



24-7
YouthWork
Te Muka Rangatahi

We want to see





...
***young
people
thrive.***

Annual Report 2022

PASSION

Seeing young people thrive.

VISION

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

MISSION

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

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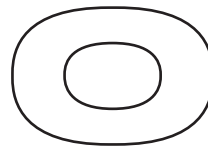
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grant chivers

BOARD CHAIRPERSON



ver the last couple of years we have developed a new language which has taken its own form as we have navigated Covid-19.

Language like: 'isolation'; 'traffic light system'; 'if sick stay at home'; as well as listening to the advice of Dr Bloomfield and implementing changes in the way we operate. It finally feels like we are through the worst and coming out the other side. I'd like to thank our National Director, Jay Geldard for his leadership and flexibility throughout this season. He has had to adapt and change at a moment's notice as well as support our staff, Network and 24-7 YouthWork (24-7YW) settings across the nation. Also, a huge thanks to Alan Aitken as he translated government legislation into policies for our network settings in a simple and understandable format.

As we have listened to local settings the one word that keeps popping up is "change". Change is always hard but has been a constant reality for our

organisation over the last few years. Thankfully we have been able to pre-empt or navigate the changes really well and still feel 24-7YW is in a strong place (see page 14 for an article on how our schools and youth workers have responded to Covid-19). Having said that we also acknowledge the struggles schools have had throughout this season and want to thank our amazing youth workers that tirelessly put hours into supporting schools.

Our governance team want to thank the national staff, regional coordinators, team leaders and especially all 24-7 youth workers for their mahi during a very hard season.

Financially we have landed with a small deficit thanks to adapting quickly and being well supported by a huge sponsorship base. The Board want to thank all our financial supporters who believe in us and have generously given into our kaupapa with the ultimate goal of supporting young people.

As of January 2022, we welcomed Aimee Visser, as National Manager, to assist Jay in the leadership of the 24-7YW Network. We look forward to her strengths complimenting the team.

Over the last couple of years, 24-7YW was able to birth the vision of E Tū Tāngata by empowering Jay to implement this amazing vision across Aotearoa and into local schools. As this vision grows and moves away from the 24-7YW kaupapa, the Board is having to navigate this carefully. We are holding the tension between the two and are looking at steps to support and grow both of these amazing organisations.

Finally, I would like to thank our Board for their courageous decisions to back big visions, maintain solid leadership, and bring their various strengths into our team space to benefit the whole organisation. As Jay says, you are the dream team.

Ngā mihi nui.

T

he pandemic continues to be at the forefront of discussions. As a Network, 24-7YW is not immune to this (pun intended). This is

because what we are living through is a significant moment in time which has impacted us all as New Zealanders, for both good and bad.

24-7YW has had to pivot and adapt the way in which we support our communities, schools, and young people. This adaption hasn't been easy, but in collaboration with each school a comprehensive game plan has been developed to best support the students, from online support when lockdowns have occurred, to physical distancing at school with masks.

Within 24-7YW we talk about a calling to do youth work rather than seeing it as a job. This means the calibre of people who step into 24-7YW are individuals wanting to make a difference to their community. These youth workers have been outstanding at going the extra mile and ensuring every level of the school is supported, from senior management to deans, teachers, and support staff. I could not be prouder of the effort youth workers have made in supporting the schools and students, while at the same time living with the tension of their own work-life balance.

During this pandemic it has been tough (in many ways) on companies, organisations, and charities. As a charity, 24-7YW has felt this and we have

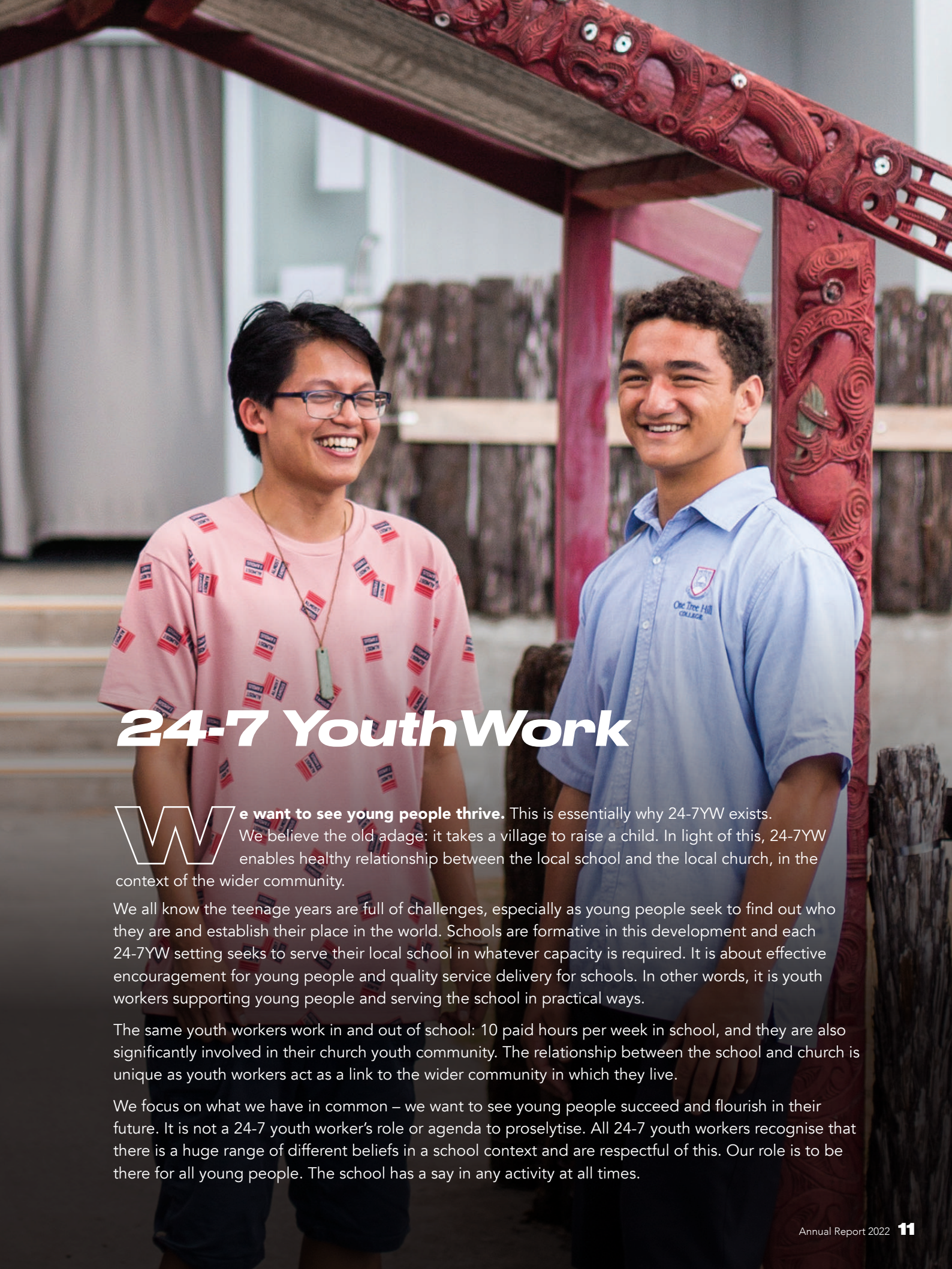
seen the impact this pandemic has had on the 50 charitable trusts delivering youth workers locally. The funding has become tighter, the needs are higher and the fatigue seems to be everywhere. But we must carry on and continually find ways to look after ourselves and those around us. This is the strength of the 24-7YW Network. We are well setup to support like-minded people with the intention to see young people thrive.

So, take the time to encourage those around you. It just may be the words they need to hear today.



jay geldard
NATIONAL DIRECTOR





24-7 YouthWork

We want to see young people thrive. This is essentially why 24-7YW exists. We believe the old adage: it takes a village to raise a child. In light of this, 24-7YW enables healthy relationship between the local school and the local church, in the context of the wider community.

We all know the teenage years are full of challenges, especially as young people seek to find out who they are and establish their place in the world. Schools are formative in this development and each 24-7YW setting seeks to serve their local school in whatever capacity is required. 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 wider community in which they live.

We focus on what we have in common – we want to see young people succeed and flourish in their future. It is not a 24-7 youth worker's role or agenda to proselytise. All 24-7 youth workers recognise that there is a huge range of different beliefs in a school context and are respectful of this. Our role is to be there for all young people. The school has a say in any activity at all times.



numbers

188 youth workers in **88 schools** nationwide

40 youth workers completed the Level 3 New Zealand Certificate in Youth Work in 2021

57 long-service awards given to youth workers in 2021 that had completed 5 - 17 years of service in their local schools

170+ churches (across 17 denominations) working together to connect youth workers to their local schools

\$3,771,280 million budget raised locally

74,858 young people attended events run by youth workers

Youth workers recorded **61,734** one-on-ones with students

Youth workers recorded **340,304** engagements with students

Youth workers recorded **65,673** hours of work in school

youth workers respond to covid-19

It seemed relatively inconsequential; a passing news bulletin at the end of 2019 mentioning an emerging virus in China. The year had already been tragic and eventful for New Zealand – both the mosque shooting in Christchurch and the White Island eruption marked significant loss of life, both devastating to local communities and the nation as a whole. The turn of the decade was celebrated as a fresh start, the beginning of something new. But then that strange new virus started to flex its muscles and its impact was felt worldwide. We acquired a new vocabulary: coronavirus, home-isolation, lockdown, bubble, epidemic, pandemic, social distancing, contact tracing, super spreader, et cetera. We also gained a new wardrobe accessory: the humble face mask was soon in everyone's back pocket, purse and glovebox, ready to be worn at a moment's notice.

Over the last two and a half years we have adapted and 'pivoted', planned and rescheduled, locked down, bought copious amounts of toilet paper and tried to retain a certain level of control over our lives. Our children and young people have experienced a situation unlike anything in living memory, with parents and schools doing their best to encourage learning and stabilise their environment. Youth workers have been a crucial part of many young people's lives over this time and offer their observations concerning the challenges and learnings of youth work during a pandemic.

Because of the numerous and lengthy lockdowns

(especially in our biggest city, Auckland), it has been difficult for youth workers to maintain contact with young people. A lack of actually being together in person has made staying in touch with young people difficult, which has resulted in a loss of momentum and consistency in schools. It has been hard for youth workers to make new connections and impossible for them to run events with large numbers. *"Youth work is about making those authentic, deep, personal connections with youth. I believe that in order to help them, I've got to know them,"* says George, an Auckland-based youth worker. *"It's really hard to get to know our youth over a computer screen."*

But screens were where many youth workers had to turn to maintain a level of connection with young people. Instagram, Facebook, Kahoot and even Xbox gaming allowed youth workers to stay in touch. Cambridge youth workers got creative and started their own television show with weekly episodes until they were allowed back to school. Online quizzes, polls and questionnaires kept youth engaged and active – Oxford Area School's youth workers challenged kids to do press-ups and have a bake-off (but not simultaneously!). Thinking outside normal boundaries has proven to be both challenging and rewarding.

It's this mixed response which seems to be typical of the pandemic and the restrictions associated with it. While some young people have loved the lockdowns and the time at home, others have

struggled with the isolation and challenging family situations. As one youth worker observed, *“For kids who already have a lot of difficulties going on, the pandemic has compounded those difficulties, leading them to lash out more – the stress felt at home is exhibited/mirrored in their behaviour.”* There is also the awareness of missing out on important moments or events such as school formals, camps, graduation dinners, trips, sporting events ... and the opportunity won't come around again. *“Students have come to expect things to be cancelled and their expectations for things have been lowered as a result,”* says David, a youth worker from Christchurch. Exhaustion, social anxiety and the lack of resilience are all youth-related responses cited from youth workers nationwide. *“It has definitely rocked their security in ‘a sure thing,’”* one youth worker notes. However, this isn't necessarily detrimental, *“They don't take things for-granted so much, which is probably a good thing. They also seem to have a bit more of a caring attitude for others, as they know people who have done it tough.”*

“WE CAN'T CHANGE THE SITUATION, BUT WE CAN GIVE PEOPLE HOPE TO GET THROUGH IT.”

And teachers are one group of people who have toughed it out. While schools have adapted well to the changing mandates, levels and lockdowns, it has taken a toll. *“Schools have really been pushed to their limits,”* a youth worker says, *“the constant feeling from school staff is one of exhaustion.”* Schools have been proactive in providing online learning, maintaining routine and buoying up students, but they've also needed support and the reassurance that their community is behind them. This has often been demonstrated by youth workers providing morning tea, coffee, gifts in teachers' pigeonholes or an encouraging word. *“Consistency is key. Continuing to show up for schools and kids makes more difference than you think it does. People just want to be heard, so providing a*

listening ear and some words of encouragement (and maybe a cup of coffee) goes an incredibly long way in helping people get through the day. Tell people that you think they're doing a great job, that they're awesome, and that you love them ... We can't change the situation, but we can give people hope to get through it.”

If there is one thing we have all learned over this time it's that nothing replaces actually being with people. *“Face to face is so important as well as genuine connection,”* says Joseph, a youth worker from Nelson. *“We don't take for-granted the time we have working with the kids,”* comments a Christchurch-based youth worker. *“There were just no guarantees that you would be able to continue the conversation with them the next day; so we needed to make sure we were happy with how things were left with the kids at the end of the day.”* And it has been important for youth workers to maintain their connection with staff as well as students over this time as Jasper notes, *“When situations happen they are checking in on youth workers, that's when you feel valued.”* Getting behind what the school is already doing and approved has been another learning for youth workers as Hannah points out, *“Instead of trying to come up with youth work activities on our own we have partnered with the prefects and given them the means to be able to do the activities. This has been received positively from the school.”*

Mel from Northland offers a succinct summary of a youth worker's experience during the pandemic, *“Normal isn't normal anymore. We have been pushed way out of our comfortable place, and have had to be more creative in how we engage young people.”* Or as Michael puts it, *“Predictability is simply a façade and we must accept and move with the reflexive nimbleness required.”* So, it seems that developing resilience, being kind to oneself and others, clear communication, genuine connection and holding plans lightly are the lessons of these years – both for youth workers and the young people they work with. It hasn't been easy but we'll take the learnings and continue to grow – both as individuals and as an organisation. And, whatever the year throws at us, we'll 'pivot' again to meet the needs of young people in our communities.

our philosophies and development models

Mana Taiohi has evolved from the principles of youth development previously expressed in the Youth Development Strategy of Aotearoa (2002) and is informed by the voice of young people, the people who work with young people, Aotearoa based literature into positive youth development, and a Te Ao Māori worldview. As an organisation, 24-7YW recognises and seeks to uphold the principles implicit in Mana Taiohi; we are committed to seeing young people thrive, we are relational, integrated in community, research-based and culturally relevant.

The Mana Taiohi principles are interconnected, holistic, and exist in relation to one another. Without any one of them the others are weak.

Mana is the authority we inherit at birth and accrue over our lifetime. It determines the right of a young person to have agency in their lives and the decisions that affect them. Mana is an overarching principle and the following eight principles are divided into two sections: the mana young people have; and how a youth development approach enhances what exists.

THE EIGHT PRINCIPLES OF MANA TAIOHI

Recognising Mana

- Mauri (o te Taiohi) is the life spark inherent in all young people. It includes their values beliefs, skills, and talents. Fuelling that life spark means young people are seen, recognised and valued for who they are.
- Whakapapa Taiohi recognises the genealogies and stories of descendants and their connection to whenua (land) for all cultures. It acknowledges our shared histories and the impact of colonisation in Aotearoa.
- Hononga Taiohi is about joining and connection. Linked to whakapapa, it is about connection to people, land/whenua, resources, spirituality, the digital world and the environment.
- Te Ao Taiohi is impacted by big picture influences such as social and economic contexts and dominant cultural values.

Enhancing Mana

- Whanaungatanga is about relationship, kinship and a sense of family connection.
- Manaakitanga is expressing kindness and respect for others, emphasising responsibility and reciprocity. It creates accountability for those who care for young people, relationally or systemically.
- Whai wāhitanga is participation. We enable young people to be empowered to participate when we allow all young people to navigate and participate in the world, rather than privileging the voices of a few.
- Mātauranga refers to knowledge, wisdom, understanding and skill. It includes research, individual experience, customary and cultural knowledge, and the beliefs and ideals held by young people and their whānau.



E TŪ TĀNGATA
STAND TOGETHER
AOTEAROA

E TŪ TĀNGATA

This is a simple and widely applicable mental health and wellbeing tool developed by 24-7YW.

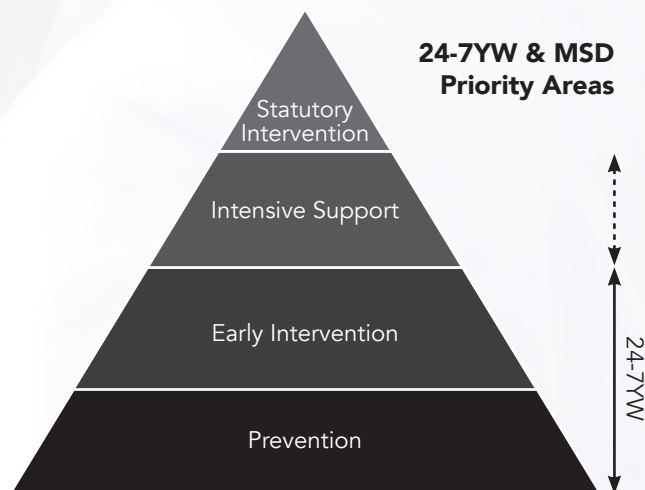
E Tū Tāngata promotes three core values as a means of countering 'tall poppy syndrome':

- 1. You Have Value** – He mana tōu nō whakapata
- 2. We Succeed Together** – Ki te kāpuia e kore e whati
- 3. Others Matter** – He aha te mea nui o teo, he tangata

24-7 YOUTHWORX AND SOCIAL SERVICES

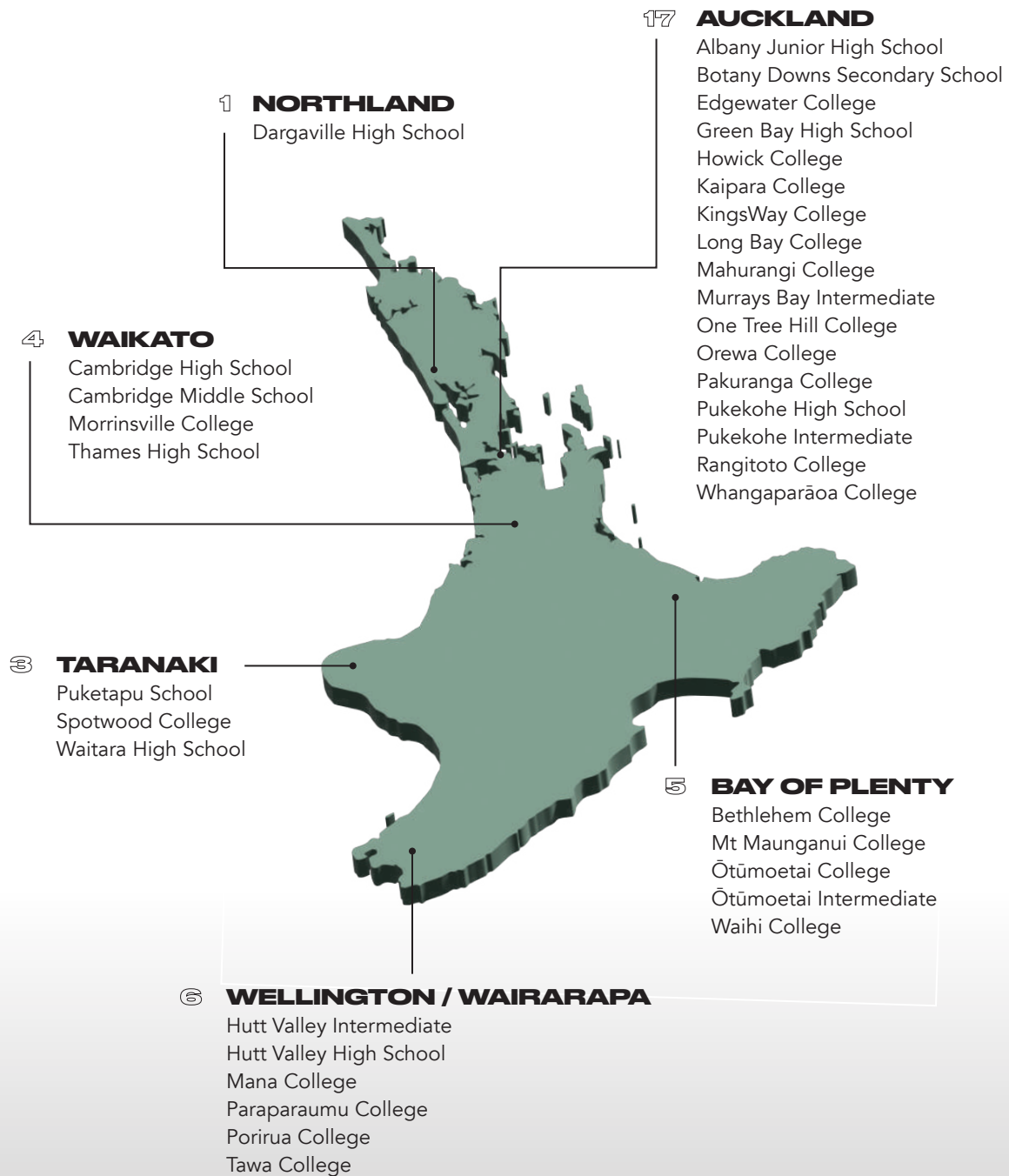
24-7YW is highly compatible with more intensive social services. The pyramid diagram provides a simple visual illustration of where 24-7YW fits in the mix.

24-7YW is best described as a low intensity preventative and early intervention service. Some settings may have capacity for more intensive work but this isn't a normal specification as 24-7YW is for all young people within a school and is for any school. It is not just aimed at young people perceived as 'at-risk', or available only in low decile schools.



where we work

SCHOOLS WITH 24-7 YOUTHWORK 2021 - 2022







The 24-7YW Team make a fantastic contribution to the life of our school.

They are proactive in exploring ways to support staff and students, enhance our culture and provide additional support with engaging students. Whether it is through contributing to the running of events, developing our student leaders, or providing a supportive space, we really appreciate their contribution to Cambridge High School (CHS).

Staff and students treat our youth workers as a normal part of our school scene and value the extra pair of hands they offer in making sure school is an engaging and supportive place for our students. Their contribution at CHS is a seamless extension of their other community involvements and this provides more positive opportunities and connections for our students outside of school.

We really value the positive input from our youth workers and appreciate their professionalism, independence, warmth and can-do attitude.

In a recent example, we made significant changes to our school house system. The team have been fantastic in this transition, spotting opportunities and areas for improvement and were enthusiastic about re-imagining their plans to fit with the new system. Although they have found it difficult during Covid-19 disruptions, they were really creative in caring for and connecting with our staff and students, especially during the challenges of lockdown.

If you are considering introducing 24-7YW into a school, I would recommend providing them with an initial focus, raise the profile of their involvement and look to provide them with space for their contribution to grow. Through their involvement you will get closer to what works for students and understanding what the students want to see on offer at their school.



Cole Sherburne

Cambridge High School
Darianna Young



greg thornton

**CAMBRIDGE HIGH
SCHOOL PRINCIPAL**



**creed
dermondy**
STUDENT

Tell us about your story; what is your background prior to meeting the youth workers?

I was Year 9, I was doing alright. But, I was disengaging in school, making absurd decisions about my life like smoking weed and vaping.

How long have you been at Hutt Valley High School (HVHS)? How have you found it?

I have been at HVHS for four years. I have found school challenging and hard in terms of my education. I have struggled with exams and understanding what's going on in my work. Outside of learning I have a good group of mates and we have a good time.

When did you meet the youth workers? On what terms did you connect with them (e.g. school counsellor recommended it, you hung out with them at lunchtime, etc.)?

Term 3 in Year 9. We had seen and chatted with the youth workers at lunchtime but I really connected with one of the youth workers when he ran a restorative session with a mate and I.

How have they impacted you?

Majorly, I reckon if I didn't have a Dave (youth worker) I wouldn't have a clue who I could be. When he added me into a group he ran, I felt connected and had a better understanding of who I am and who I want to become.

Is there a particular moment when you really appreciated having them around?

I remember when some of my family passed away. I was down for a couple of weeks. We talked about it together and then had a group session with the boys and it brought me back up.

How does the student body perceive the youth workers as a whole? Are they part of the school furniture or are they seen as outsiders coming in?

I think the students think they are gangster, I reckon they are safe, comfortable, caring and the students know they are always there for us. They help a lot of people going through stuff, they are kind of like a big brother or big sister; someone the students can look up to.

Is there anything else you want to say (about the youth workers or about your story)?

David's the man!

A portrait of Lizzy Hodge, a woman with short grey hair and glasses, smiling. She is wearing a white t-shirt and blue earrings. The background is a blurred green bush.

lizzy hodge

SELWYN WAIREWA YOUTH TRUST

Can you tell us a bit about your trust: what is your function/role in Selwyn, how many schools/trusts work together in the area, what is the Council buy-in?

Selwyn Wairewa Youth Trust (SWYT) was established over 10 years ago by a great team of trustees (some of whom still serve on the trust board). Our stated aim is that we are committed to creating a healthy and vibrant youth culture in Selwyn and Wairewa. We do this by supporting young people, developing leaders and creating safe spaces – this includes supporting the 24-7 YouthWork (24-7YW) youth workers at Lincoln High School and Lincoln Primary School.

Across the district there are four other active youth trusts with 10 youth workers in six local schools. Our Selwyn cluster of 24-7 youth workers loves that we are able to combine our powers with the support of other local funders to continue growing and supporting young people in our communities. Selwyn District in Canterbury is one of the largest territorial areas in the nation, stretching from the Alps to Banks Peninsula, bounded by Christchurch to the north and the Rakaia River in the south. It's a fast growing district, with the population doubling in the last 15 years, to 75,000 people.

As regards the Council buy-in - Selwyn District Council has always been an amazing supporter of 24-7YW. The Mayor and Councillors have been really positive about the way our 24-7YW goals fit with the Council's aspirations for Selwyn to be a connected and inclusive community – for Selwyn residents to be successful, to support each other, enjoy spending time together and feel a sense of belonging. Our faith-based trusts recognise and affirm this common ground we share with the Selwyn District Council – as residents of Selwyn we want those great things to be true for all Selwyn residents too!

Why is it important for young people to have the wrap-around support of their community?

The reason I'm involved with 24-7YW is because I believe that it is so valuable, and increasingly important in a more and more fractured society. The model of a national network supporting local people with the needs that they've identified, in the places they know best, works really well.

Unfortunately it's pretty obvious that the mental health and anxiety struggles that young people are experiencing – often due to social media/online world – are not going away any time soon. Although that may sound pessimistic, I am actually optimistic about the future because I see the difference we can make to society and to people's lives when we show care and love for each other.

This is another great example of where 24-7 YouthWork dove-tails with community goals; with more integration and communication between community partners we can support more young people in their journey through life.

I sense that there's a growing recognition that splintered/siloed services don't provide meaningful support as a holistic approach to people's well-being; this may be especially true for young people who often would not have the knowledge, life-skills or perseverance to find and access the services they need in difficult times.

In the special space where 24-7YW functions we can provide helpful links between schools, community groups, and other more specialist services when needed.

Can you provide an example of when your community has supported its young people well?

There are too many to write about in one annual report! A strength of the 24-7YW model is that it's embedded in the local community for the long haul. We have seen so many young people struggle and then – through long and consistent relationships – grow and thrive. I can think of one young person (well-known to our Trust) who has had many hurdles and setbacks over the years we've known her. However, through continual care and support for her and her family, she has successfully transitioned from school and moved into the workplace.

What is your vision for the future? What would help the youth of your community to thrive?

Even more of the same great youth work that 24-7YW already does so well!

I had a fascinating conversation recently with someone who has been in the community and youth work for over 20 years; I was struck by his observation that youth work has changed so much in that time. He told me that early in his career youth work was a lot more fun than it is in the present day; he used to hang out with young people, play games and not have to deal with so many big issues. The contrast to youth work now is very striking as the needs seem far greater. He was wondering and dreaming about how much more could be done with and for young people if time, money and resources were no object.

How can people help? What's the best way to support positive youth development in their own communities and neighbourhoods?

This is a great question because my fear is that many 'ordinary' people feel they can't do anything to help - and these tricky issues are best left to 'professionals' to deal with - but that's not the case at all! We get it that not everyone wants to be a youth worker (well, we kind of get it, even though it's the best job in the world), but still everyone can be supportive of youth in their community.

Each of us can play our part in caring for each other and caring for the young people we meet. It can be as simple as taking time to show that you're interested in what is happening in the life of a young person you know.



daniel peckston

STUDENT

Tell us about your story; what is your background prior to meeting the youth workers?

I struggled to make friends and I was real shy and not confident in anything I did.

How long have you been at Hutt Valley High School (HVHS)? How have you found it?

I was at HVHS for five years and I found it really hard at the start but having the support of the youth workers made me realise that people do care for me and I am very lucky to have met them because if I didn't meet them I wouldn't be where I am today.

When did you meet the youth workers? On what terms did you connect with them (e.g. school counsellor recommended it, you hung out with them at lunchtime, etc.)?

I meet the youth workers in Year 9 through being recommended via the counsellors; I just hung out with the youth workers as much as possible.

How have they impacted you?

They have impacted me in so many ways, but to keep it short, they believed in me and showed me that with every problem there is a solution. The youth workers were with me in my highs and lows, which is so important!

Is there a particular moment when you really appreciated having them around?

In all the highs and lows, they were really awesome to be around and I just sometimes needed someone to talk to - they were so helpful!

How does the student body perceive the youth workers as a whole? Are they part of the school furniture or are they seen as outsiders coming in?

Yeah they are definitely a part of the school and a lot of students know that too!

Is there anything else you want to say (about the youth workers or about your story)?

Can youth workers please get paid more? Because, seriously they change lives and believe in young people no matter what.





governance statement

24-7 YOUTHWORK TRUST BOARD

24-7 YouthWork Trust is a support organisation for the network of churches participating in 24-7YW 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 24-7YW. It does this by:

- Licensing local partners to use the 24-7YW 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 24-7YW
- Promoting and developing 24-7YW
- Raising and administering funding to support its work

Great importance is assigned to the views of local settings. The Trust is the only visible, formalised part, of the Network. The Trustees function to serve the views of local churches and organisations.

Nevertheless the trustees retain and fulfil the responsibility to ensure that the Trust is coherent, responsible and viable in its activities.

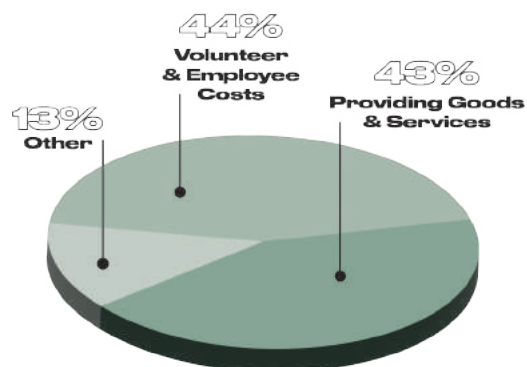
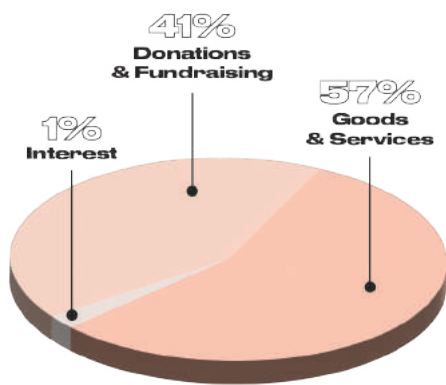
Trustees are chosen both for the specific skills they bring to the governance role and their understanding of, and adherence, to the 24-7YW ethos.

financial summary

24-7 YOUTHWORK TRUST

Summary Statement of Financial Performance for the Year Ended 31 December 2021 (GST Exclusive)

Income	2021	2020
Donations, fundraising and other similar revenue	273,168 (41%)	233,925 (46%)
Revenue from providing goods or services	384,317 (57%)	268,233 (53%)
Interest and other investment revenue	1,583 (0%)	5,248 (1%)
Other revenue	10,181 (2%)	- (0%)
	\$669,250 (100%)	\$507,406 (100%)
Expenditure		
Volunteer and employee related costs	315,072 (44%)	298,356 (55%)
Costs related to providing goods or service	313,161 (43%)	184,983 (34%)
Grants and donations made	0 (0%)	0 (0%)
Other expenses	95,828 (13%)	61,552 (11%)
	\$724,062 (100%)	\$544,891 (100%)
Surplus (Deficit)	(\$54,812)	(\$37,485)



**Summary Statement of Financial Position
as at 31 December 2021 (GST Exclusive)**

	31 Dec 2021	31 Dec 2020
Assets		
Current Assets		
Bank accounts and cash	124,288	98,058
Debtors and prepayments	42,521	28,738
Other current assests	164,631	270,310
Total Current Assets	\$331,440	\$397,107
Non-Current Assets		
Property, plant and equipment	42,990	10,467
Other non-current assets	347	960
Total Non-Current Assets	\$43,337	\$11,426
Total Assets	\$374,777	\$408,533
Liabilities		
Current Liabilities		
Creditors and accrued expenses	55,476	19,021
Employee costs payable	21,942	19,456
Unused donations and grants with conditions	24,707	40,000
Total Current Liabilities	\$102,125	\$78,477
Non-Current Liabilities		
Other non-current liabilities	462	3,054
Total Non-Currant Liabilities	\$462	\$3,054
Total Liabilities	\$102,587	\$81,531
Total Assets less Total Liabilities (Net Assets)	\$272,189	\$327,002

board of trustees

GUARDIANSHIP AND EMPOWERMENT

24-7YW is governed by a voluntary board of trustees who meet four times a year with input from Jay Geldard, the National Director. The principle roles of the board are to:

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



1 **GRANT CHIVERS** (Chairperson)

Grant Chivers has recently moved to the role of kaihautū / Lead Pastor of Northcity Church in Papanui, Christchurch. Grant has been involved with different youth trusts, youth work and children's work of varying sorts for the last 25 years. He works with four not-for-profits around the city. Grant's passion is 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.

2 **MARCUS DRILLER** (Vice Chairperson)

Bachelor of Commerce, Bachelor of Laws

Marcus Driller is Vice President - Corporate at Fisher & Paykel Healthcare. His role encompasses investor and media relations, legal, corporate communications, reporting, and sponsorship. Marcus is passionate about seeing businesses, not-for-profit organisations, churches, and schools coming together to form stronger communities in Aotearoa. He was drawn to 24-7YW because of their desire to make a difference in the lives of young New Zealanders, who will not only play an important part in our future communities, but are an integral part of our communities today.

Marcus is married to Toni and with their three children, they enjoy music, biking, travelling and getting out on the water.

3 **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.

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

4 **ALAN AMEYE**

Diploma in Youth Work, Certificate in Applied Theology

Alan Ameye and his wife, Heather, spent 13 years working for YFC (Youth for Christ) in Wellington before moving to the City of Sails to serve as youth pastors for nearly 11 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).

5 **GABRIELLE BISSEKER**

Endorsed Master of Education in Child and Family Psychology, Post-graduate Diploma in Child and Family Psychology

Gabrielle Bisseker is a former 24-7 youth worker at Rangiora High School. For the last twelve years, Gabrielle has been working as a Child and Family Psychologist across the areas of speciality mental health, clinical education and perinatal psychology.

Outside of work, Gabrielle enjoys being creative, learning new skills and having mini-adventures.

6 **JUNIOR TANA**

Master of Arts Te Reo Māori, Bachelor of Arts Māori (Hons)

Junior Tana has been working in the education sector for the past 15 years. He has taught at the University of Canterbury, Te Kaupapa Whakaora Alternative Education, Te Wānanga o Aotearoa, and Te Whare Wānanga o Awanuiāngi.

Junior holds a Masters of Te Reo Māori and is also a Te Panekiretanga graduate. He currently provides academic and cultural advice and sits on a number of boards, including the Waitaha Cultural Council, Te Matatini and Te Ora Hou.

7 **TERESA PARSONS**

Bachelor of Science, Bachelor of Biomedical Science (Hons)

Teresa Parsons has been working as a 24-7YW Team Leader and a full-time student support worker at Waitara High School, in Taranaki for six years. Teresa has also been involved with her local church in an administration role.

Teresa absolutely loves being part of the student support team at Waitara High School looking after their small town's rangatahi. She is privileged to share this pivotal part of their lives with them.

8 **BECCY HAYLOCK**

Diploma in Photographic Imaging, Level 3 Certificate in Youth Work

Being a past 24-7 youth worker and youth pastor, Beccy Haylock has seen first hand the impact in schools and young people's lives that youth workers have. She is passionate about seeing our rangatahi realise their value, find places to belong and grow, and reach their full potential. Being a part of the 24-7YW board allows her to be involved in seeing this happen at a nation-wide level.

regional coordinators

PARTNERSHIP AND VISION

Along with the National Staff, 24-7YW is led by a Regional Coordinators Group (RCG) who meet four times a year.

The principle 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



1 **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.

2 ALLYSIA KRAAKMAN Waikato
Diploma in Counselling

Allysia started working with Cambridge High in 2016 and now leads the team at Cambridge Middle School. Allysia has been passionate about working with young people since she was in college, surrounded by great role models and wanting to help bridge the gap between the intermediate and high school years. She is passionate about helping others realise their potential and achieve their purpose, no matter their age.

3 BRIAN KIRBY Bay of Plenty
Level 3 Certificate in Youth Work

Brian Kirby has been working with Intermediate age youth since 2010 and he now leads the Phase Youth team at Bethlehem Baptist Church. Brian is passionate about intermediates, as they transition from kids into teenagers, their enthusiasm for life, and all the questions they bring!

His passion for youth has grown into the role as a 24-7YW Youth Worker at Otumoetai Intermediate and 24-7YW Team Leader in Bethlehem College.

4 DARYL JUDD Wellington
Bachelor of Ministries, Diploma of Agriculture

Daryl 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, Daryl has been involved in youth work (either paid or voluntary) for a number of years.

Daryl 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.

5 NICK IPPOLITO Nelson & Marlborough
Bachelor of Ministries

Nick Ippolito has been doing youth work in America and all around New Zealand since 2003. He was a former youth worker and team leader at Waimea College. Nick is a self-taught coder, who is now running his own web-design business and taking over the world with SquareKicker.

At the start of 2015, Nick was appointed as the Regional Coordinator for the Nelson/Marlborough area. Nick is affiliated with Hope Community Church.

6 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 24-7 youth worker.

7 RUBY BOWMAN South Canterbury
Level 4 Certificate in Christian Ministries

Ruby Bowman started as a youth worker at Ashburton Intermediate in 2016 and at Ashburton College in 2018. Based at Ashburton New Life Church, Ruby joined the team as a Regional Coordinator at the start of 2020.

Ruby has a passion to see the next generation empowered and understand their value and purpose.

national 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.



1 **JAY GELDARD** National Director
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 team in 2009.

Jay is passionate about young people 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.

2 AIMEE VISSER National Manager
Bachelor of Arts in Business Psychology

Aimee Visser has worked with children and young people in ministry roles for 20 years, including leading Children and Families ministry, and acting as team leader for 24-7YW. With a background in Business Psychology, she has a deep interest in, and love for people, with all of their unique strengths, and enjoys coaching, dreaming big, and encouraging others to step out and fulfil their purpose. Her heart for young people is to see their self-belief grow and to encourage them to take their place in the world with confidence.

3 ALAN AITKEN National Development Specialist
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.

4 ANDRENA MCPHILLIPS National Administrator
Diploma in Christian Ministries, Level 3 Certificate in Youth Work

Andrena McPhillips joined the 24-7YW team in 2018. Prior to this, Andrena was in an office management role with a local building company and also brings over 10 years of sales and marketing knowledge, having previously worked in the tourism industry.

Andrena brings a genuine love and calling for administration. The greatest part of her work is supporting and encouraging others in their mahi. Andrena was drawn to 24-7YW as she sees the value of being present for young people and the difference that can make.

5 NICKY GELDARD Research and Programme Development
Bachelor of Communication Studies, Graduate Diploma of Teaching and Learning

After spending six years high school teaching, Nicky Geldard joined the 24-7YW team in 2011.

Initially trained as a journalist, Nicky loves being able to use her communication background in still working with schools and young people. She believes young people hunger after genuine relationship and sees youth work as one way of fulfilling that need.

6 JUDITH MCCONNELL Events Manager
Bachelor of Commerce

Judith McConnell has been a part of the 24-7YW family since 2013 (as our Trust Accountant), however, her sense of fun and excellent organisational skills meant she was the perfect person to take on the management of 24-7YW events.

She loves interacting with youth workers and providing them with experiences that enhance and effectively input into their work in schools. Concerned with the welfare of our nation's young people, Judith sees her role as supporting those who are at the coalface.

Judith is a trained accountant and has worked in various commercial roles, including as a financial accountant for Christchurch International Airport Ltd; she then started her own business to support not-for-profit organisations.

A group of young people in school uniforms walking in a hallway. The image is dimmed to serve as a background for the text.

values

24-7 YOUTHWORX DNA

1. HOSPITALITY - MANAAKITANGA

We share food, homes and lives with one another. We celebrate a lot!

2. GENEROSITY - ATAWHAI

We 'pay it forward' to other churches and schools, we share and we support each other.

3. HUMILITY - NGĀKAU MĀHAKI

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

4. ADVENTUROUS - HAUTUTŪTANGA

We are adventurous and follow a sense of calling with a large amount of faith and prayer.

5. PLANTED - HAPORI

We are committed to local churches and local areas, wherever possible we try to keep local money local.

6. CHRIST-CENTRED - KARAITIANATANGA

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



practices

24-7 YOUTHWORK DNA

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

1. The Practice of Building a Trust Relationship Between Church and School
2. The Practice of Supporting Young People and the School
3. The Practice of Building Positive Relationships
4. The Practice of Cultivating School Spirit
5. The Practice of Leadership Development
6. The Practice of Integration into Out of School Activities
7. The Practice of Youth Community
8. The Practice of Community Development
9. The Practice of Professionalism
10. The Practice of Management and Governance
11. The Practice of Personal Development
12. The Practice of the 24-7 Networking

OUR THANKS TO:

Burnside High School, One Tree Hill College, Oxford Area School, Rangiora High School, Rolleston School, and Whangaparāoa College

Greg Thornton, Creed Dermondy, Lizzy Hodge, Daniel Peckston

Becky Haylock - Photographer

Caxton - Print and Design Excellence (www.caxton.co.nz)

Cara Stuart - Graphic Designer

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24-7
YouthWork
Te Muka Rangatahi