

THEY HAVE GIVEN ME A
PLACE AND PEOPLE I CAN GO
TO AND FEEL SAFE.

THAT I CAN COME TO
SCHOOL KNOWING THERE'S
SOMEONE THAT I TRUST AND
I CAN BE MYSELF.

SEEING MY YOUTH
WORKER JUST GAVE ME
A BETTER POINT OF VIEW
ON EVERYTHING.

Comments from students
about their youth workers
from the YouthVoice Survey

25
YEARS

24-7YW



EST 1998





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.

A photograph of two men in a library setting. The man on the right has long, wavy brown hair and is wearing a blue and white vertically striped polo shirt with a lanyard around his neck. The man on the left is seen from the back, wearing a light blue polo shirt. They appear to be in conversation. The background is filled with bookshelves.

ANNUAL REPORT 2023

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LINE UP...**

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BOARD CHAIR
GRANT CHIVERS



GRANT (2013)

Kia Ora,

Mā mua ka kite a muri, mā muri ka ora a mua (those who lead give sight to those who follow, those who follow give life to those who lead).

One of the strong values of 24-7 YouthWork (24-7YW) is that we are locally planted and our youth workers are the champions and leaders of our organisation. Our national team supports and empowers each local setting to be the best it possibly can be. That is why I love this whakatauki.

If there is one word to describe this last year it would be TRANSITION. The Board was made aware that our National Director, Jay Geldard, was moving into a full-time role with E Tū Tāngata after 13 years of leadership. Jay has served the 24-7YW network for over 20 years starting as a youth worker at Hornby High School in 2003 and becoming our National Director in 2010; he has led with the question, 'how can we make the network strong so our rangatahi thrive?'

The 24-7YW Board chose to empower Jay to establish E Tū Tāngata under the banner of 24-7YW as we could see the benefit for schools and young people. We are proud to see Jay take this to the next level and establish E Tū Tāngata as a stand-alone trust. We send Jay and the team out from under 24-7YW with our blessing and welcome a new season for 24-7YW with Aimee Visser leading the network team. I want to thank the Board for their courageous generosity over the last few years as we empowered Jay to pioneer and launch E Tū Tāngata.

With Jay's departure, we want to reiterate that the leaders in our organisation are our youth workers in schools as they build positive relationships with young people. Therefore, the national team is there to give life to those leading. As we transition to our new National Director, Aimee Visser, the network staff will continue to bring life to those we are following, the youth workers and team leaders of local settings.

I want to thank the network staff who have worked diligently during this transition process. Andrena McPhillips (Administration) and Judith McConnell (Events and Finance) have both moved on from 24-7YW and we will miss their

expertise and experience within the team. Thank you both so much for your years of service and we wish you every blessing for the next season in your lives.

We are also aware that there are key changes within the regions as long-serving Regional Coordinators move on. We grieve the changes and loss as we say goodbye to amazing people who have given a season of their lives to our network, recognising that change is difficult.

Financially (and in spite of Covid-19) we have closed the year off with a small profit of \$61,847 which is remarkable considering the uncertainty of the financial year. Thanks to our donors and sponsors for their commitment to 24-7YW and our vision of seeing young people thrive.

The Board is aware of the current challenges facing schools and their young people, challenges within the faith community and financial challenges facing our communities. This year, we are going into a three-year strategic planning process with our Regional Coordinators to grapple with these struggles and consider how we as a network can move forward with vision and purpose.

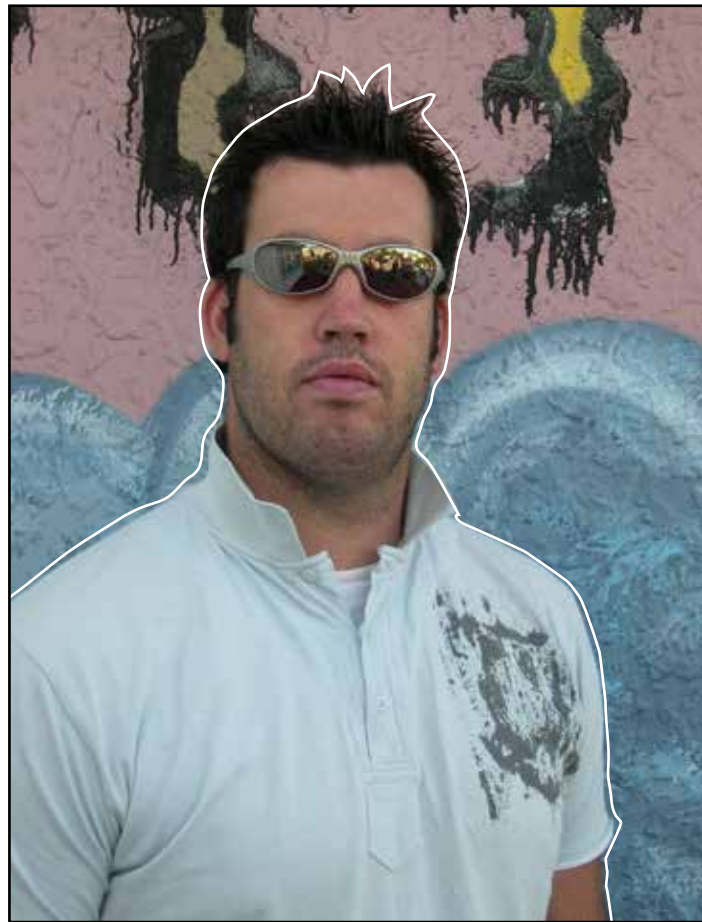
Finally, as we say goodbye to Jay and welcome in Aimee, we are looking forward to seeing the 24-7YW story continue to unfold with you – school, church, supporter, youth worker – as a valued part of this 25-year journey, and we are excited about what the future holds.

Ka titiro whakamua mātou ki ngā mea kei te heke mai (we look forward to what the future holds).

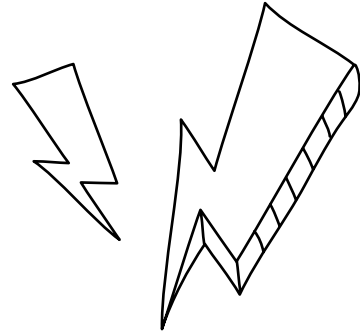
Ngā mihi,

Grant Chivers
Board Chair

OUTGOING NATIONAL DIRECTOR
JAY GELDARD



JAY (2007)



This year, 2023, marks 25 years since the inception of 24-7 YouthWork (24-7YW).

This anniversary comes with a real sense of gratitude of all we have been able to achieve over this time. Our vision has always been bold, we want to see young people thrive! We have never deviated from the recognised need to support rangatahi in local communities. From humble beginnings in 1998 when youth workers, Chris Habinshuti-Shields and Simon Ward, first walked into Riccarton High – a way was made for over one thousand youth workers to follow.

The strength of 24-7YW is the collaboration of churches within the network. This cross pollination across the motu has created a wealth of resources and ideas which benefit young people and schools. There is a real sense that we are stronger together and by sharing our resource kete we all benefit. He rau ringa e oti ai (many hands make light work).

As we look forward, we are excited about the opportunities ahead of us. The need for positive role models to walk alongside a young person remains ... it just looks a little different. Our latest research (carried out in 2022) shows the importance of what we are doing in schools and the positive impact our work is having. It is encouraging to read the positive feedback from young people and it inspires us to continue to build on the foundation of those who have gone before.

On a personal note, I am leaving (effective June, 2023) 24-7YW after 13 years as National Director! This journey

began for me 20 years ago when I started as a youth worker in Hornby High, Christchurch. My many years in this organisation has taught me that the real heroes of 24-7YW are the amazing youth workers who have taken up the call to work alongside our rangatahi. 24-7YW has always maintained the kaupapa of a youth worker centric model. In essence, if youth workers are given the tools to succeed then our rangatahi will thrive.

24-7YW has appointed Aimee Visser as National Director for the next season. We know that the network is in good hands and will flourish under her leadership.

Thank you to the many, many people who have been a part of this chapter of my life; for your support, constructive challenges, prayers, laughter and friendship. It's not goodbye, I'll just be seeing you in a new and different context.

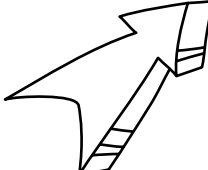
Many blessings,

Jay Geldard
Outgoing National Director



NATIONAL
DIRECTOR
**AIMEE
VISSER**

Ko te Atua taku piringa
(God is my refuge)



Ko Rangitoto te māunga ngākau nui ki au.

Ko te Moana-nui-a-kiwa te moana ngākau nui ki au.

Rangitoto Island is the mountain of great importance to me.

The Pacific Ocean is the ocean of great importance to me.

I was born in the bays in the North Shore of Auckland and grew up very planted in my hapori, my community there. When I walk on the beach there, particularly Long Bay Beach, I look out at Rangitoto Island and many memories flood my mind and heart.

**Kua tae mai tōku whaea ki Tāmaki-makau-rau.
I runga i te kaupuke The Ellinis i te tau kōtahi mano, iwa
rau, ono tekau mā wha, mai i Ingarangi.**

My mother landed in Auckland on the ship The Ellinis in 1964 from England. She came with her family as a young girl, leaving all she knew behind her to come here. Our ties to England, and also our family ties to Scotland, are important to our family.

**Ko Kōtarani rāua ko Ngāti Pākeha ōku iwi.
Ko Forbes rāua ko Hunter ōku hapū.**

I am from the peoples of Scotland and Pakeha.
I am from the Forbes and Hunter clans.

**Ko William tōku Pāpā.
Ko Sarah tōku Māmā.
Ko Fordyce tōku whānau ingoa.
I whānau mai au i Tāmaki-makau-rau.**

I honour my parents; my father William, and my mother Sarah, who taught me that you are never too young to serve others and care for them, and that a sense of belonging and purpose are vital to life.

Our family name is Fordyce. I was born in Auckland, raised there, cherished there, and started our own family there. I have been privileged to live in that place.

**Ke Rolleston, Ōtautahi au e noho ana i nāianeī
(place I live now).**

We moved here to Rolleston, Christchurch in 2022 and planted ourselves into our new community with the help of Jay and Nicky Geldard who introduced us to our new home. We love this hapori we are in, and feel incredibly grateful to belong to a new space where - in any direction you look - there are mountains, rivers, oceans and wide open spaces to enjoy the freedoms and beauty of Aotearoa New Zealand.

**Ko Marcel Visser tōku tāne.
Ko Zara rātou ko Israel ko Georgia ko Ezekiel ko Grace
āku tamariki.**

My husband Marcel and I have five incredible children who bring joy, curiosity, and a love for life which is infectious. When I look at them, I am in awe at their incredible unique beings, and feel called to be part of whatever brings out their potential, and the potential of young people here in this place we call home.

Ko Hope Rolleston te whare karakia

We have the privilege to belong to the Hope Rolleston Church community and to grow alongside the incredible people here.

Ko Aimee Visser tōku ingoa.

My name is Aimee Visser.

And finally, I have been brought up surrounded by people who love our rangatahi (young people) and tamariki (children) and that love also flows in my veins. I have the sincere honour to walk alongside the young people of our nation and to serve them by standing shoulder to shoulder with all people who wish to uplift and strengthen our future generations, to call out the greatness we see in others, and to do everything we can to fight the dark and difficult circumstances around us by encouraging the light and hope to shine bright. I get to journey with amazing leaders, see potential unleashed and use my creativity every day to edify and empower people. What a thrill!

I am sure there are interesting times to come, so I am buckled in for the ride, ready to do my small part in making a difference to show young people they are precious, purpose-filled, and 'hope on two legs!' A special gift to us all.

1998 - THE FIRST YEAR OF OPERATION FOR 24-7 YOUTHWORK IN RICCCARTON HIGH, CLASS OF '98



"Living Treasures" Support Youth at Riccarton High School

Sharon Marshall

It is praised by many staff, students and youth workers agree that the 24/7 Youth Work initiative at Riccarton High School provides vital support to students and teachers, and enhances school life.

What began over six years ago as a Spreydon Youth Community (SYC) volunteer programme based from Spreydon Baptist Church, is now a sustainable programme employing 3 part-time youth workers in the school.

The name 24/7 reflects the initiative's 24-hour availability to students and staff and students to provide a place where young people can sustain relationships with various role models which he sees as a vital aspect missing from the lives of many young people.

Year 12 student Michael Jefferson values the opportunity to attend SYC activities, seeing it as another fun thing to do and a way to help young people avoid difficulties.

Being able to make a difference is what attracts both Duane and Chris Shields another long-term youth worker in the initiative.

"A smile, a conversation or a

relationships between staff and students, provide positive role models, foster a positive school spirit, and involve students in youth activities outside the school.

Social and fun activities run by SYC are offered out of school. Here students can meet with around 300 young people from various schools. Involvement is open to anyone, regardless of background or religious beliefs. Additionally, 60 volunteer leaders of all ages and backgrounds from the Spreydon Baptist Church community offer lifestyle leadership to SYC members.



2004 - ACKNOWLEDGED AS A 'VITAL SUPPORT' BY RICCCARTON HIGH'S PRINCIPAL, 24-7YW HAD LAUNCHED INTO THREE MORE CHRISTCHURCH HIGH SCHOOLS BY 2004.

(Source) Ian Archibald, Aloha Goodwin Smith, Jess Meikle, Andrew Brown, Freya Krilke Knight.

2005 - YOUTH WORKER BREAKFASTS QUICKLY BECAME A MAINSTAY OF THE ORGANISATION, PROVIDING CROSS-POLLINATION OF IDEAS AND SUPPORT FOR YOUTH WORKERS PICTURED: CARL CROCKER, TIM PERRY, JULIA MCCARTHY, CALEB GEDDES AND AL AITKEN



SPREYDON BAPTIST'S (AND 24-7YW FOUNDER) DUANE MAJOR SIGNS OVER RICCCARTON HIGH (PRINCIPAL, PHIL HOLSTEIN) THE FLAGSHIP SCHOOL, TO LIFE CHURCH'S DAVE CROCKER IN RECOGNITION OF THE (MOST) LOCAL CHURCH SERVING THEIR LOCAL SCHOOL



2006 - NATIONAL TRAINING BECOMES A MORE FORMAL AFFAIR, HOSTED AT LIVING SPRINGS FOR THE FIRST TIME



2007 - CANTERBURY LUNCHEON WITH SPECIAL GUEST, CRUSADERS AND WALLABIES COACH, ROBBIE DEANS



2007 - ROBBIE DEANS CONGRATULATES LUKE GARDINER FOR HIS SERVICE

2008 - NATIONAL TRAINING RETURNS TO LIVING SPRINGS, NOW WITH A NUMBER OF NORTH ISLAND SCHOOLS JOINING THE RANKS



2009 - JAY GELDARD, YOUTH WORKER AT RICCCARTON HIGH



2009 - BURNSIDE HIGH YOUTH WORKERS: SIMON HART, HANNAH BURROWES, ALAN HOU, BECKY HINT



2010 - MANA HAREMA, YOUTH WORKER AT RICCCARTON HIGH



2013 - TAKING TIME OUT IN TEKAPO TO RELAX TOGETHER AFTER NATIONAL TRAINING



2013 - FETU PERA-MAURANGI, BEV HAWORTH AND LISA GARDINER



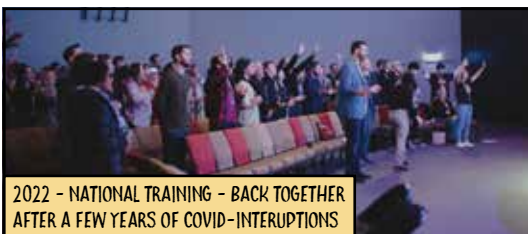
2013 - CELEBRATING 15 YEARS OF 24-7YW



2016 - NATIONAL TRAINING 2016 WITH 71 SCHOOLS REPRESENTED AT CHURCH UNLIMITED IN AUCKLAND



2018 - CANTERBURY LUNCHEON - SHARING 24-7YW'S GOOD WORK WITH STAKEHOLDERS



2022 - NATIONAL TRAINING - BACK TOGETHER AFTER A FEW YEARS OF COVID-INTERUPTIONS



2022 - NATE LOONG AND PRISCA PIETERS MC NATIONAL TRAINING



THE VOICE OF OUR RANGATAHI!

Over the last eight years, 24-7 YouthWork (24-7YW) has worked alongside The Collaborative Trust for Research and Training in Youth Health and Development (hereafter referred to as 'the Collaborative') to better understand the impact and effect of youth workers in schools. This survey is the fourth comprehensive research project completed and highlights the effectiveness of 24-7YW despite significant set-backs and challenges during the COVID-19 pandemic.

The last three surveys in schools have looked at the overall effectiveness of 24-7YW. The first survey 'heard' the voice of students; the second, surveyed school staff; and the third asked for the student voice again. All three phases recorded positive findings, over half of those young people surveyed said they were helped 'a lot' or 'very much' by having a youth worker present in their world. The culminative research also included the observation that 24-7YW is particularly effective in low decile schools.¹

While the fourth round of research was scheduled to be completed in 2020, COVID-19 disrupted these plans. We are grateful to the schools, students, youth workers (and of course, the Collaborative) who made it happen in 2022, contributing their voices and expertise to bring us another comprehensive report.

For this survey, we were keen to continue measuring our impact and tracking our progression over the eight years; however, we were also intrigued to find if our intended outcomes were being achieved. These key intentions are a part of a church and school's initial agreement and include: 1) supporting students; 2) building positive relationships; 3) cultivating school spirit; 4) leadership development; 5) integrating students with out-of-school activities.

The following text is taken directly from the Collaborative's Executive Summary, providing an overview of the research and its findings:

"Overall feedback on the effectiveness of 24-7 youth workers was overwhelmingly positive, and remarkably similar to findings from 2014 and 2017. Over three-quarters of respondents reported an improvement in their overall wellbeing over the time they had been interacting with their youth worker, and more than half reported having been helped by their youth worker 'a lot' or 'very much'. Feedback on specific outcome areas was also encouraging, with evidence of strong relationship building and support mechanisms."

1. To view this research, please see www.24-7youthwork.nz

I'VE MADE A REALLY GOOD FRIEND THAT HAS HELPED ME ENJOY SCHOOL A LOT MORE.

I LOVE HOW WHENEVER MY YOUTH WORKER WALKS BY ME SHE WILL SMILE AND WAVE AT ME WHICH BRINGS A BIG, BRIGHT SMILE TO MY FACE.

SHE MADE ME FIND MY VOICE AND HELPED ME A LOT WITH MY CONFIDENCE AND WITH SCHOOL.

In short, one-on-one sessions and out-of-school activities were the most effective type of interaction young people experienced; the longevity of their relationship with their youth worker also had a significant and positive impact. In terms of what could be improved, the most substantial theme was 'more contact' (frequency, duration and availability). In other words, 24-7 youth workers are making a difference – it's just that 'more' would be even better! The report states, *"For many students, 24-7YW is clearly an immensely valuable component of their high school experience, and the consistency of findings across time suggests the model of support is well established and effective in achieving its aims."*

24-7YW has always relied on research and other anecdotal evidence to inform our practice. This report was encouraging and reassured us that we are on the right path. However, we are mindful of the challenge embedded within the research findings, "what 24-7 youth workers are currently doing is working well [but] greater impact could be achieved by expanding the current model." So, watch this space as we consider, where to next?

"High proportions of respondents reported improvement in their overall wellbeing since interacting with a 24-7 youth worker, and having been helped by them to a large extent. These results have remained very consistent over time, with similar proportions being reported in 2014 and 2017. Given the challenges presented over the last three years by the COVID-19 pandemic and associated public health response, the consistency of these results is rather remarkable, and speaks to a concerted effort on the part of 24-7 youth workers to maintain a stable, positive influence on these young people during highly unpredictable circumstances."

MANA HAREMA

Youth
Worker
of
the Year

2022 Winner

In 2022, 24-7 YouthWork (24-7YW) introduced a new award – the 24-7YW Youth Worker of the Year - to honour a nominated and recognised youth worker for their exemplary service and commitment to the young people in their local setting. The youth worker who received this award had to have served as a 24-7YW youth worker for more than three years, demonstrate character and epitomize 24-7YW's 12 Essential Practices.

A number of youth workers were nominated by their Team Leaders and five finalists were chosen: Melanie Russell from Dargaville High, Carmel Bell from Pakuranga College, David Goldsbury from Hutt Valley High, Jacinta Gomez from Mairehau High and Mana Harema from Rolleston School/ Rolleston College.

Mana Harema was awarded the honour in recognition of his thirteen years of service at Riccarton Primary, Riccarton High, Rolleston School and Rolleston College. Below is an interview with Mana; he shares his story as well as his experience as a youth worker and his hopes for the future of our rangatahi.

Can you share a bit about your background? Where did you grow up? What was being a teenager like for you?

I grew up in Invercargill, Southland and lived there for 27 years. My childhood and my teenage years were rough. When I reflect on it now, I realised I played up as a response to my environment and at school I was a horrible, horrible teenager. Some of the kids I get to work with today are pegged as 'tricky' and I'm like, 'Man, you're simple to how hard I was.'

The teenage years were really tough – you're trying to navigate who you are, what you are about and what your beliefs are. I back-chatted all the time to my teachers, I physically punched three teachers in my high school years, I stole lots (I was quite a thief of bikes back then). I did everything I could to share my anger with the world.

My mum was (and still is) awesome, but my dad was abusive and angry all the time. There were constant put downs: you're fat, you're dumb, you're useless. All of those kind of words kick in and really hit home; and then when you're getting physically abused as well, you take that out on people that care. I don't know why we do it that way, but that tends to be what happens.

When and most importantly, why, did you become a youth worker?

In 2010 I was given a good opportunity from Jay to take up a position at Riccarton High. I took the job because I had grown up and realised that I could make a difference in other people's lives - not by sharing my pain, but by understanding their pain a little bit better. I knew I could show love, acceptance and all those positive things that would help that young person see through their trauma – I could be a hand holder, that friend, that's there for them.

Did you slot into the role easily or were there some challenges along the way of becoming a youth worker?

Yes, there were definitely challenges. I had been a meat worker for 15 years, my job was to deal with (dead) animals. All of a sudden, I was dealing with people who talk back.

Then there was the negative self-talk – ‘what am I doing? I’m not good enough for this’ – all those words that come up again from childhood. ‘How do I know how to help a young person? I can’t even help myself.’ All of those things kicked into play, however I’m stubborn enough to not allow it to stop me. I needed to take the opportunity to see what I could achieve and to see myself through God’s eyes. When I realised that helping young people is actually based around relationship and connection, then I got it – this was something I could do quite easily. It turned out that youth work is a niche job and it was really suited to who I am.

Tell us about where you’ve worked...

I’ve worked in four schools – two primary and two high schools. I’ve probably enjoyed the high school work more than the primary as you’re dealing with more integrated life challenges; the tough teenage issues. It has been a privilege to be in the thick of those conversations and pointing them in the right direction to seek help.

You’re now into your fourteenth year as a youth worker, have you noticed kids’ needs change over time?

Yes! For my first two years, our focus was on lunchtime activities. We were running fun things for the kids during their break; we used to do spider drinks or hot chocolates in winter, play obstacle courses at lunchtime or gather a group together and just have a laugh. But things have changed big time now and the focus is on mental health. In Christchurch, we’ve had the quakes, the terrorist attack and of course COVID, so the mental health of young people has been pretty messy over the last 12 years here.

The fun is still there, but you’ve got to search for it; so I would make sure that I stick around for lunch and hang out. The other day we did a flash mob where we gathered around one person and started singing happy birthday – by the end we had 50-60 people joining in. It’s kids being kids and being allowed to be kids and I love joining in with that stuff because life is serious, probably too serious for young people these days.

In your opinion what do you think are the most significant challenges young people are facing in our schools and communities at the moment?

I think that family disconnection is pretty big; it’s been created by our society and cost of living (which we’re all talking about right now). Often both parents have to work, unless one parent is on a really good wage. Rents are huge, mortgages are massive and so the time parents spend with their children is really, really small. I’ve talked to a lot of young people who say that mum and dad are not around because they’re always busy working. We also don’t do community well anymore, we tend to live in silos, everything is online now so you can just flit through your neighbourhood – we message people on Facebook from the comfort of our couch rather than going and seeing them.

What part of your role do you enjoy the most or get the most satisfaction out of?

I enjoy talking with young people, giving them other solutions to think about, and helping them achieve the next step. I think when you’ve been around as long as I have now, then you have the privilege of seeing them get married, become qualified as builders or whatever it may be that they’ve chosen to do. It’s really cool to witness that. I still get to have good conversations with them about their teenage years; and when they hit their mid-twenties they are more open to sharing their thanks for your hard work! It’s longevity in the role that allows this to happen.

What advice would you give to a new youth worker just starting out?

Don’t try to take on the world. Realise that you are a hand holder - you can’t solve every problem that you’re given, because if you try you will burnout. If you take that responsibility on, it’s likely that you’ve taken it on for yourself not for your role as a youth worker. We need to remember there is help on offer through other people in school. I’ve watched lots of people get tired because we as youth workers have a passion to help young people; it totally makes sense and that’s great. But, you have to look after you as well, otherwise you end up helping nobody. You get frustrated, angry and disappointed in the system (or in God) and leave without achieving what it was you could have achieved. As youth workers, we’re hand holders not problem solvers. I’m always thinking: I want to help navigate this young person to the next stage and be a voice for them, I will advocate for them while they need me to and move them on to a good support network.

It’s always about the young person and that’s why we need good supervision and good people to talk to. Debrief those feelings and the pain. I’ve had lots of pain through thinking I was just too cool in front of students, the very next day they snub you and that hurts my soul. Having someone to talk to and laugh with is important. It helps you recognise it wasn’t about me, I just made it about me.

Is there anything else that you want to share?

Don’t downplay the significance of the youth worker role within a school system. You do have a voice and your voice is different because you are not an outside contractor but you come with a mandate of where you have come from (local church and local school). This means you can have conversations that are more based around hauora. You can speak into the holistic world of a person, not just their education. Schools are doing that really well now but don’t shy away from speaking up or thinking, ‘I’m just a youth worker’. You’ve been given the mandate from the school to come in and represent your local church in your local school so take that on and speak from that perspective.



24-7 YOUTHWORK

WE WANT TO SEE YOUNG PEOPLE THRIVE!

This is essentially why
24-7 YouthWork exists.

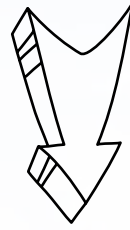
We believe the old adage: it takes a village to raise a child. In light of this, 24-7YW enables healthy relationship between the local school and the local church, in the context of the wider community.

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

212 youth workers in **83 schools** nationwide

34 youth workers completed the Level 3 New Zealand Certificate in Youth Work in 2022

63 long-service awards given to youth workers in 2022 that had completed 5 - 17 years of service in their local schools

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

\$3.3 million budget raised locally

64,508 young people attended events run by youth workers

Youth workers recorded **22,394** one-on-ones with students

Youth workers recorded **125,511** engagements with students

Youth workers recorded **25,380** hours of work in school

OUR PHILOSOPHIES & 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

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

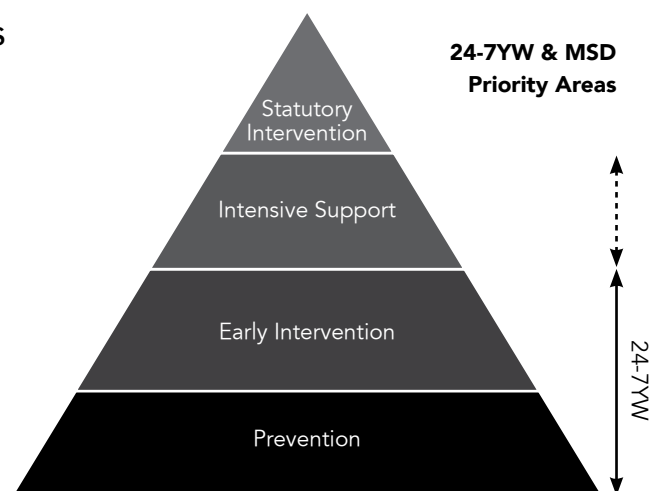


E TŪ TĀNGATA
STAND TOGETHER
AOTEAROA

24-7 YouthWork 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 2022-2023



NORTHLAND - 1

Dargaville High School

AUCKLAND - 18

Albany Junior High School
Botany Downs Secondary School
Edgewater College
Green Bay High School
Henderson High School
Howick College
Kaipara College
KingsWay College
Long Bay College
Mahurangi College
Murrays Bay Intermediate
One Tree Hill College
Orewa College
Pakuranga College
Pukekohe High School
Pukekohe Intermediate
Rangitoto College
Whangaparāoa College

WAIKATO - 5

Cambridge High School
Cambridge Middle School
Morrinsville College
Putāruru College
Thames High School

BAY OF PLENTY - 4

Bethlehem College
Ōtūmoetai College
Ōtūmoetai Intermediate
Waihi College

TARANAKI - 3

Puketapu School
Spotwood College
Waitara High School

WELLINGTON / WAIRARAPA - 5

Hutt Valley Intermediate
Hutt Valley High School
Paraparaumu College
Porirua College
Tawa College

GOLDEN BAY / NELSON - 6

Broadgreen Intermediate
Nayland College
Nelson College
Nelson College for Girls
Waimea College
Waimea Intermediate

MARLBOROUGH / BLENHEIM - 2

Marlborough Girls' College
Redwoodtown Primary

CANTERBURY - 38

Ao Tawhiti Unlimited School
Ashburton Christian School
Ashburton College
Ashburton Intermediate
Avonside Girls' High School
Beckenham Te Kura o Pūroto
Breens Intermediate
Burnside High School
Cashmere High School
Chisnallwood Intermediate
Christchurch Boys' High School
Christchurch South Karamata Intermediate

Cobham Intermediate
Diamond Harbour School
Ellesmere College
Hillmorton High School
Hornby High School
Kirkwood Intermediate
Lincoln High School
Lincoln Primary School
Mairehau High School
Merrin School
Middleton Grange
Mountainview High School
Oceanview Heights School
Ōpāwa School
Oxford Area School
Parkview Pārua School
Rangiora High School
Rangiora New Life School
Riccarton High School
Rolleston College
Rolleston School
Shirley Boys' High School
St Andrew's College
St Andrew's Prep School
Te Aratai College
Te Kāpehu Riccarton School
Westburn School

OTAGO - 1

Mt Aspiring College

SOUTHLAND - 2

Central Southland College
James Hargest College

PATTY CARLSON

YOUTH WORKER
OTUMOETAI COLLEGE



How long have you been a youth worker for and in what school?

I started doing youth work in March 2022 at Otumoetai College.

What drew you to youth work?

I was considering starting a charitable trust that focused on teenage pregnancies. I thought it would be a great way to connect with teenagers in order to support girls who find themselves pregnant and in need of someone to walk alongside them through that experience.

How have your own experiences influenced the way you do youth work?

I developed a real heart for mentoring young people when I was running Discipleship Training Schools through YWAM. That was the beginning of my journey, but I have to say, the main thing that has influenced the way I do youth work is through knowing my best friend, Natalie Richardson. She has been a social worker for many years, and is an all around amazing human being. She taught me what it looks like to unconditionally love and believe in young people, both through how she parented her own teenagers, as well as through her vast experience with at-risk youth. I see Jesus' heart so much in her interactions with young people, and I have tried my best to do the same with the young people I now have the privilege of knowing at our school.

Tell us about how you do your youth work? What new initiatives have you introduced to the school?

Youth work to me is all about building trusting relationships, and providing a safe place for young people to come and process things they are thinking about and possibly struggling with. One of the ways I do this is by going to classes where it is easy to talk to the students. I have found tech classes work the best for this! It's been a great way to connect.

I had an idea early on to get a picnic table and paint it bright pink to match my hair. I got permission to bring it

into the school. I went around to all the form classes and introduced myself, inviting the Year 9's to come to the table anytime they wanted, so we could get to know each other. I found these amazing paint pens, and I've asked anyone who comes to write their name on the table. They also doodle while they are there which has been very cool. They love it! It is almost always full of people at morning interval as well as over lunch time. I use it as my "office" and usually sit out there if I have a free period. It's so cool because this year the table has really become known, and so many students have come and talked to me there. Every once in a while I have brought in homemade chocolate chip cookies, and they've started asking me now when the next batch is coming! It has been an excellent place to hang out and work on building those relationships. We've had big groups, and I've also had many one-on-one conversations there.

What do you believe young people are looking for and where are they finding the answers?

I believe young people are looking for love and acceptance most of all. I believe they really want to know they are seen and included. There is a massive need for friendship, and these relationships are critical to them. Much of their time is also spent on social media and TikTok.

How does 24-7YW offer an alternative - what are the advantages for a young person and a school by having a youth worker in their midst?

24-7 youth workers fill a role within the school that is so unique, in that they are able to take some of the pressure off both the teachers as well as the counsellors. Teachers are so busy, and at times, young people can be missed along the way. A youth worker's main job is to spend time with the young people. If there are larger issues, youth workers can assess where a young person is at, and connect them to those who can help them most. For everything else, youth workers can be a listening ear and a friend. Through the investment of a youth worker's relationship and time, they can be a positive support and encouragement for young people as they navigate their way through school.

SARAH MILLAR

TEAM LEADER & TRUST MANAGER



What is your role? What school/s have you worked in and for how long?

My role is Youth Work Manager for Kāwai Rangatahi – formerly Strengthening Linwood Youth Trust. Part of my role is to be the Team Leader for the 24-7 youth workers at Te Aratai College and Te Kura o Ōpāwaho/Ōpāwaha School. I have been the Team Leader at both schools since the end of 2021. I started out my journey with 24-7 YouthWork back in 2017 at Marlborough Girls' College where I was a 24-7 youth worker for two and a half years.

How does being a Team Leader differ from being a youth worker?

I love the variety that the role of Team Leader brings. I am not only connecting with rangatahi but I also get to connect and build relationships with school staff, funders and other stakeholders. Another part of the role is to champion the relationship between our church, the schools, and our trust. I love that through these relationships I am able to help the vision of our church come to life.

What changes have you noticed in the issues young people are now working through compared to when you were a young person yourself?

Social media took its place in the world during my high school years. Luckily for me I was a bit inept when it came to social media, only having a small pool of connections online. The fact my grainy iPhone4 selfie only got four likes didn't really bother me ... but for young people today the constant pull of social media seems to be having a huge effect on their lives. I had a conversation with a young person recently about how my flatmates and I had one evening where we all put our phones away for two hours. Although, I do admit at first it was a struggle thinking 'what updates am I missing?' it was actually bliss. The young person looked at me in shock and asked how many followers I lost in the time I didn't have my phone – the answer NONE. The constant pressure that social media has on young people these days, to always be online, updating and connecting is feeding a fear that young people will lose who they are if they can't keep up with the online world every second of the day. Don't get me wrong, I think social media is an amazing tool in the way we can connect with young people; it also opens the opportunity for us as youth workers to encourage young people that they are more than the number of TikTok followers on their account or likes on Instagram. That they are valuable no matter what!

From your experience, what do young people need from the adults in their world?

Stability and consistency! The simple act of just showing up for a young person, being there and listening goes a long way for many young people. I've found that our youth workers are sometimes part of only a small handful of adults that young people see and connect with on a weekly basis. This is special to be such a significant part of a young person's life.

How do your church and school work collaboratively in your school and community?

At the end of each term we run special lunchtime events and we have a number of people from church come down to school and support the event, from cooking sausages or supervising inflatables to connecting with the young people and having a good time. As we grow as a trust, and the needs at school are becoming greater, we are also engaging volunteers from our church to come and support things like Breakfast Club and our afterschool sports programme. Thanks to the generosity of people at our church each year we are also able to take a group of young people from school along to Easter Camp with our youth group.

If you could wave a magic wand, what would you change for young people in your local setting?

If I had a magic wand that could change the situations for some of the young people I work with, I'd want my magic wand to magic up stable living situations, where young people and their whānau didn't have to worry about whether they are going to have a roof over their head or be able to put nutritious food on the table for everyone in their whānau.

Anything else you'd like to pass on or share?

I would love to just encourage everyone to keep up the hard mahi that you are doing, when we all play our part we can make a huge difference. Hold on to the small flecks of gold and know that there are hundreds if not thousands of young people out there whose lives are made better through the mahi that you're doing.



LARNE EDMEADES

PRINCIPAL, BETHLEHEM COLLEGE

Bethlehem College values good partnerships with our community in providing a formative and holistic educational environment. We have enjoyed having 24-7 youth workers in our learning community for three years and they have become very much a part of the fabric of our school life.

24-7 youth workers are models of acceptance and grace to our students, showing kindness and friendship through their presence on campus, as well as in their words.

We have appreciated the way that they are able to come alongside and provide practical as well as emotional support for students. Beyond this they have seen opportunities to be involved in Kapa Haka and other lunchtime groups, and become fully involved in them.

The workers are willing to go beyond being on campus and offer themselves to support EOTC activities and camps where they are able to use the extended time to deepen relationships and build stronger bridges with students. Staff and parents appreciate this extra level of support which has many benefits for them as well as the students.

24-7 youth workers are always professional, able to work independently, and are always in complete alignment with the schools' values and ethos. Many of our students recognise or interact with our two youth workers outside of the school day too, and this enables them to continue modelling the same values, adding to their authenticity.

As time progresses we would like to lift the profile of these youth workers and to add to the team because we can only see a positive benefit for the whole community.

ANONYMOUS INTERVIEW

YOUNG PERSON, KAIPARA COLLEGE

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

Before I met my youth worker (Mac) at Kaipara College I felt lost and didn't know where to go or what I was doing. I felt alone and like there was no one to talk to. I was dealing with a lot of pain but just kept it to myself and didn't really show it. I kept waking up in the morning and going to school and then going back home, just to listen to arguments all night long. I never really slept when I was at home 'cause you never knew if the loud bang was a hand going through the wall or an argument between mum and dad.

How long have you been at Kaipara College? How have you found it?

I had been at Kaipara College for four years. Kaipara College was good in most ways, but I didn't see the point in school. I preferred to work and make money than go to school - the only reason I was at school was just to see friends. However, my youth worker Mac really helped me to make it through school and find the things I liked.

When did you meet the youth workers? On what terms did you connect with them?

I met Mac in Year 10 for the first time when I went camping in the bush; because we were in the bush for ten days we got to know each other pretty well, because we had nothing else to do and she was super fun to be around. Our relationship grew over the years and she has become a really important person in my life.



How has she impacted you?

Mac has truly impacted my life - she helped me to get through things, to learn that I'm loved and that there are people to talk to if I need it. She has opened my eyes to so many things and helped me to heal from past trauma.

Is there a particular moment when you really appreciated having your youth worker around?

I really appreciated having her around when I struggled to get out of bed and do my daily routine. Mac helped me get through all that by helping me stay motivated and see the good in life.

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 would say once you get to know the youth workers they are so helpful and feel like part of the furniture 'cause they are really cool people to know. They are such special people to have in a school and super needed.

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

Mac's just awesome and I really love her! Wouldn't be where I am today without her!



24-7 YOUTHWORX TRUST BOARD

GOVERNANCE STATEMENT

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.

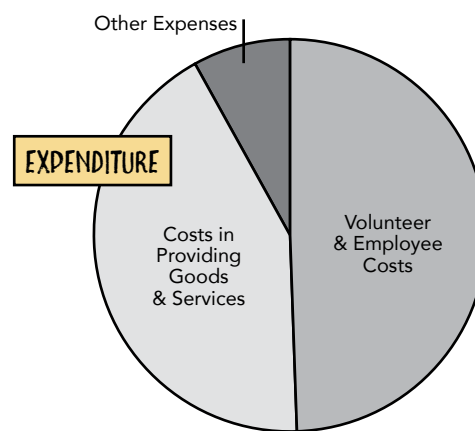
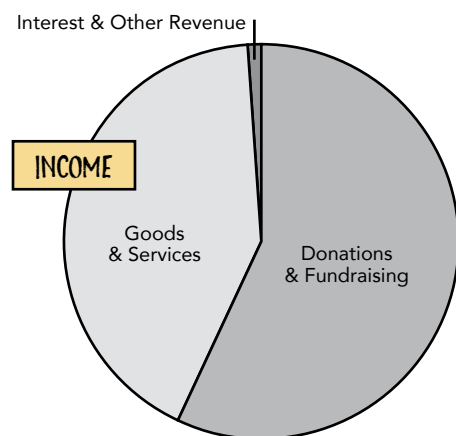
24-7 YOUTHWORK TRUST

FINANCIAL SUMMARY

Summary Statement of Financial Performance for the Year Ended 31 December 2022 (GST Exclusive)

Financial reporting is reflective of both 24-7 YouthWork and E Tū Tāngata Finances

	2022	2021
INCOME		
Donations, fundraising and other similar revenue	601,578 (57%)	273,168 (41%)
Revenue from providing goods or services	443,096 (42%)	384,317 (57%)
Interest and other investment revenue	3,525 (0%)	1,583 (0%)
Other revenue	610 (0%)	10,181 (2%)
	\$1,048,809 (100%)	\$669,250 (100%)
EXPENDITURE		
Volunteer and employee related costs	489,995 (50%)	315,072 (44%)
Costs related to providing goods or service	398,303 (40%)	313,161 (43%)
Grants and donations made	0 (0%)	0 (0%)
Other expenses	75,993 (8%)	95,828 (13%)
	\$986,962 (100%)	\$724,062 (100%)
SURPLUS (DEFICIT)	\$61,847	(\$54,812)



**Summary Statement of Financial Position
as at 31 December 2022 (GST Exclusive)**

	31 Dec 2022	31 Dec 2021
ASSETS		
Current Assets		
Bank accounts and cash	298,262	124,288
Debtors and prepayments	69,404	42,521
Other current assests	168,788	164,631
Total Current Assets	\$536,454	\$331,440
Non-Current Assets		
Property, plant and equipment	77,114	42,990
Other non-current assets	1,036	347
Total Non-Current Assets	\$78,150	\$43,337
Total Assets	\$614,604	\$374,777
LIABILITIES		
Current Liabilities		
Creditors and accrued expenses	42,592	55,476
Employee costs payable	33,999	21,942
Unused donations and grants with conditions	198,828	24,707
Total Current Liabilities	\$275,419	\$102,125
Non-Current Liabilities		
Other non-current liabilities	5,149	462
Total Non-Currant Liabilities	\$5,149	\$462
Total Liabilities	\$280,568	\$102,587
NET ASSETS		
Total Assets Less Total Liabilities	\$334,036	\$272,189

BOARD OF TRUSTEES

Guardianship & Empowerment

24-7YW is governed by a voluntary board of trustees who meet four times a year with input from Aimee Visser, 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



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.

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.

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.

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).

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.

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 Awanuiārahi.

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.

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.

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
& 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



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.

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.

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 24-7 youth worker at Ōtūmoetai Intermediate and 24-7 team leader in Bethlehem College. He would love to see the local churches in Tauranga and Bay of Plenty work together to see 24-7YW introduced into all the local schools, as there is such a great need to support our youth as they face increasing challenges in the world we live in today.

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 RCG, which he joined late 2015.

NICK IPPOLITO - NELSON & MARLBOROUGH

Bachelor of Ministries

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.

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.

RUBY BOWMAN - SOUTH CANTERBURY

Level 4 Certificate in Christian Ministries

Ruby Bowman started as a youth worker at Ashburton Intermediate in 2016 and also 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 & 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 - OUTGOING 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.

AIMEE VISSER - NATIONAL DIRECTOR

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.

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.

CORAL WARWICK - NATIONAL FINANCIAL ADMINISTRATOR

Certificate Early Childhood Practice, Diploma Interior Design

Coral Warwick is an accounts administrator for several charities and currently serving on the 24-7YW team. With a keen eye for detail she ensures the smooth and efficient management of financial operations within the organisation. Coral loves to support the organisation's mission of empowering young people and making a positive impact in their lives.

HEATHER FRASER - NATIONAL ADMINISTRATOR

Bachelor of Commerce

Heather joined us in 2023 after spending the last 10 years juggling work across various denominations in missions, administration and website development alongside parenthood. Prior to this she worked as a tour guide and spent 15 years in corporate marketing.

She has a passion for working with different people, in different locations and somehow pulling all the complexities into something simple, coherent and fun.

TEPENE MARSDEN-BOYD - NATIONAL COMMUNICATIONS COORDINATOR

Bachelor in Multimedia Design

Tepene has been a creative professional, working on illustration, video and print projects with most clients being in the Church, NGO, and charity spaces. This has given him excellent skills in navigating and communicating with many types of people, interests, and organisations. Tepene has seen and navigated social media and wants to help young people who are in the middle of complex and difficult spaces.

NICKY GELDARD - NATIONAL RESOURCE HUB DEVELOPMENT LEAD

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 to continue 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.

24-7 YOUTHWORX TRUST

DNA

VALUES

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

All local settings follow the 24-7 YouthWork

12 Essential 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 24-7YW Networking



OUR THANKS TO:

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Patty Carlson, Sarah Millar, Larne Edmeades, Kaipara Student

Beccy 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