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Sam Broughton, Phil Paikea, Kim Osbourne, Phil Holstein and Makayla Christie

Caxton - Print and Design Excellence



24-7 YouthWork New Zealand

Office Location: 34A Hansons Lane, Upper Riccarton, Christchurch 8041, New Zealand

Postal Address: PO Box 6473, Christchurch 8442, New Zealand

T: 03 974 2467 / E: notify@24-7youthwork.org.nz / W: 24-7youthwork.org.nz



ANNUAL REPORT 2016 - 2017

OUR PASSION

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

OUR VISION

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

OUR MISSION

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

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Report from
DUANE MAJOR
BOARD CHAIR



It's been another great year and a privilege to be the Chair of the 27-7 YouthWork Trust Board.

I am really thankful for the longevity of our team and the range of talents that we possess. I appreciate the determination and ability we have to protect our core vision and values.

It is with sadness that we farewell Claire Willard and Gareth Owen from the Board. They have both made valuable contributions. Claire brought her experience of youth work from days of old and also more recently her ability as a practicing lawyer and Gareth has brought his talent, passion and experience in the corporate sector. I would like to thank them both for all the time and energy they have put into 24-7 YouthWork.

I also want to mention the sad passing of Tim Pidsley, who over many years has guided the processes of 24-7 YouthWork and helped bring it into its current state. He volunteered his skills and time from Tricordant. I feel we need to express our sadness at his passing and our condolences to his family and appreciation of the difference he has made.

Once again, I am really pleased with the leadership Jay and his team provides and very thankful for the level of energy, vision and values they incorporate into their lives and the way they go about their work. Looking back, they have achieved a great deal. They have engaged with a range of political figures on the political spectrum and have formed partnerships with other groups. Jay and Al have had the opportunity to visit England and scope out what is happening there. They have come back having learned a lot and encouraged about the way in which we currently function. I am thankful for the ongoing research that is going on in the area of youth work. It is very significant.

So from a governance level, we are pleased with where things stand. As we look forward, we continue to focus on our local heroes, the incredible people that give so much of their lives to be available to young people in the local context. It is an honour to remain in this role and I look forward to celebrating 20 years of this incredible initiative that is bringing life, and hope to young people in New Zealand and beyond.



Report from
JAY GELDARD
NETWORK COORDINATOR

This Annual Report encapsulates beautifully the heart-beat of communities working together to support our rangatahi and seeing these young people thrive. 24-7 YouthWork is more than part-time youth workers lending a hand to their local school. It's an holistic approach of key stakeholders (schools, churches, councils, business, funders and local people) working in collaboration to serve young people and local communities.

Communities have the ability to solve their own problems if they are given the right tools. In 2016 we had the opportunity to host then-Prime Minister, the Right Honourable John Key, share the story of 24-7 YouthWork with him and provide him with the evidence-based results of our holistic approach to youth work. This conversation led to a pilot where the Ministry of Social Development contributed 25% of the total costs to support 300 young people in three schools (Ashburton, Christchurch and Richmond). It's been humbling to see these communities embracing youth workers as they in turn, work alongside young people. The wrap around support from local and central government has been appreciated.

As a network we have continued to grow at a steady pace and found ourselves venturing into a lot of "firsts" in 2016:

- 1 We signed the first high schools in Tauranga, Blenheim and Dunedin.
- 2 For the first time we have had the Catholic Diocese join the network and will be partnering with a Catholic school in Hamilton in 2017.
- 3 For the first time the government is piloting a contribution of 25% to three schools.
- 4 The first private schools joined the network in Auckland and Wellington.
- 5 We held our first national fundraising dinner in Christchurch to help support regional development. This raised the outstanding figure of \$100,000.00.
- 6 It's the first time we have had a 24-7 YouthWorker and Team Leader be elected Mayor. You can read Sam Broughton's story on page 18.

On a national level, 2016 saw us fielding daily enquiries from regions wanting 24-7 YouthWork in their communities and schools. In response, we felt it necessary to financially invest into these regions to support youth workers, team leaders and Regional Coordinators as they handled enquiries and set up new schools. A fundraising dinner seemed like an achievable solution with the aim of raising \$100,000 to support an additional 10,000 young people. The auction items were phenomenal with a round of golf with then-Prime Minister, John Key, plus support from All Black Coach, Steve Hansen, former All Black Captain, Richie McCaw, and renowned New Zealand chef, Jonny Schwass. Thanks to all those who helped us raise our target goal of \$100,000. We have been blown away by the generosity of those who attended this evening and appreciate your support.

24-7 YouthWork is now in our 19th year and people often ask why it has been so successful. Without a doubt it's the youth workers, former and current, who deliver high quality support to our rangatahi. All youth workers are safe in their practice and have the New Zealand Certificate in Youth Work qualification or higher. Over the last four years we have put 218 youth workers through the certificate. Our world-leading research into presence-based youth work has allowed us to hear from young people, teachers, deans and senior management in schools to gain valuable feedback and inform our practice. We will have completed another round of research by the end of 2017.

Thank you to the schools, churches, community groups, funders and policy-makers who support this holistic, community approach. We look forward to another great year.

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



24-7 YOUTHWORK IN 2016 - 2017

ABOUT 24-7 YOUTHWORK

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

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

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

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

175
YOUTH WORKERS
IN 72 SCHOOLS
NATIONWIDE

OVER 100
CHURCHES
(13 DENOMINATIONS)
WORKING TOGETHER
TO SUPPLY YOUTH
WORKERS TO THEIR
LOCAL SCHOOLS

OUR ONLINE DIARY
SYSTEM RECORDED
OUR YOUTH WORKERS
IN 2016:

•
COMPLETED **61,002**
HOURS OF SCHOOLS'
WORK

•
HAD **58,753**
ONE-ON-ONES

•
CONNECTED WITH
351,277 YOUNG
PEOPLE IN GROUP
SITUATIONS

•
PARTICIPATED IN EVENTS
WHERE **109,786**
YOUNG PEOPLE
WERE PRESENT

**52 YOUTH
WORKERS**
COMPLETED THE
LEVEL 3 NEW ZEALAND
CERTIFICATE IN YOUTH
WORK IN 2016

24-7YW NUMBERS

\$3.1 MILLION
BUDGET NATIONWIDE
TO SEE YOUTH WORKERS
IN SCHOOLS: LOCAL
CHURCH INPUT \$600,000,
LOCAL SCHOOL INPUT
\$600,000, COMMUNITY
INPUT \$1.2 MILLION*

*APPROXIMATE FIGURES

132 YOUNG PEOPLE
WERE SURVEYED AS A
PART OUR MYD PILOT
PROJECT. WHEN ASKED
HOW HAPPY YOUNG
PEOPLE WERE WITH THE
WORK YOUTH WORKERS
DID, 92% WERE HAPPY
OR VERY HAPPY.

SEE FINDINGS ON PAGE 16

38 LONG-SERVICE
AWARDS GIVEN TO
YOUTH WORKERS IN
2016 THAT HAD
COMPLETED FIVE
YEARS OR MORE IN
THEIR LOCAL SCHOOLS

POSITIVE YOUTH DEVELOPMENT OUR PHILOSOPHIES AND DEVELOPMENT MODELS

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

The strategy asserts in **six principles** that youth development is:

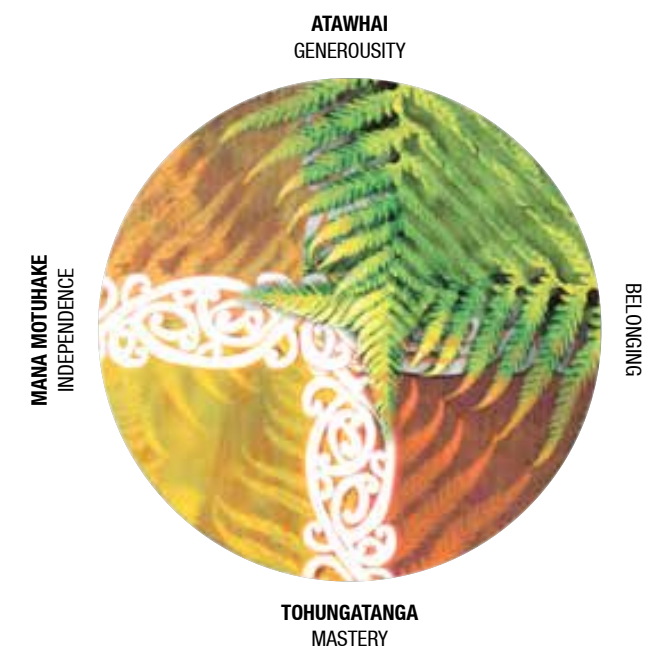
- 1 Shaped by the 'big picture'
- 2 About young people being connected
- 3 Based on a strengths-based approach
- 4 Happens through quality relationships
- 5 Triggered when young people fully participate
- 6 Needing good information

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

CIRCLE OF COURAGE

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

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

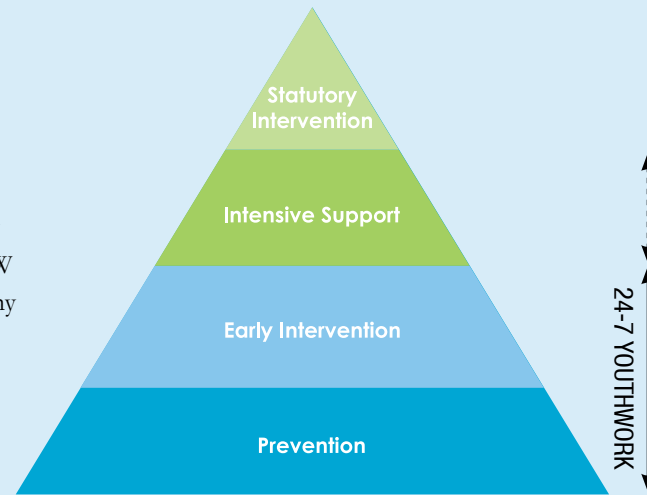


24-7 YOUTHWORK & SOCIAL SERVICES

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

24-7 YOUTHWORK & MSD PRIORITY AREAS

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



HAUORA

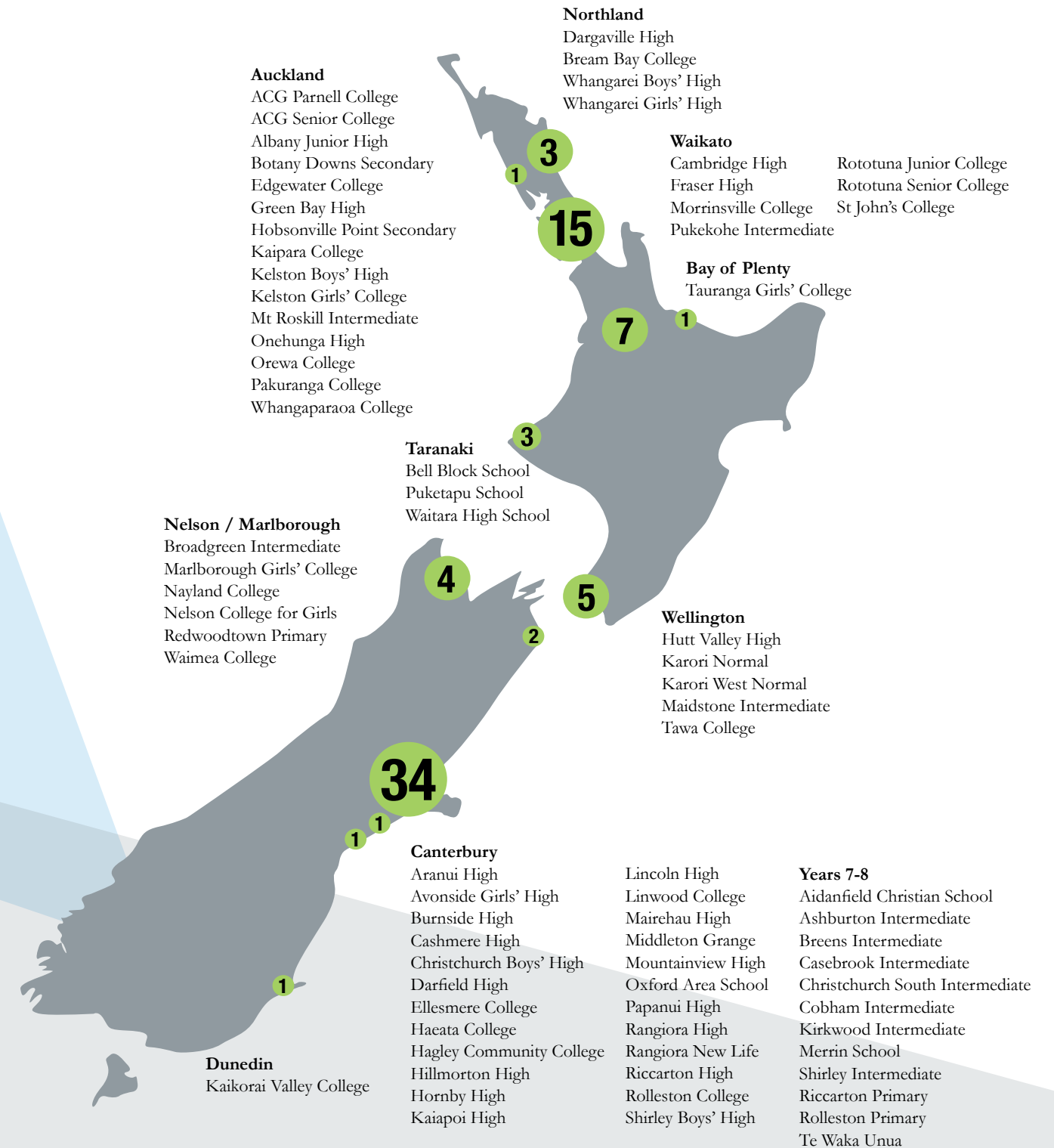
As 24-7 YouthWork we are committed to the holistic well-being of rangatahi (young people). There are four dimensions of **Hauora**:

- 1 **Taha Tinana** (physical wellbeing - health)
- 2 **Taha Hinengaro** (mental and emotional wellbeing - self-confidence)
- 3 **Taha Whanau** (social wellbeing - self-esteem)
- 4 **Taha Wairua** (spiritual wellbeing - personal beliefs)

This encompasses physical, emotional, social and spiritual caring and development. The implicit nature of 24-7YW embodies these four aspects and we seek to train our youth workers in tikanga Maori through the Level 3 Certificate in Youth Work.

WHERE WE WORK

SCHOOLS WITH 24-7 YOUTHWORK 2016 - 2017



MEASURING OUR IMPACT

MYD PILOT PROGRAMME INITIAL EVALUATION

In 2016 we started a pilot with the Ministry of Youth Development in where the government provided 25% funding for 24-7YW services in three schools. Evaluation is an implicit part of the contract. It's a smaller, less rigorous approach than our large national studies but it had the advantage of happening in a fallow research year. Our big research projects happen two out of every three years.

First phase pilot evaluation covered 132 young people aged 11-16 years. About 94% of the sample was aged 11-13 years as the pilot project is heavily weighted towards intermediate schools. Youth Workers completed a disadvantage assessment for each young person. In addition, young people completed an on-line survey about help provided by the Youth Workers.

Youth Workers were asked based on what they observed or knew of the students whether they had experienced one or more of four disadvantages:

Disadvantages	%
Lack of financial resources	33
Feeling a lack of belonging	58
Lack sufficient social or environmental resources	53
Lack of family/whanau support	55

- Overall 67% of individuals assessed had some observed or known disadvantage they were experiencing.
- The three most common disadvantages were reported in the areas of belonging (58%), social or environmental resources (53%) and family/whanau (45%)
- However, it is worth noting that these assessments say nothing about the severity of any given disadvantage experienced by a young person, only that there is one.

Surveys returned by young people provided a range of positive and significant findings.

Young people were asked to identify what ways they had received help from Youth Workers. These were ranked in descending order as reported by young people.

- Overall the results were tremendously encouraging with up to 84% of the sample reporting being helped in at least one area.
- It was also evident that high proportions of young people report being helped by Youth Workers in multiple ways. Indeed, the rates of reported help are 64% and above in 9 of the 11 areas. It was a terrific result.
- Also, when asked how happy young people were with the work that Youth Workers did, there was a very warm response. 92% of young people were happy (25%) or very happy (67%)

The small sample size merits caution in describing as representative of 24-7YW settings across New Zealand. They are however broadly consistent with finds from our previous national research studies. In the event that the MYD connection is expanded on an ongoing basis the sample will be greatly boosted and would yield a steady stream of useful data.





TRANSFORMING LIVES

24-7YW NEW ZEALAND STORIES

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MEET THE MAYOR OF SELWYN

**What was your experience of being a youth worker?
Why did you do it for so many years?**

I love working with people and I really enjoy working in the school environment and the way that is not only with individuals but working with families. My focus in school was working one-on-one and mentoring students, trying to help them see the potential they had in themselves and helping them grow and develop that potential.

For a couple of years, you were on council and also continued to work in the school – did the two roles compliment each other?

I think a lot of people may see the role of council as reasonably boring – they look after roads, water, parks but councils only do that for families, for people, to increase the quality of life, so for me, the two roles definitely complimented each other. One was on a deep relational level and the other was looking at community-wide solutions for the Selwyn area and the progression of that was to run for Mayor. If I'm going to work in a space and have some influence, why not aim to have the most influence? If you believe you have good things to offer, then put yourself in a place to offer them.

As Mayor, what role does 24-7YW and the youth workers have in the Selwyn district?

I miss being in school and I miss some of the relationships – being the Mayor is quite a different role from being a youth worker! But hopefully, some of the

skills I've learned and some of the relationships I've formed will help me be a better Mayor. The Selwyn Council does provide fifty per cent of the funding for our 24-7YW youth workers in the area and I think that is a really good investment in our young people and a reasonably cost-effective solution.

Do you see outcomes?

I think the outcomes we see are the stories that are told by the youth workers – our community services team meets with them to talk about funding and what the outcomes on the ground are. We see all the term reports and Annual Reports. The evidence is relatively anecdotal on a local level but is backed up by the research released by 24-7YW.

You did ten years as a youth worker and were subsequently presented with a pounamu as per 24-7YW tradition, what does that mean to you?

It's really special, I really appreciated the way it was chosen for me based on my story and my history so thank you to the people that conveyed that to the carver and picked the piece for me. To receive it from you, Jay, and from Duane – two people that I've admired and inspired me as a youth worker and continue to see you both committed to something long-term, putting down deep roots and deciding your tree is going to shape these people and provide fruit for people and your community is something I want to emulate as Mayor.

**SAM
BROUGHTON**





RELATIONSHIPS FIRST

Phil, could you tell us the story about the night you came up to National Training in Waitangi, 2014 and brought with you members from the Black Power and Mongrel Mob?

That was a sight to behold, it was a really exciting time, not only for me but also for the youth workers. I was really surprised that when I put out the invitation for them to attend, they came. They were given a three-quarter-of-an-hour window for them to present their kaupapa and their vision. But, gosh, they stayed for about two hours. Afterwards, they went out into the car park to have a bit of a debrief. I went out there and they said to me, "Gosh, Preacher (that's my nickname), that was awesome!" They said, "They even listened to us, man, we want to do that again." They were excited that they were welcomed just as they were, they had their patches on and everything. They were made to feel comfortable, they were made to feel at home and there was no looking down on them or anything. Big ups to the youth workers, because it was them that set the scene. I remember looking over once it was finished and there were pockets of youth workers praying for the guys and they allowed them to do it!

Was it an iconic event, had those gang members come together before?

Those gang members had been working on their differences so I had to be very selective about which ones came to Waitangi. It was something they had been working on for a long time, but this was the first time they had ever been invited by a faith-based ministry to come and share their stories. That's what was exciting to me. The church had stepped out of their box and allowed those men to come as they were.

You live in Ruakaka and now you have 24-7 YouthWork in your local high school, Bream Bay College. For you, how significant is it to have youth workers in schools?

There is a lot of activity out there on the streets for young people now and some of it is quite negative so it's important to have youth workers inside the schools.

They have social workers and counselors in schools but what is sorely lacking is for young people to have youth workers in school, people that they can identify with because of their age. They need to have young people that they can share their visions and aspirations with because young people understand young people. I think 24-7YW youth workers should be in every school, right throughout New Zealand because they do a good job and they have a passion for other young people.

I was quite surprised that the gang members fed back that they had heard of 24-7YW and the work that was going on with young people. How does that happen?

I guess they knew about it because their kids were going home and saying, "Hey, we hooked up with some of these youth workers and they are pretty cool." That was the only way I know that they found out about 24-7YW, because some of the youth workers were actually working with their kids. And that's great.

What would your advice be on engaging with the kids from the gangs?

There are a lot of ways you can do that, quite a few of the gang members are quite active and have got their kids into sports. It's all about relationships, really. When I pulled away from the gangs and started putting things right in my own life, when my foundation was stable then I was able to go back into some gang situations where they knew me and I was able to help work with their children that were having problems and even some of the men with their violent behavior. I have even been invited to go to gang patch to share my story, go to prisons to talk to gang members and so, I think it's imperative that it's relationships first. If you build that relationship with some of these families then they learn to trust you, because they don't trust many people. But if you are passionate about the work that you do and you are passionate about seeing families restored then you will get some good feedback from these hard-to-reach families.

COLLABORATION AT ITS BEST

What is the story behind 24-7YW at your school?

I have never really known anything different as 24-7 YouthWork started when the school was built. The former principal and I saw the merits, but I don't think either he or I had any idea of how good it (24-7 YouthWork) would be. The amount of work that the original team did, gave the credibility for us to have the ongoing involvement. We were the first school in the North Island (Whangaparaoa) to have 24-7YW - it was a test run and it went so well. The youth workers committed to it and the professionalism and the ethics behind their roles was so great. It just sold itself within the community and became a given in terms of our school's pastoral care.

How do you maintain quality service with the inevitable roll-over of youth workers?

The staffing might change, I've seen different youth workers coming in to work and collaborate but the vision hasn't changed. The underpinning has never shifted and I think that's a huge part of the effectiveness because each case and each young person's life is different so you are actually catering to the individual need of the young person. There's a real constancy about the delivery of service. There is a standardization in terms of the excellence. I think that reassures not only the school staff and the students but it also reassures the community.

How do you work together within the school environment?

I couldn't do my job without them, they deliver so much of the pastoral side of things. The outcomes and the benefits are just unbelievable. You have to be relevant and the issues and the needs are changing all the time and these guys are right at the cold-face. They know about

the language, what's relevant, they know about social media and technology (things I don't know) and I think they offer so much. We are not in competition with each other, it's quite seamless, we do different things but we compliment each other. It's a really positive relationship, I wish all schools had the same luxury that I do.

So when it comes to paying for it every year, obviously there is a contribution from the school, does this hurt?

I don't know if it hurts, if you look at it from a business point of view: if you are paying for a service and you are really happy with the service, then it is money well spent. I just think we want to contribute more money, not less. We are more than happy with the allocation of funds because it is money well spent. These guys work so hard, they do it for love, it's not a financial career pathway for them. You can't put a price on what these guys do.

How does a church and school work together?

We were really clear at the beginning about boundaries. Young people build relationships with the youth workers, not because they are Christians or because they have some message that they are preaching. There is a lot of concern from secular organisations that the modus operandi of youth workers is to make students into Christians. I can't speak for other schools, I can only speak of my relationship with Coast Community Trust but that's never been the modus operandi. We've all been about serving the students in our schools, walking alongside them, not trying to turn them into Christians or trying to be God to them. I think there is an ignorance and fear from people that haven't taken the time to get to know what we do.



**KIM
OSBOURNE**

PHIL HOLSTEIN



A PRINCIPAL-ED POINT OF VIEW

What is your history with 24-7 YouthWork?

I joined Riccarton High School as a Deputy Principal in 1995 and I could see the school already had a special culture. This was added to by a young teacher called Duane Major, who had something special in terms of giving to young people. The combination of Duane, Simon Ward and Chris Shields (from Spreydon Baptist), with the encouragement of the school, grew a layer of support around our students that aimed to support young people, particularly those that were struggling a little.

From there, 24-7YW has grown to be formalized, initially with Spreydon Baptist and Riccarton High but has gone on to be developed and strengthened. Now, we are really focusing on leadership, service development and supporting the more at-risk students in our schools, of which there are growing numbers. To be able to have young people moving alongside these young people, to develop connections, relationships, and support has made a real difference.

How did you feel when the relationship with Spreydon Baptist shifted to Life Church?

I still remember the moment, sitting in my office, the newly appointed Principal of Riccarton High and I was informed that there would be a transfer of support away from Spreydon Baptist and towards Life Church. For me, that's all I had known, was Spreydon and Duane. I like strong relationships and connections, I'm very loyal and committed to them but I also get hurt and mourn when they change. For me, there was a little bit of uncertainty because what we were doing was really good, but at the same time we acknowledged the fact we needed to change, it was necessary, I saw connections with Life Church as it was closer, it was in our area.

How did you cope with the inevitable changeover of youth workers?

As we continued to grow the relationship between Life Church and Riccarton High, we were very fortunate that our youth workers stayed for long periods – I think that has real benefits for the school and for the youth workers. Then one day, Jay talked about a man that he was very excited by that he would like to bring to Riccarton as a new youth worker. He did mention to me, before I met him, what to expect in terms of his appearance and where he was. So that set me up a little as to what I was really looking for. But I do remember meeting Mana for the first time, he had his dreads, just the way he was, was a

different look and it took me a bit to get used to idea of putting this fine man in front of our young people as a role model. I just wasn't sure to be fair.

Jay and I talked about what I wanted and we decided to give Mana a go. And, wow! We were so lucky and blessed to have Mana join the team. He is outstanding and for me, I look to him now for wisdom. His care, his commitment to the role, what he brings in terms of his background experiences, he is quite special. So for me, I have learned a very valuable lesson in terms of appearances. Never judge too quickly, underneath that was a pretty special man. So to Mana, well done to you.

What advice would you give other Principals looking at starting 24-7YW in their schools?

For me, that's an easy question to answer. And I have been asked on a number of occasions by principals when they have been approached and are thinking about joining. It's easy for me to say just go for it. From my experiences, it has only added to the culture of the school, and added to the benefits for our young people and our staff. It's not just confined to young people but our staff also are influenced by these youth workers. I will always advocate for the 24-7YW team, without hesitation and recommend them thoroughly. I trust them entirely with the work they do with young people and how they grow young people. So for all those principals that haven't yet signed up with 24-7YW, I say it will be the best thing you have ever done.

Where do you see 24-7YW in the future?

My dream is that every school in New Zealand would have youth workers because I think, then, we will see a difference for young people. The need is there and continues to be. The stresses, the pressures on young people today are increasing and I see that on a daily basis. So to have young people supporting them as well as our teachers, that's the critical factor. The evidence is suggesting that help, closer to the actual people that need it, is better. So for the youth workers to be in school on a regular basis makes the biggest difference. The challenge to 24-7YW though is can you meet that demand? What I am encouraged and inspired by though is that the young people of today are actually giving and they care for other people around them, so I am heartened that 24-7YW will continue to find people that will give of their time, selflessly, for the good of others.



**MAKAYLA
CHRISTIE**

BRINGING HOPE

Tell us about the impact the youth workers made in your life.

I was at the lowest point in my life and I had planned to sign out of school, go home and just end it. I didn't see any point to living anymore. The youth workers saw there was something different about me and pulled me out, took me to the counselor and I just confessed. I thought I was covering myself pretty well, I thought I was faking it okay.

What had got you to that point that you wanted to end it all?

I had a home life where I didn't feel safe and didn't get love from my family. School also got really hard and I just didn't want to be there. I got quite low as I wasn't talking, I wasn't being open about what was going on. I bottled it all up and didn't access the support even though it was being offered.

What happened on that day that you were planning to end it?

I had given myself a week – if things had changed, I wasn't going to go through with it. But it got to the Friday and I just lost it and thought there was just no point. I went to all my classes and there was no hope. I knew that today was going to be the day. I just wanted to sign out and go home. But the youth worker I was working with knew something was up and took me to the counselor.

What was different about that day as compared to other days when you had seen the youth workers?

I was tired, you could see in my eyes over that whole week I was feeling down. But the fact that I had given myself a particular day, I felt like I couldn't go back because I had made the decision in my head. I didn't see the youth worker leading up to that day which, I guess,

made it a lot easier. But seeing her on that day made me realize what I was going to do. You could tell on my face that I just wanted to cry and she just knew.

It's such a confronting issue, how much of a relief was it to just lay everything on the table and get it out there?

Afterwards, I just felt like a weight lift off my shoulders. It wasn't easy sitting there, explaining, I felt like I was going to cry. It hit me when she cried – I was like, "Wow, I can't go through with this. If I do this, this is real." It was a relief knowing that I got it out and it changed and I realized I wouldn't have felt that if I hadn't told anyone.

What have you appreciated about the youth workers?

The way they (the youth workers) can connect with students on a different level. There are teachers and counselors, but the youth workers share a love you just can't explain. They are there constantly, they are another support, but you know they are being genuine about what they do. It has inspired me to be someone like that.

What are you doing now?

I am a youth leader in my youth group and also work with the kids in the after-school programme. Even if they have something going on at home, they are so energetic and full of life when they are with us. We can provide love that they don't necessarily get at home.

What makes you want to get alongside other young people?

Just showing them that there is hope. They may be going through a dark patch but there is always a way out. They need support and someone to show them love and to care about them, not give up on them.



ACCOUNTABILITY & GOVERNANCE

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GOVERNANCE STATEMENT

24-7 YOUTHWORK TRUST BOARD

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

The Trust is a supporter and guardian of the ethos and quality of 24-7 YouthWork. It does this by:

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


Great importance is assigned to the views of local settings. The Trust is only the most visible, formalised part of the network involving many local churches and organisations and the trustees see themselves as serving those views.

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

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



INDEPENDENT AUDITOR'S REPORT



Ainger Tomlin
CHARTERED ACCOUNTANTS

Ainger Tomlin Audit Ltd
136 Ilam Road
Cnr Ilam & Creyke Rd
Christchurch 8440
New Zealand

PO Box 8237
Riccarton
p 03 343 0046
f 03 348 9312
e email@aingertomlin.co.nz
www.aingertomlin.co.nz

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

Opinion
The summary financial statements, which comprise the summary statement of financial position as at 31 December 2016, the summary statement of financial performance for the year then ended, and related notes, are derived from the audited performance report of 24-7 YouthWork Trust for the year ended 31 December 2016. We expressed a qualified audit opinion on the performance report in our report dated 17 March 2017.

In our opinion, the accompanying summary financial statements are consistent, in all material respects, with the audited performance report. However, the summary financial statements are misstated to the equivalent extent as the audited performance report of 24-7 YouthWork Trust for the year ended 31 December 2016.


Summary Financial Statements
The summary financial statements do not contain all the disclosures required by Public Benefit Entity Simple Format Reporting – Accrual (Not-For-Profit) issued by the New Zealand Accounting Standards Board. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited performance report and the auditor's report thereon.

The Audited Performance Report and our Report Thereon
We expressed a qualified audit opinion on the audited performance report in our report dated 17 March 2017. The basis for our qualified audit opinion was that as with other non-profit organisations control over donations and fundraising prior to being recorded is limited and there are no practical audit procedures to determine the effect of this limited control.

Trustee's Responsibility for the Summary Financial Statements
The Trustees are responsible for the preparation of a summary of the audited financial statements.

Auditor's Responsibility
Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with the audited financial statements based on our procedures, which were conducted in accordance with International Standard on Auditing (New Zealand) (ISA (NZ)) 810 (Revised), Engagements to Report on Summary Financial Statements.

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



AINGER TOMLIN AUDIT LIMITED
Christchurch
17 March 2017

Directors: Andrew Tomlin, Philip Stockbridge, Brent Smith

24-7YW TRUST FINANCIAL SUMMARY

FOR THE YEAR END 31 DECEMBER 2016

SUMMARY STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 31 DECEMBER 2016 (GST Exclusive)

Income	2016	2015
Donations, fundraising and other similar revenue	245,163 (39%)	130,288 (28%)
Revenue from providing goods or services	384,523 (61%)	325,707 (70%)
Interest and other investment revenue	4,426 (1%)	7,291 (2%)
Other revenue	475 (0%)	58 (0%)
	\$634,587 (100%)	\$463,345 (100%)
Expenditure		
Expenses related to public fundraising	21,650 (4%)	- (0%)
Volunteer and employee related costs	204,376 (34%)	184,555 (40%)
Costs related to providing goods or service	327,798 (54%)	224,623 (49%)
Grants and donations made	- (0%)	7,000 (2%)
Other expenses	49,051 (8%)	41,612 (9%)
	602,875 (100%)	457,790 (100%)
Surplus (Deficit) *	\$31,712	\$5,555

* Note this profit does not mean 24-7 YouthWork Trust has extra funds. This profit is made up of donations received and tagged for salaries and other expenses in the 2017 Financial Year.

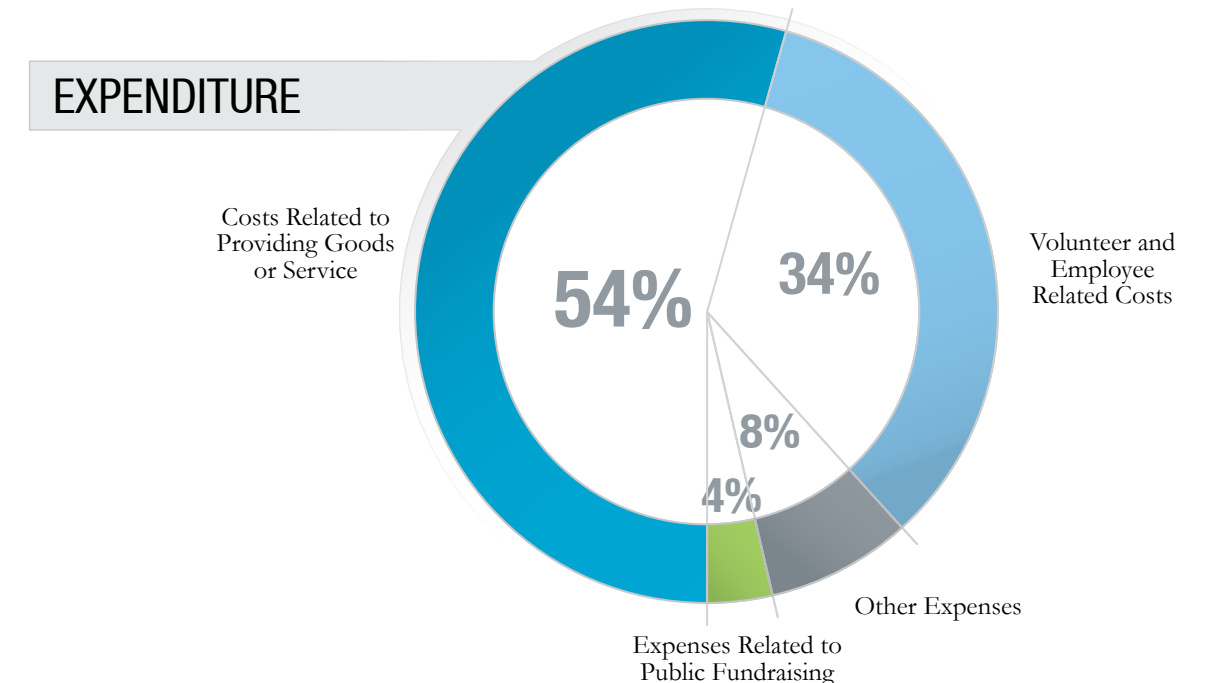
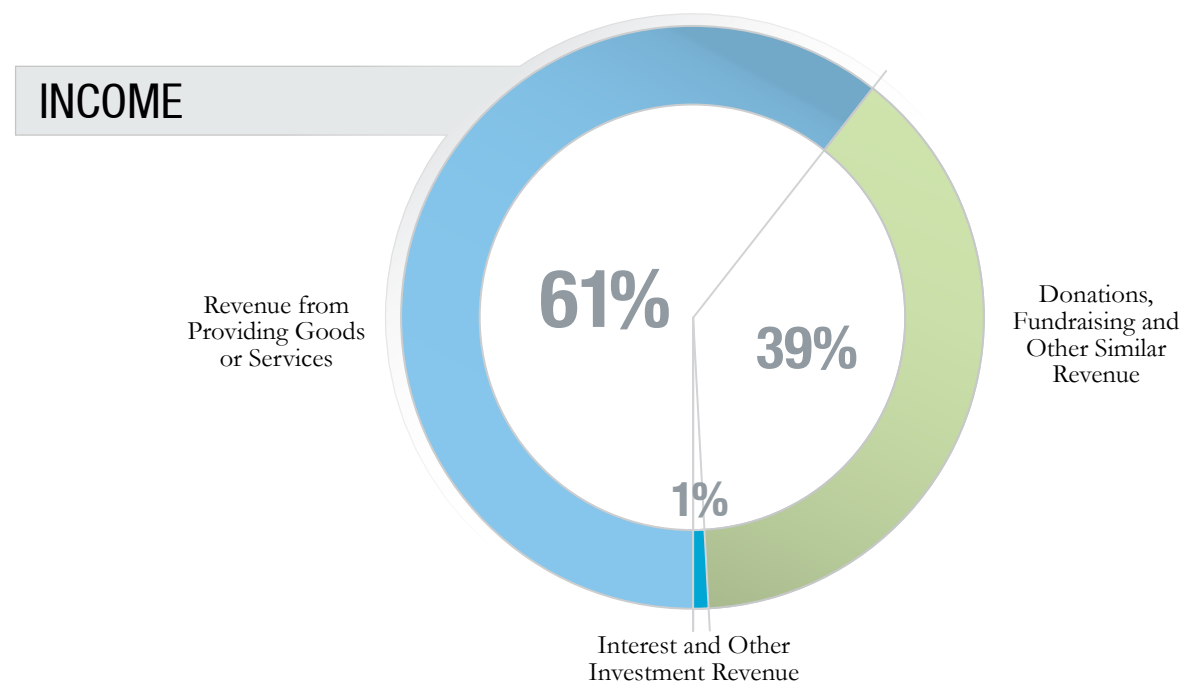
SUMMARY STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2016 (GST Exclusive)

	2016	2015
Current Assets	\$248,180	\$224,705
Fixed Assets	\$22,531	\$30,579
Total Assets	\$270,711	\$255,284
Liabilities	\$57,946	\$74,230
Net Assets	\$212,765	\$181,054
Equity		
Current Year Earnings	\$31,712	\$5,555
Retained Earnings	\$181,054	\$175,499
Total Equity	\$212,765	\$181,054

The information disclosed in the Summary Statement of Financial Position as at 31 December 2016 and the Summary Statement of Financial Performance for the year ended 31 December 2016 have been extracted from the full performance report dated 17 March 2017. The summary financial report cannot be expected to provide as complete an understanding as provided by the full performance report of the financial performance and financial position of 24-7 YouthWork Trust.

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

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



BOARD OF TRUSTEES

GUARDIANSHIP AND EMPOWERMENT

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

The principal roles of the board are to:

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



DUANE MAJOR / Chairperson
Bachelor of Science (Hons), Diploma of Teaching

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

Duane became a volunteer youth worker well over 20 years ago, and says he was drawn to youth work because of its energy and the opportunities it created. "I saw it as an opportunity to make a real difference" Duane says. "Youth is a fantastic stage of life, and youth workers can be hugely influential during this time." Duane enjoys working with young people of all ages and backgrounds – and believes the community has a big part to play in ensuring all young people grow into well-rounded adults.



ALAN AMEYE
Diploma in Youth Work, Certificate in Applied Theology

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

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



CLAIRE WILLARD
Bachelor of Arts, Bachelor of Law

Claire Willard is 24-7 YouthWork alumni, having worked as a youth worker at Burnside High in Christchurch for a number of years. We are thrilled to have her on the 24-7YW Board as she has a grassroots passion for the network.

Claire now works as a solicitor in Employment Law. Her skills lie in her pragmatic approach and her ability to provide practical solutions to any range of problems.



ALAN AITKEN
Bachelor of Science, Bachelor of Ministry

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

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

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



GRANT CHIVERS

Grant Chivers is the O18 Manager at South West Baptist Church with responsibilities for all Youth and Children's work including being involved with seven not-for-profit Trusts within Christchurch. Grant has been involved with various Youth Trusts, Youth Work and Children's Work of varying sorts for the last 25 years and has a passion to see young people flourish and grow into healthy, contributing, whole adults.

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

REGIONAL COORDINATORS AND REPRESENTATIVES

PARTNERSHIP AND VISION

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

The principal roles of the regional coordinators are to:

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



CHRISTINE TAYLOR
Northland

Level 3 Youth Work Certificate

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

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



GRANT WARNER
Auckland

Trained Teachers Certificate

Appointed as the Auckland Development Coordinator at the beginning of 2013, Grant Warner has been invaluable to the RCG due to his background in education and family development. Affiliated with Green Bay High School and Titirangi Baptist, Grant enjoys seeing youth work changing the world one person at a time.



JESS SUISTED
Bay of Plenty

Diploma in Youth and Community Work

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

Jess is passionate about churches reaching into their local communities and enjoys seeing youth workers well resourced to competently discuss relevant issues with young people through in-depth programmes.

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

Jess is passionate about churches reaching into their local communities and enjoys seeing youth workers well resourced to competently discuss relevant issues with young people through in-depth programmes.



WARWICK PREWER
Waikato

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

Warwick Prewer has managed the Cambridge High youth work team from Raleigh St Christian Centre for the past four years. He joined the RCG in 2013 and loves working with young people to see them grow and develop to their full potential.



DARYL JUDD
Wellington

Bachelor of Ministries, Diploma of Agriculture

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

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



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 24-7YW youth worker.



MATT STEVENSON
Otago
Certificate of Youth Work

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

Matt, Jess, and their son Noah, attend Elim Church, Dunedin.

NETWORK STAFF

SERVICE AND IMPLEMENTATION

24-7YW operates on a decentralised model, empowering local stakeholders to support their local communities and encouraging region-to-region support. This accounts for our small national staff whose main priorities are to serve local communities and implement nationwide initiatives.



JAY GELDARD

Network Coordinator

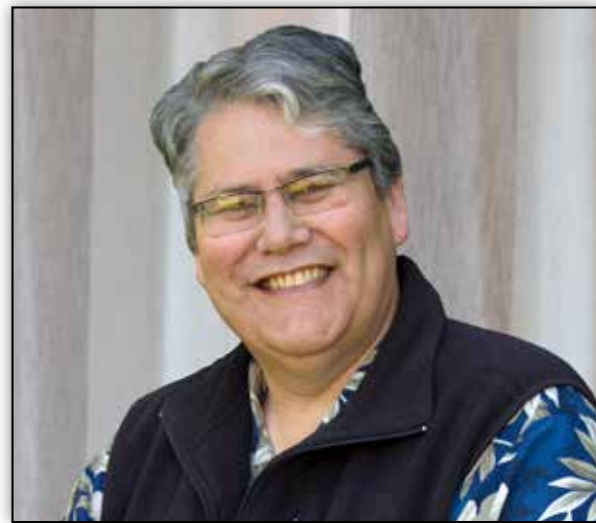
**Bachelor of Applied Theology,
Ministry Internship Diploma**

Jay Geldard started out his days in youth work with the 24-7YW Hornby Presbyterian team at Hornby High School.

He completed eight years in the school before moving on to work full time for the National 24-7YW Network in 2009.

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

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



ALAN AITKEN

Management Advisor

Bachelor of Science, Bachelor of Ministry

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

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



CHAR SHAW

Administrator

Diploma in Maori Studies, Diploma in Graphic Design, New Zealand Certificate in Youth Work

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

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



NICKY GELDARD

Communications

**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 using her communications background to indirectly be involved in schools work. She believes young people hunger after genuine relationship and sees youth work as one way of fulfilling that need.



24-7 DNA VALUES AND PRACTICES

VALUES

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

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

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

Adventurous – we pioneer and follow a sense of calling

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

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

PRACTICES

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

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