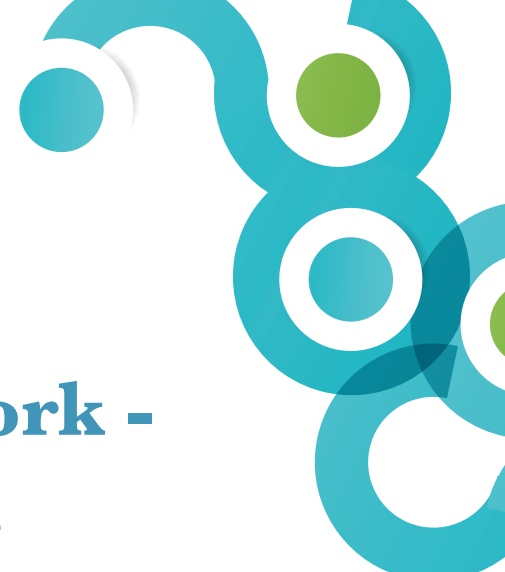




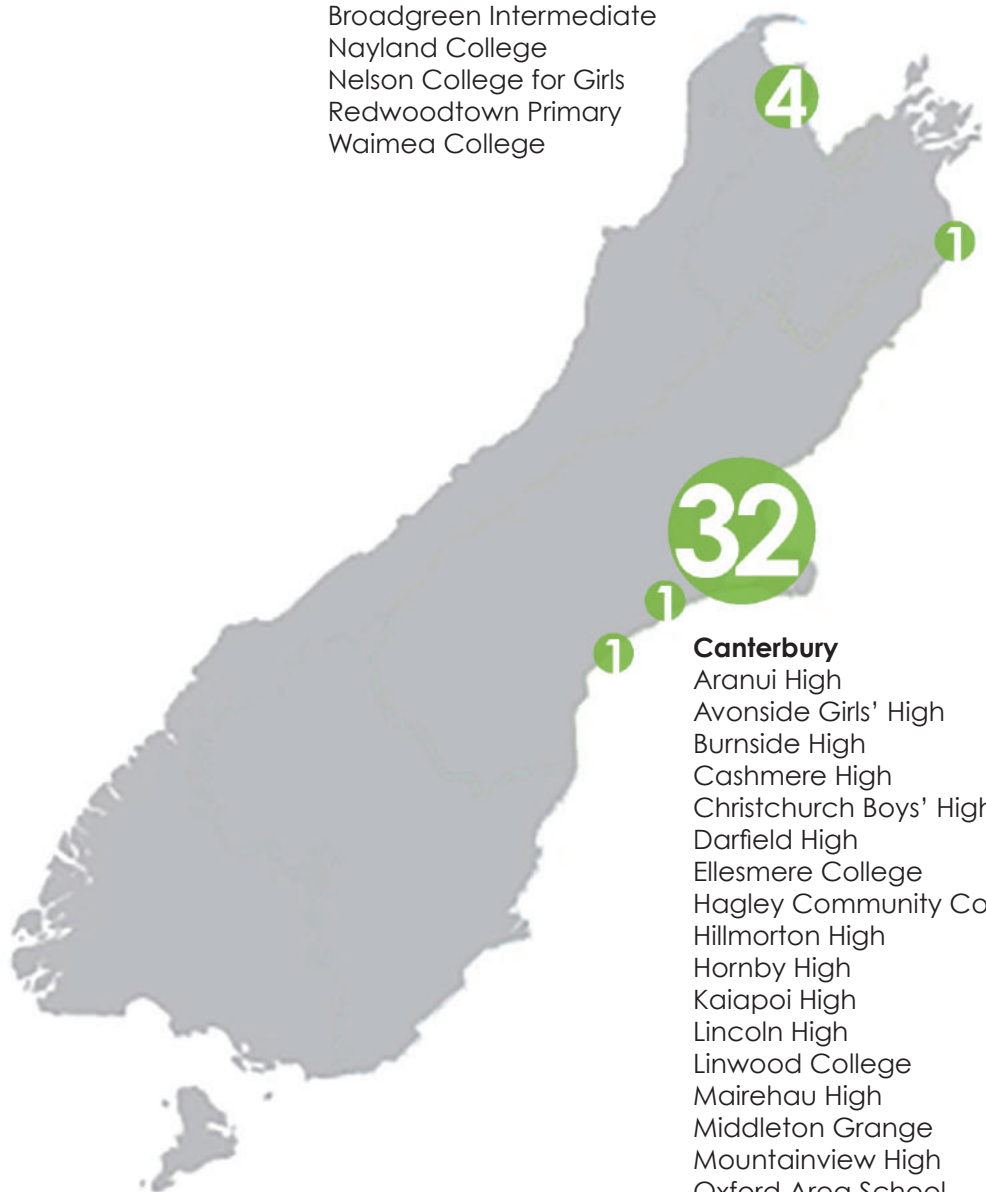
# Where we work - North Island

**Schools with 24-7 YouthWork 2015-16**





**Nelson / Marlborough**  
 Broadgreen Intermediate  
 Nayland College  
 Nelson College for Girls  
 Redwoodtown Primary  
 Waimea College



# Where we work - South Island

**Schools with 24-7 YouthWork 2015-16**

**Canterbury**  
 Aranui High  
 Avonside Girls' High  
 Burnside High  
 Cashmere High  
 Christchurch Boys' High  
 Darfield High  
 Ellesmere College  
 Hagley Community 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**  
 Aidanfield Christian School  
 Ashburton Intermediate  
 Breens Intermediate  
 Casebrook Intermediate  
 Christchurch South Intermediate  
 Cobham Intermediate  
 Kirkwood Intermediate  
 Merrin School  
 Shirley Intermediate  
 Riccarton Primary  
 Rolleston Primary  
 Te Waka Unua

# Measuring our impact

## Evidence-based research

In 2015, 24-7YW commissioned a second phase evaluation investigating 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** and built on an earlier study conducted in 2014 whereby 1,300 students from 51 schools were surveyed.

The second phase evaluation surveyed key adult stakeholders, that is, school staff including: principals, teachers and counsellors. In total, 160 staff members from 47 different schools participated in an online survey and the results were every bit as encouraging as the 2014 results and, if anything, were more positive.

The overarching evaluation questions addressed in the 2015 report were:

1. How well does the 24-7 YouthWorker in schools programme achieve its key objectives of:
  - a. Cultivating Positive Relationships (student and student, teacher and student, YouthWorker and teachers)
  - b. Developing Leadership
  - c. Building School Spirit
  - d. Supporting Community Connections
  - e. Supporting Students
2. What changes could be made to improve the 24-7 YouthWorkers in Schools Programme?

### Relationship Management

While the staff reports of relationship management were all high, the youth workers ability to cultivate positive student to student relationships were most highly rated, while teacher to student relationships were least highly rated (although still very high).

The focus for 24-7 YouthWorkers is to work with students, so to see the rating so high for this question indicates good progress towards achieving this objective.

### Developing Leadership

The mean score from staff on this item was 6.1 out of 7 (from 1 = very poor to 7 = very well). In terms of achievement of other 24-7 YouthWork programme

key objectives, Developing Leadership was the lowest rated item. Nevertheless, a mean score of 6.1 is still very high and indicates that most staff who responded thought the 24-7 YouthWorker in schools programme did a good job of developing leadership.

*“They actually do developing leadership very well the only reason it’s lower is if they had more time/hours they could do it even better.”*

### Building School Spirit

The mean score from staff on this item was 6.3 out of 7.

*“I can’t believe how they know 300 kids (I don’t) and how the kids - from the cool to the not so cool, are excited to see them, chat and join in the activities - never seen anything like it before.”*

### Supporting Community Connections

The mean score from staff on this item was 6.5 out of 7.

*“The two youth workers... have done an amazing job of working with some at risk students to build connections in the school, the community and with families.”*

### Supporting Students

The mean score from staff on this item was 6.8 out of 7. No staff that responded to this question thought the youth workers had ‘no impact’ or ‘poorly achieved’ the 24-7 YouthWork objective of supporting students.

*“The youth workers in this school are doing an amazing job. They have helped very troubled boys and helped a lot of youth to find their way in life.”*

### Summary of Achievement of Key Objectives

In terms of achievement of 24-7 YouthWork programme key objectives, supporting students was the highest rated item by staff. A mean score of 6.8 is exceptionally high and indicates that staff who responded strongly thought the 24-7 YouthWorker in schools programme achieved the core objective of supporting students. In fact, 79.2% of staff report that the 24-7 YouthWorker in schools programme support students ‘very well’.



“24-7  
youthworkers  
are better than  
sliced bread.”



**How could the student experience of the 24-7 YouthWorkers in Schools Programme be improved?**

Number of Responses	109
More access time with students, increased hours	24
More youth workers	22
Publicity, communication & visibility at school	20
Doing well as is	19
Provide youth worker more resources (e.g. space at school, use of equipment, etc.)	9
Extra-curricular activities (at lunchtimes, outside school, etc.)	8
Right people for programmes (need to get right youth worker to do particular programmes), youth worker confidence	6
Gender specific youth worker	3
Continuity of youth worker	2
Specific ethnicity (e.g. Maori in Maori boys' school)	1

Once again, of the 109 staff who commented, the majority were extremely positive: *“Our worker is just fantastic - can’t imagine him doing a better job! Massive impact!”*

However, there were also plenty of suggested improvements. The majority of responses were to do with extension of the overall programme and talked about the need for more hours for 24-7 YouthWorkers: *“Giving them more time and resources”; “Just more feet on the ground really. They do such a good job but often the resources are too thinly spread.”*

**Conclusions**

Overall, the final comments reflected the staffs’ appreciation of the work done by the youth workers:

*“School functions smoother and more calm is around when they are around. The 24-7 workers bend over backwards for our kids. They are professional and patient, friendly and fabulous.”*

The results of the 2015 phase 2 evaluation of school staff are every bit as encouraging as the 2014 results and if anything, are more positive. For example, over three quarters of responding staff rated the 24-7 ‘YouthWorker in Schools’ programme seven out of seven for:

- Cultivating positive student to student relationships
- Supporting students
- Assisting student well-being

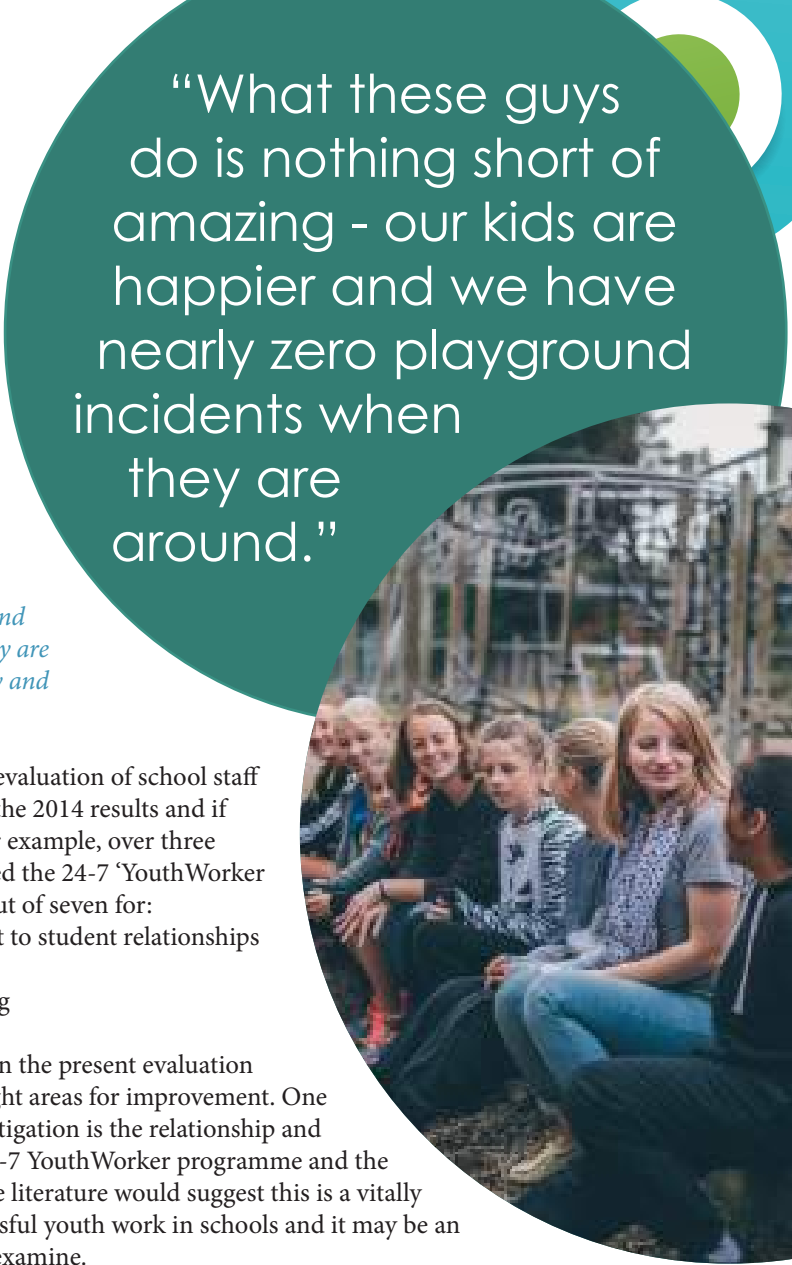
Results such as those obtained in the present evaluation make it more difficult to highlight areas for improvement. One issue that is worth further investigation is the relationship and communication between the 24-7 YouthWorker programme and the schools in which they work. The literature would suggest this is a vitally important component of successful youth work in schools and it may be an area for 24-7 YouthWorkers to examine.

It is fitting for the staff who have answered this survey to have the last word and these two quotes sum up the tone of the responses:

*“The 24-7 YouthWorker programme is a very valued part of our school. I cannot imagine our school operating smoothly without their work and support.”*

*“Fantastic programme - we couldn’t get along without it now.”*

for the full report: [24-7youthwork.org.nz](http://24-7youthwork.org.nz)



“What these guys do is nothing short of amazing - our kids are happier and we have nearly zero playground incidents when they are around.”

# Transforming lives

24-7YW New Zealand stories





**Mike Johnson** 16  
Principal | Puketapu School

**Kayley Gaustad** 18  
Community Advisor | Hamilton City Council

**Anne Morel** 20  
Social Worker | Waimea College

**Edmund Salem** 22  
Guidance Counsellor | Tawa College

**Abbey Jarvis** 24  
Student | Hillmorton High



*“Commitment, reliability and a heart for the job are the key attributes of citizenship that are displayed all the time. Every primary school with Year 7 and 8 students needs to have a youth worker.”*



# Mike Johnson

Principal | Puketapu School

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

Five years working at Puketapu.

## **Why do you choose to have a youth worker in your school?**

Most of the staff are women so it is great to have another male in the mix of adults in the school community to have direct contact with kids especially at the Year 7 and 8 age level. The youth worker focus is not particularly on academic achievement but rather on hauora.

## **What impact on students and staff have you witnessed with having a youth worker in school?**

They are an extra adult when you need them most; especially at intervals, lunch times or on EOTC excursions; an extra ear to listen then guide the tamariki. Our youth worker can identify students that are having difficulty with relationships or showing signs that indicate stress, depression or pending trouble.

## **What has been the staff's feedback about the youth worker's presence in the school?**

Staff always acknowledge our youth worker's presence whether in the class or integrated with tamariki in the playground. He participates with enthusiasm in all EOTC activities and models good practice at whatever the challenges are.

## **What is the feeling around the school from young people about their youth worker?**

All our senior students appreciate his presence and his passion towards the activities he gets involve in as part of the classes. Some are more receptive than others but some need more time.

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

Modelling good citizenship and growing leadership with our young people. None of their journeys will follow easy pathways and we expect them to need some help on the way. The youth worker in school programmes will help that journey and we trust they will have the confidence to ask for help before a crisis.

## **Is there anything else you would like to share about your youth workers?**

Commitment, reliability and a heart for the job are the key attributes of citizenship that are displayed all the time. Every primary school with Year 7 and 8 students needs to have a youth worker.





*"I cannot speak more highly of 24-7YW, the passion the youth workers and wider team have to see young people achieve is unmistakable. These people are willing to go above and beyond to love, encourage and support each young person that crosses their path."*

# Kayley Gaustad

Community Advisor | Hamilton City Council

## **What inspired the Council to start looking at 24-7YW and encouraging schools to connect in this way?**

Our growing youth population brings challenges and opportunities for our city to meet the needs of young people now and in the future. The Hamilton Rangatahi Youth Action Plan has been developed by Hamilton City Council to provide ways for our young people to contribute to the development of their city. It also provides a practical way forward in planning for youth in Hamilton and offer opportunities to showcase our future leaders. The 24-7YW initiative sits within this action plan as a key project in supporting youth in our communities, 24-7YW provides opportunities for schools to connect with their communities and strengthen the support base for their students. It provides a strength and presence based approach to young people within the community.

## **Please give some context of your role in the community and your connection to the youth workers?**

As a community advisor my role is to establish, build and strengthen key stakeholder relationships within a local community. It is about fostering and facilitating relationships and collaborations with key individuals and groups to build stronger, more connected and empowered communities. I regularly join the 24-7YW Waikato cluster to keep on top of developments and touch base with the youth workers to see if there is any support required and to gain insight into issues that are being presented within the youth sector. The youth workers have a firm grasp and understanding of their community and are able to assist in creating key changes for their local community.

## **What do the youth workers offer to your community that you currently see lacking?**

Youth workers provide a consistency of care that many young people lack in their lives, people come and go from a young person's life and this can become very disruptive. The 24-7YW youth service provides young people with a presence-based approach within their own community, they become key community figures as they are living, working, shopping and recreating in the same space as the students. Young people need to feel valued, connected and supported throughout their adolescence and youth workers provide this abundantly. The youth workers are asked to commit a minimum of three years, this time allows time to foster relationships with the youth and continue walking alongside or mentoring these young people through what can be very challenging years.

## **How is having youth workers in the school/s contributing to positive youth development?**

There are three key outcomes that come with 24-7 being present within a school:

1. Youth are connected, engaged and empowered within their school and community
2. Youth feel safe, valued and able to fully contribute to their community
3. The youth are more engaged with their schooling, education and career path.

## **Any other comments about 24-7YW?**

I cannot speak more highly of 24-7YW, the passion the youth workers and wider team have to see young people achieve is unmistakable. These people are willing to go above and beyond to love, encourage and support each young person that crosses their path. The benefits to a school and community are immeasurable and I can only encourage all schools in New Zealand to grasp hold of the 24-7YW initiative.

*“The Guidance team value the role of our Youth Workers and they have been an asset to me in supporting successful outcomes with students.”*





# *Anne Morel*

Social Worker | Waimea College

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

I am a full time Social Worker here at Waimea College Guidance Centre and work with students, their families, caregivers, staff and other agencies to provide support and intervention around barriers to school engagement or educational achievement.

The Guidance team value the role of our youth workers and they have been an asset to me in support successful outcomes with students. Providing both group work and individual support for some of our 'at risk' students around social functioning, building friendships, confidence, leadership and safe fun activities during breaks etc.

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

The young people at Waimea College value their youth workers and most are grateful and open to their support. Their presence is well-received and known by the wider student body.

**How do you see the youth worker role compliment your role as a social worker?**

There are occasions when students come to our attention but are a little resistant to intervention. The youth workers during supervision are given these students and provide an informal intervention which often will result in a positive connection with the youth workers and either allows regular support for the student with them or will lead to a referral by the youth workers for the young person to participate in Strengths or Shine programme or for individual support from myself as a school Social Worker.

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

Not only the guidance team but Senior Management, Teaching Staff and Tutors have all given very positive feedback about the work of the youth workers here at Waimea College. As a result this has enabled open pathways for wider school involvement from the youth workers who are going into classes and talking with each of our year nine Health Classes during Term 1.

Next term the guidance team hopes to explore ways to further engage the youth workers in the area of student mediations.



*“High fives, youthful energy, and an optimistic caring presence is how most young people experience our youth workers.”*



# *Edmund Salem*

## Guidance Counsellor | Tawa College

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

I have worked as a guidance counsellor at Tawa College for ten years. The guidance counsellor role is many-faceted and involves work with individuals, families, groups, and classes. It also involves collaborating with teaching staff, providers of in-school services, and external agencies. Our 24-7YW youth workers have become integral to life at Tawa College and I am regularly talking to, and collaborating with, Thomas and Jo. They often 'hang out' in the Guidance Area though their work takes them to all corners of the school.

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

High fives, youthful energy, and an optimistic caring presence is how most young people experience our youth workers. I have heard a student say of Thomas, "He's sick" - it's actually a term of endearment. They are appreciated for the many ways in which they involve themselves with the student population.

### **How are you seeing positive youth development in young people's lives through the involvement of the youth workers?**

Fundamentally our youth workers are encouragers who show a genuine concern for the students they engage with. I have seen the encouragement draw students into a more active, involved life at school and outside. The thoughtful listening makes young people feel less alone with the often difficult worlds they are managing.

### **How do you see the youth worker role compliment your role as a Guidance Counsellor?**

The guidance counsellor and the youth worker are both concerned for the psycho-social wellbeing of young people. Our youth workers notice a great deal of what is going on for our students and often concerns are shared so that we can work together. The youth workers have provided practical support where families haven't been available to help a young person. Sandwich-making on Thursday lunchtimes has been an example of this tangible support. The boys and girls adventure groups for Year 10 students have strong involvement and guidance from the youth workers.

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

Many teaching staff are actively engaged with the youth workers, even those who were initially sceptical have become strong supporters.

*“Thanks to my youth worker I am more involved in school activities and have a lot more adventures.”*



# Abbey Jarvis

Student | Year 13, Hillmorton High

## **How did the youth worker make a difference to you?**

My youth worker made me feel like I should give everything a go. I am a bubbly person but I can also get quite nervous about doing new things and with their help I have ventured out and tried new things like going on camps and trying new hobbies and I also got to hang out with people from other schools through the local youth group which was great.

## **How did things change for you after getting to know the youth worker?**

Things have changed for me because now I'm not left behind because I volunteer to try new things. I have also made a forever friendship with my youth worker because they are so supportive.

## **What was the key thing that your youth worker said or did that really made a difference to you?**

A key thing my youth worker said is to be understanding of others. I am a caring person but at times I can't see why people do certain things, but she taught me that I just need to understand people go through things differently and I should try and be supportive and help them.

## **Do you think things would have changed if you hadn't met your youth worker?**

I think that if I hadn't met my youth worker I wouldn't have tried all the things I have tried and possibly have a different outlook on people and how they work. I think I still would have been bubbly and friendly but I definitely think things would have been different for me if I hadn't met them.

## **What are your plans for the future?**


I'm not sure, possibly radio broadcasting or something with film and television. I would love to travel the world though to see new things and how different everyone and every place is.

## **How would you summarise the impact the youth worker has had on you?**

They are just really kind, they never don't say hello to you and always include you in activities. They are always there to listen and give amazing advice to you, sometimes it's like you have your very own counsellor. My attitude towards others has also changed, I am definitely more considerate of how others may be feeling. Thanks to my youth worker I am more involved in school activities and have a lot more adventures.

# *Accountability and Governance*





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# *Governance Statement*

## 24-7 YouthWork Trust Board

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 2015, 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 2015.

We expressed a qualified audit opinion on those financial statements in our report dated 2 June 2016 (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.

*Trustee's Responsibility for the Summary Financial Statements*

The Trustees are 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 2015 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 2015;
- The financial position of 24-7 YouthWork Trust as at 31 December 2015; and,
- Comply with generally accepted accounting practice in New Zealand.



**AIINGER TOMLIN AUDIT**  
Christchurch  
2 June 2016

**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 2015, 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.

*Trustee's Responsibility for the Financial Statements*

The Trustees are 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 Trustees determine 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 2015;
- The financial position of 24-7 YouthWork Trust as at 31 December 2015; and,
- Comply with generally accepted accounting practice in New Zealand.

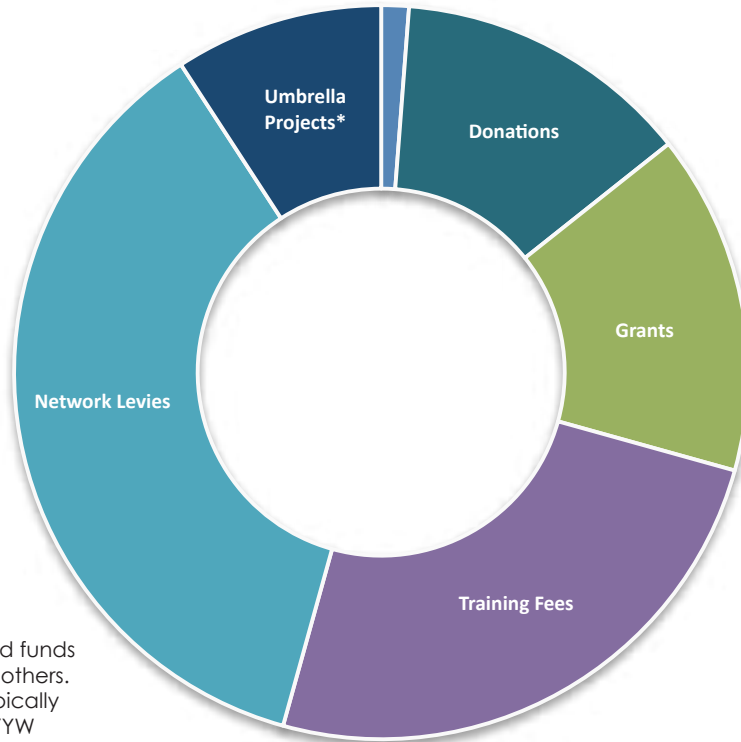


**AIINGER TOMLIN AUDIT**  
Christchurch  
2 June 2016

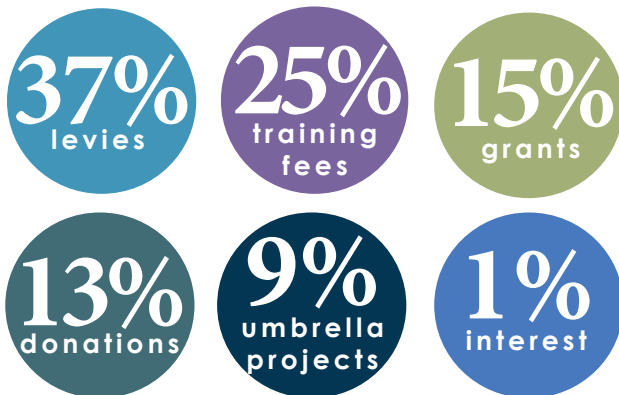
# 24-7YW Trust financial summary

for the year end 31 December 2015

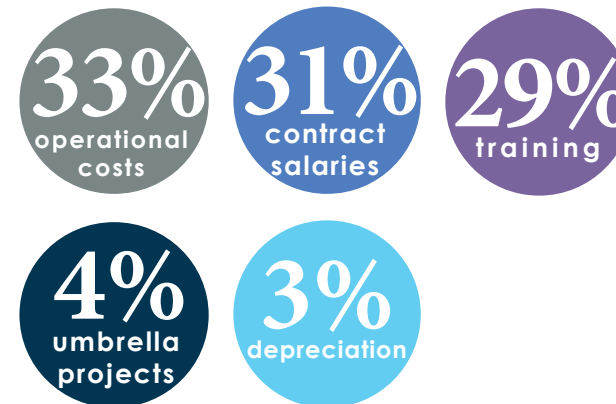
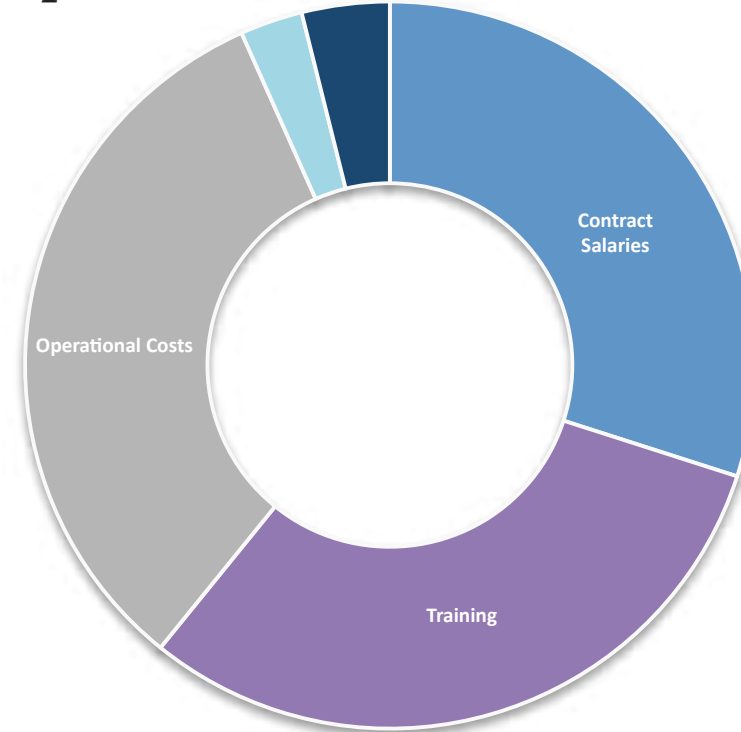
## Income Sources:



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



## Expenditure:





# 24-7YW Trust Summary Financial Statements

## for the year end 31 December 2015

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 2015 (GST Exclusive)

Income	2015		2014	
Interest	\$7 291	1%	\$7 255	2%
Donations	\$60 745	13%	\$35 856	8%
Grants	\$69 543	15%	\$75 000	16%
Training Fees	\$113 968	25%	\$134 870	29%
Network Levies	\$169 223	37%	\$165 676	36%
Umbrella Projects	\$42 574	9%	\$47 264	10%
	<b>\$463 345</b>	<b>100%</b>	<b>\$465 921</b>	<b>100%</b>
<b>Expenditure</b>				
Contract Salaries	\$140 385	31%	\$111 838	26%
Training	\$133 667	29%	\$141 390	33%
Operations Costs	\$152 501	33%	\$114 144	27%
Depreciation	\$12 990	3%	\$4 005	1%
Umbrella Projects	\$18 246	4%	\$55 172	13%
	<b>\$457 790</b>	<b>100%</b>	<b>\$426 548</b>	<b>100%</b>
<b>Surplus (Deficit)*</b>	<b>\$5 555</b>		<b>\$39 373</b>	

### Summary Statement of Financial Position as at 31 December 2015 (GST Exclusive)

	2015	2014
Current Assets	\$224 705	\$221 268
Fixed Assets	\$30 579	\$12 512
<b>Total Assets</b>	<b>\$255 284</b>	<b>\$233 781</b>
Liabilities	\$74 230	\$58 282
<b>Net Assets</b>	<b>\$181 054</b>	<b>\$175 499</b>
<b>Equity</b>		
Current Year Earnings	\$5 555	\$39 373
Retained Earnings	\$175 499	\$136 126
<b>Total Equity</b>	<b>\$181 054</b>	<b>\$175 499</b>

The information disclosed in the Summary Statement of Financial Position as at 31 December 2015 and the Summary Statement of Financial Performance for the year ended 31 December 2015 have been extracted from the full financial report dated 2 June 2016. 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.

\* Note this profit does not mean 24-7 YouthWork Trust has extra funds. This profit is made up of Donations received and tagged for salaries and other expenses in the 2016 Financial Year.

# Board of Trustees

## Guardianship and empowerment

24-7 YouthWork is governed by a voluntary board of trustees that meet 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 seven 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 Owen*



Bachelor of Commerce, Graduate Diploma of Accounting and Finance

**Gareth Owen** joined the 24-7 YouthWork Board in 2015. 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 commercial, people leadership and strategic marketing skills are an invaluable asset to the 24-7YW Board.

## *Grant Chivers*



**Grant Chivers** is the 018 Manager at South West Baptist Church with responsibilities for all Youth and Children's work including being involved with seven not-for-profit Trusts within Christchurch. Grant has been involved with various Youth Trusts, Youth Work and Children's Work of varying sorts for the last 25 years and has a passion to see young people flourish and grow into healthy, contributing, whole adults.

Grant and his wife, Emma, spent three years with YWAM (Youth With A Mission) in Southern Africa in their life before kids and their passions are youth, children, Global Missions and family - along with a great cup of coffee or a mountain bike ride on a forest track.

# Regional Coordinators and Representatives

## Partnership and Vision

Along with the national staff 24-7 YouthWork is led by a Regional Coordinators Group (RCG) that meet four times a year.

The principal roles of the regional coordinators are to:

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

## *Christine Taylor | Northland*



Level 3 Youth Work Certificate

A youth worker at Dargaville High since 2012, Christine is the newest member of the Regional Coordinators Group, joining the team at the beginning of 2016.

As well as being a youth worker, Christine works for Dargaville Baptist Church as the youth leader for Years 7 to 13. She enjoys seeing youth excel in what they love, “but also love seeing them achieve what they thought they couldn’t - seeing them learn to believe in themselves.”

## *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.

## *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.

## *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 and enjoys seeing youth workers well resourced to competently discuss relevant issues with young people through in-depth programmes.



### *Darryl Judd | Wellington*

**Darryl Judd** became the Team Leader for Tawa College when the school joined the 24-7YW Network at the beginning of 2015. Employed as the Youth and Associate Pastor at Tawa Baptist, Darryl has been involved in youth work (either paid or voluntary) for a number of years.

Darryl has been interested in the work of 24-7YW and Duane Major (24-7YW founder) for many years and his maturity and sound wisdom are a welcome addition to the Regional Coordinators Group, which he joined late 2015.

Bachelor of Ministries, Diploma of Agriculture

### *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 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.

### *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.

### *Matt Stevenson | Otago*



Certificate of Youth Work

Before moving to Dunedin, **Matt Stevenson** was a long-serving 24-7 youth worker at Linwood College, Christchurch. Matt is passionate about working with young people and supporting youth workers on their journey. He is excited to see 24-7YW take off 'down south' and looks forward to the impact it will have amongst the youth of Otago. Matt, Jess, and their son Noah, attend Elim Church, Dunedin.



# 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.

### 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, New Zealand Certificate in Youth Work

**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.

### Alan Aitken | Management Advisor



Bachelor of Science, Bachelor of Ministry

Having lead Community Development Network (CDN) Trust for 18 years and as a Senior Pastor before that, **Alan Aitken's** knowledge and experience has made him a valuable part of the network team.

Alan's focus is capturing the ethos of the network through policies, manuals and other written materials. He is well respected nationwide as a wordsmith and is always available to help strengthen local leaders and administration personale.



Bachelor of Communication Studies, Graduate Diploma of Teaching and Learning

### Nicky Geldard | Communications

After spending six 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](http://www.apertureltd.com)*

*Cashmere High, Christchurch South Intermediate, Darfield High, Green Bay High, Hornby High, Karori Normal, Linwood College, Mairehau High, Onehunga High, Orewa College, Tawa College, Te Waka Unua, Waimea College, Whangaparaoa High*

*Mike Johnson, Kayley Gaustad, Anne Morel, Edmund Salem, Abbey Jarvis  
Caxton - Print and Design Excellence*



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