

## *Our thanks to:*

Kaiapoi High School, Oxford Area School, Rangiora High School,  
Rangiora New Life, Shirley Boy's High School

Julia Malcolm, Mike Hart, Devon Thomas, Mike Turinsky, Oki Tilala

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**24-7**  
YouthWork  
Aotearoa



*Annual  
Report*  
**2018 - 2019**





## *Passion*

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

## *Vision*

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

## *Mission*

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







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# Grant Chivers

## Board Chair

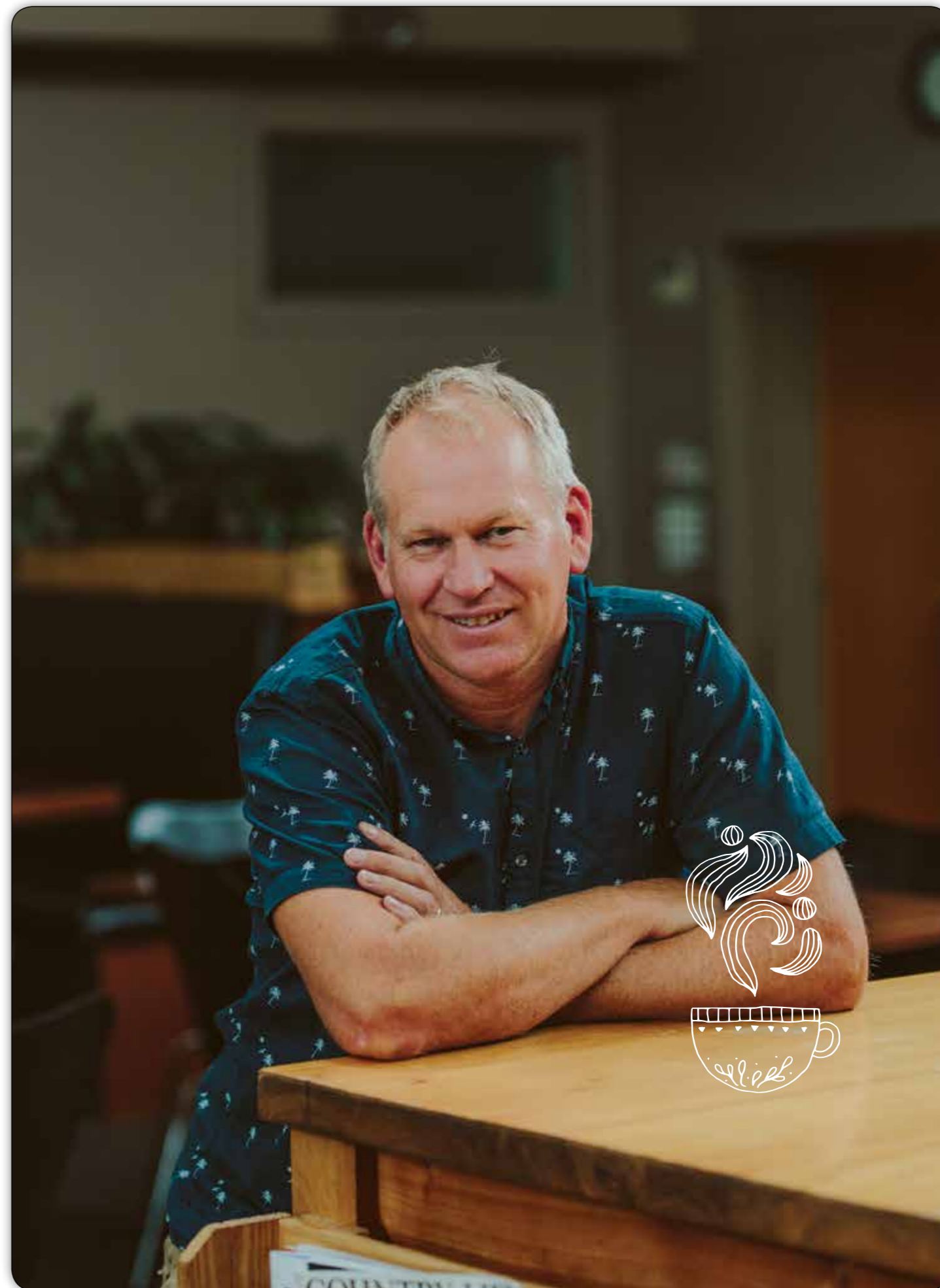
At the close of 2018, the 24-7 YouthWork Network celebrated another year of working together, encouraging one another and inputting into the lives of Aotearoa's rangatahi.

We welcomed another new Board member in 2018, Marcus Driller. Marcus is Vice President - Corporate at Fisher & Paykel Healthcare. He is passionate about seeing communities working together and we have valued his unique perspective coming from a corporate background.

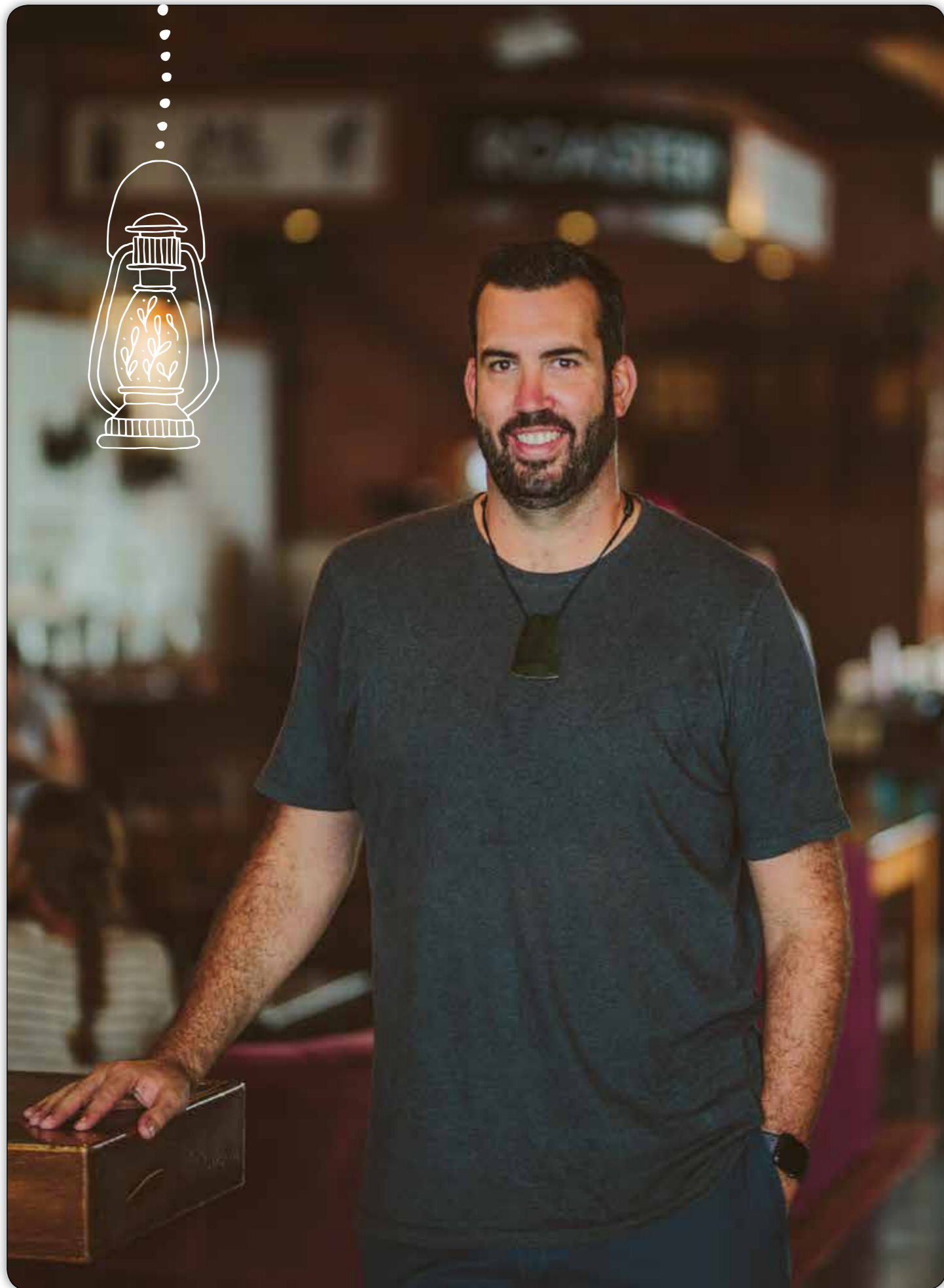
Our role as Trustees is to provide guardianship and empowerment. It is therefore up to Jay and his team to 'put the legs on' the vision moving forward. Jay is a competent and inspiring leader and he and his team have achieved a number of objectives over the past year. Once again we have completed another round of research, asking young people to comment on their experiences with youth workers. The results were overwhelmingly positive and can be found on the 24-7YW website. Another new initiative, birthed from Jay and Nicky's 2018 sabbatical, involves addressing New Zealand's tall poppy culture. Watch this space for further developments!

The feedback from local settings is that our structures and processes continue to reflect the decentralised values of the Network, putting local youth workers and their communities first. It is interesting to note the increased demand for youth workers across the country from schools.

As I close, I want to acknowledge young people themselves and our belief in them. As always, they play a vital role in shaping our future, our environment, justice, wellbeing, economy and so on. It is also not an easy time with mental health issues clearly evident and social media demanding their attention. Our local youth workers relish the part we play in being there for them and the presence-based approach that is distinctively 24-7YW.







# Jay Geldard

## National Network Coordinator

While on sabbatical in 2018 I had the opportunity to see, observe and engage with other youth work agencies and organisations within the United Kingdom. I discovered the 24-7 YouthWork model - of community partnership supporting local young people - is like no other model internationally. Our decentralised structure gives local communities a framework to help young people thrive.

There are two factors that make up the 'secret sauce' of 24-7 YouthWork's success. Firstly, it's our holistic approach: "You can't take the child out of the family/whanau and you can't take the family/whanau out of the community." This belief creates a natural need for community engagement and another layer of support for the school to lean on. For a young person to thrive we need to operate in two areas:

1. Developing the whole young person
2. Developing connected communities

This leads me to the second ingredient. We all live busy lives and developing connected communities can feel insurmountable. The 24-7 YouthWork model formalises two key community stakeholders - Schools and Churches - and gives them the framework to work together to develop the whole young person. This creates an environment where school is identified as a place that young people enjoy and want to further their education. It also connects young people into their communities and gives them a bigger narrative to be a part of.

This approach of developing the whole young person within the context of their community is needed throughout New Zealand. The current social epidemic or breakdown is seeing young people becoming further isolated from families and communities, leading to dire consequences. Everyone plays their part within these communities and we need every citizen of New Zealand to get involved. Thank you to all the schools throughout New Zealand that utilise this unique model of youth work. We look forward to partnering with you further in the future. If you are a school or community that would like the 24-7 YouthWork model please touch base with us so we can support your vision in seeing young people thrive.

I want to acknowledge the youth workers who are committed to doing the hard yards in their school and community. We sincerely thank you for committing long term to standing alongside our young people. At times it isn't easy journeying alongside these young minds, but your investment is having a positive impact, not only in your own local community but across this nation.



# 24-7 YouthWork 2018 – 2019

## About 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, 24-7 YouthWork 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 24-7 YouthWork 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 YouthWorker'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.



# 24-7YW Numbers

**12**  
long-service  
awards  
given to youth workers in 2018  
that had completed five years  
or more in their local schools

**\$3.1**  
million  
budget  
raised locally

**175**  
youth workers in  
**71 schools**  
nationwide

**97**  
churches  
(across 18 denominations)  
working together to supply youth  
workers to their local schools

**33**  
youth workers  
completed the Level 3 New Zealand  
Certificate in Youth Work in 2018

Our online diary system  
recorded our youth  
workers in 2017:  
---  
Completed **63,397**  
hours of schools' work  
---  
**55,269**  
one-on-ones  
---  
**287,044**  
ongoing engagement  
with Youth People  
---  
**82,573**  
young people were  
at events run by  
Youth Workers





# *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:

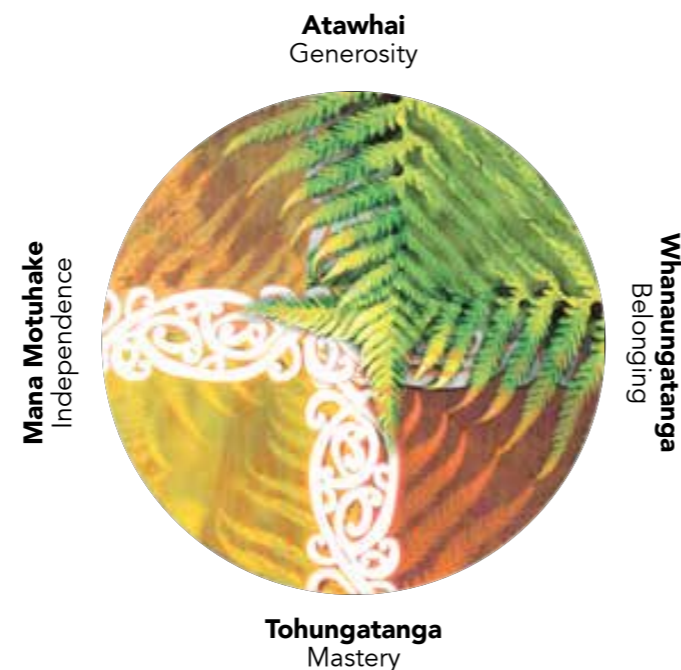
1. Shaped by the 'big picture'
2. About young people being connected
3. Based on a strengths-based approach
4. Happens through quality relationships
5. Triggered when young people fully participate
6. Needing good information

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.

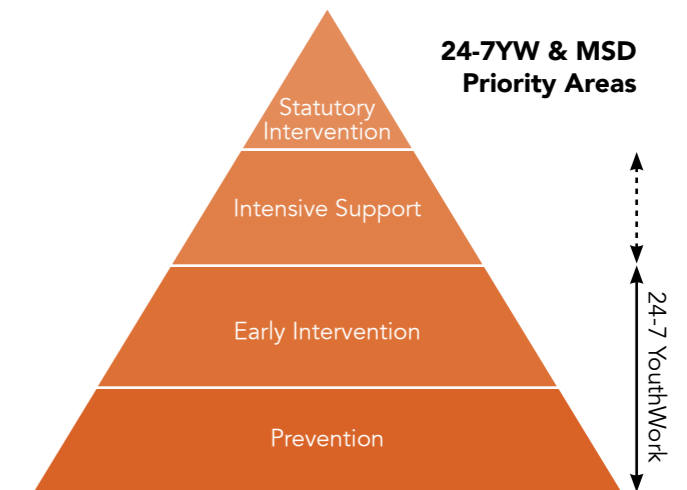
24-7 YouthWork uses the Circle of Courage® as a framework to assist in building resiliency with young people. It encourages restorative practices as opposed to punitive coercion - a principle that is in line with strength based approaches to addressing young people's unmet needs - and creates positive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



## 24-7 YouthWork and Social Services

In the 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 diagram here adapts an MSD diagram for this purpose.

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)

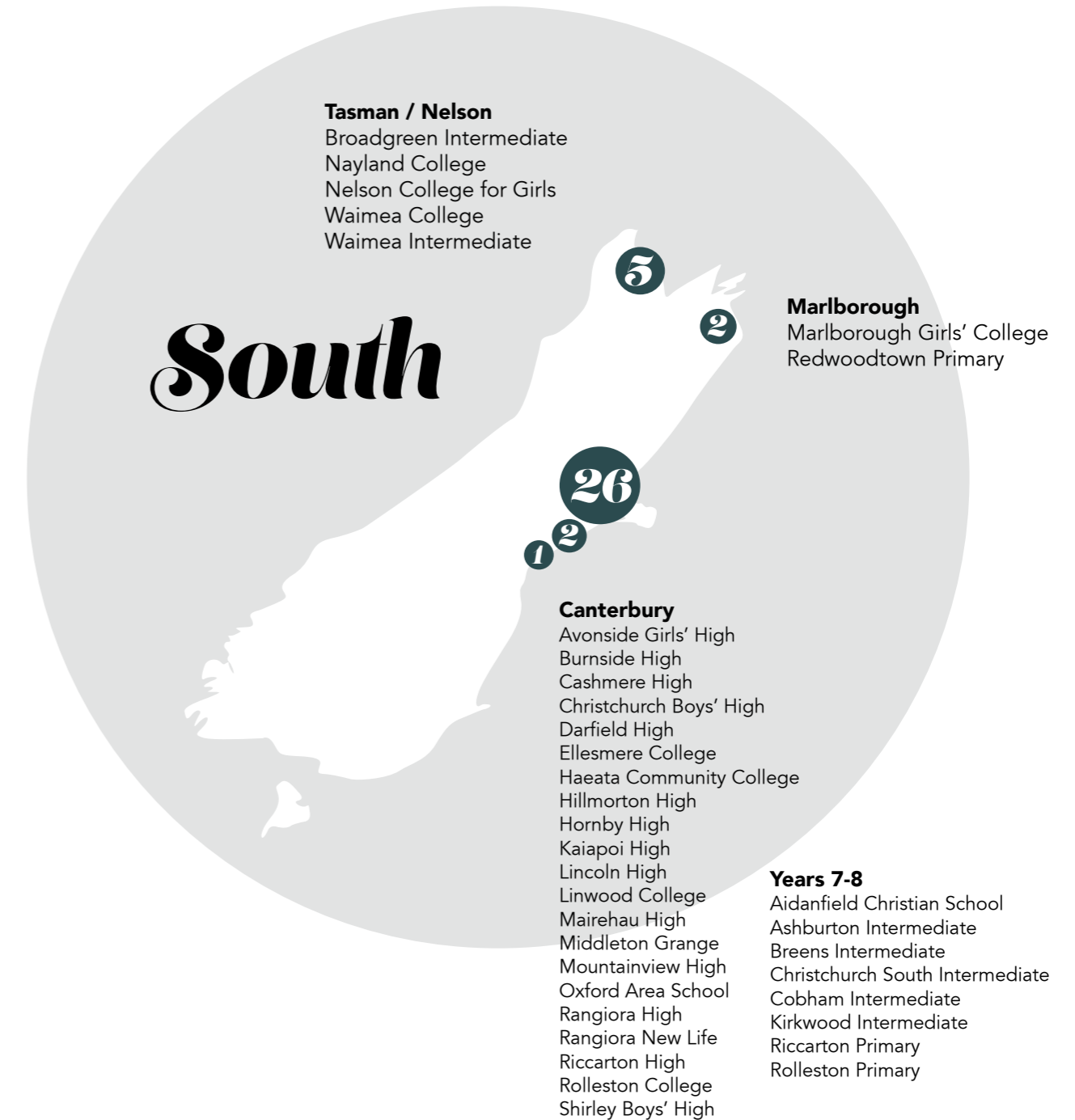
This encompasses physical, emotional, social and spiritual caring and development. The implicit nature of 24-7YW embodies these four aspects and we seek to train our youth workers in tikanga Maori through the New Zealand Certificate of Youth Work.





# Where We Work

Schools with 24-7 YouthWork 2018 - 2019







24-7YW New Zealand Stories

# *Transforming Lives*

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# Julia Malcolm

Deputy Principal / Rangiora High School

## **What is your background or history with 24-7YW?**

I became involved with 24-7YW back in 2006. We could see a need for our students and a way for Youth Workers to get in that space and work in a way that teachers sometimes can't. It was great to have a community group come to us and say, "here's a way we could help".

## **How do you manage your differences (secular vs spiritual) within the school environment?**

There has always been a clear understanding that we are a secular school. The values of our Youth Workers and the churches/faith they represent are really no different than those of our school or any school - caring for others, helping others, being part of a community, showing support and respect for others, being kind to yourself and others, finding and being a friend, honoring yourself and your whanau. Our Youth Workers have run prayer groups at times which are just like any other lunchtime activity. Students can choose to attend.

## **Can you articulate the contribution the youth workers have made to your school?**

It's wide and deep! Sometimes their impact is unseen and unheard but that can be profound. They can quietly get alongside a student, just checking and connecting every once in a while and establish a relationship that is there when things get really tough. They have been reader/writers, helped get kids to class when they are anxious about something and not attending. Other times they have made big splashes! I have great memories of rainy lunchtimes with 400 kids in the hall playing Kahoot!, the annual lunchtime carnival where there are zorb balls, horizontal bungees, and just heaps of fun. And of course sumo wrestling! Not to mention the kindness shown to staff with chocolates or morning teas when things have been

a bit rugged. And then there is the end-of-year morning tea when they put on a fantastic spread for staff to say thank you to us! It should be the other way around. It really brings everyone into the staffroom though! Currently we have just started the *Inspire* programme with two groups of girls. I am excited about that.

## **What feedback have staff given you regarding the presence of youth workers in your school?**

After 13 years it's pretty common for staff to say, 'Is there a Youth Worker who could maybe help there?' I think staff recognise that they can be counted on and do some difficult work that teachers can't do. They are a part of our staff not an add-on.

## **What advice would you give other schools who are looking at starting up 24-7YW?**

School budgets have to account for outcomes that are measurable. But some stuff you just have to take a punt on and trust that the outcomes are worth it. I also think that it's important to get the right person leading the group. And finding a way to make good connections with staff - it can be hard getting your foot in the right door!

## **Is there anything else you would like to add about the presence of youth workers at your school?**

To start with I think it was hard for them to find their place/role in the school. But now, I hardly go to a pastoral meeting, hui, or have a conversation where we don't consider them as an option to help/support. They attend our weekly pastoral meetings, are in classrooms, support and run sports' teams and cultural groups, are present at lunchtimes... and probably a whole lot of things I don't know about. Their connections also cross into after school activities.





# Mike Hart

Principal / Oxford Area School

**What is your background or history with 24-7YW?**

We brought in 24-7 Youth Workers back in 2014, after having some experience of working with them at a previous school. We were looking for someone external from the school to support us in the delivery of the Rite Journey Programme with a group of Year 10 boys struggling to find themselves and engage in their education.

**How do you manage your differences (secular vs spiritual) within the school environment?**

The key to this is having the Youth Workers working alongside other adults/teachers to form a diverse group of people. This allows for students to see we have differences and that is absolutely fine.

**Can you articulate the contribution the Youth Workers have made to your school?**

The contribution of 24-7 Youth Workers at our school has been immense. We have run the Rite Journey programme for the last five years with the support and leadership of our Youth Workers working alongside our staff. This programme has

grown from strength to strength every year. The programme culminates with annual camps of which 24-7 Youth Workers are always willing to join in and help lead.

Aside from this, the presence-based approach in running lunchtime activities, celebrating student achievements and successes, and supporting those in need has been very valuable. Again the 24-7 Youth Workers have formed an integral part of our youth support network here at Oxford Area School.

**What feedback have staff given you regarding the presence of Youth Workers in your school?**

Our staff share these views. They are regularly aware of the support provided by our 24-7 Youth Workers and enjoy working with them.

**What advice would you give other schools who are looking at starting up 24-7YW?**

Although I haven't been asked for advice regarding 24-7 Youth Workers, if it arose I would certainly support their involvement in schools. They are an integral part of our school.





# Devon Thomas

Student / Waimea College

**Jay: How did you get to know Jimmy, the Youth Worker at your school?**

Devon: Most of my problems were happening during class time, so when stuff happened, the DP got Jimmy to talk to me.

**Jay: If you were in a school that had no Youth Worker, what do you think the outcome would have been for you?**

Devon: Negative, I'd probably be more angry, cause there's less talking, less expression.

**Jay: So you like the fact that they're not guidance counsellors?**

Devon: Yeah, it's just weird being stuck in a room with a person. With Jimmy we walk around outside so it's better, makes it feel more open.

**Jay: How have you felt, with your anger, has it been something that you're like: 'Mate, this is great to have someone to process this with'?**

Devon: Yip. It's very helpful.

**Jay: Is there a bit of accountability there? If you have another altercation do you find yourself processing that with Jimmy in that Jimmy's there to make sure you don't hit someone?**

Devon: Yip, pretty much. I always go to him first when it's brewing. He always gives me stuff to do other than going to physical.

**Jay: What are some of those examples?**

Devon: He helps me to talk things out. And he's given me more things to say, instead of going straight to my hands.

There was a day where my friend had a bit of an argument with someone, so we wanted to meet him at the basketball court. The other guy brought 30 people. As soon as I saw 30 people, I got up and started trying to fight everyone, every single person there. It ended with me and that guy on the

ground, my fist in his face 30 times, him standing up wiping blood off his face. That night I messaged Jimmy: 'You've got to come and talk to me tomorrow'. We talked the next day and I went and apologised to the guy I had a fight with so there would be no more hostility between us. Then after that I went and talked to Mr Smith too, the deputy principal.

**Jay: Did you tell him what had happened? Did they already know?**

Devon: They didn't know at that point. But since I was open about it nothing really happened. We just sat in there and talked about it, me, the other guy and Mr Smith.

**Jay: Isn't it awesome that you can front foot it and say 'mate I've stuffed up' and then there's a whole lot more grace aimed at you. Has that come about from these ongoing conversations with Jimmy?**

Devon: Yeah. Cause I know he's not going to judge me or give me grief for it, so I can say anything.

**Jay: How do you feel about the fact that Youth Workers are based from local churches?**

Devon: It's not shoved in my face, so I don't mind. I know a lot of Christians and I've never had a Christian come to me and preach to me. I respect them, they respect me. I know when Jimmy and all the rest of the 24-7 Youth Workers come, they're not here to make us do anything or make us believe anything. They're just here to talk to us. Jimmy hasn't even brought Christianity into it at all, unless I ask a question. If I ask a question he answers it truthfully and that's it.

**Jay: What's the perception of the wider student body of having youth workers in the school? What do you reckon they think, are they pretty cool?**

Everyone talks to Jimmy, everyone likes Jimmy.



# Mike Turinsky

Howick Local Board Member / CEO Young Life Trust

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

For the last 15 years I have served in the local area as an in-school youth worker via my local church, as well as being the CEO of a local youth development community trust; facilitating 24-7 youth work in our area.

Since 2017, I have served as a first term elected member of the Howick Local Board.

**What are some of the key issues for youth in your community? How do the youth workers help to address these things?**

Mental stress, mental health, anxiety, and depression top the list. Also, youth are having to cope with adult issues a lot younger now, without being properly equipped to do so. Negative coping behaviour/strategies such as alcohol abuse, drug use, unhealthy online activity and unhealthy sexual activity, etc. are far too common of a choice for many of our rangatira. Young people are losing trust in the adult world more and more, causing a lack of trust in formal adult influences they are provided.

Youth workers are on the front line, the coal-face. The youth workers are not authority figures, but they are not peers to the students either. This dynamic often helps the youth workers earn the right to be heard by the students. As a result, they provide an outlet for young people to investigate positive coping strategies, help connect young people to the services that are provided in schools (such as counselling, academic assistance, co-curricular activities), as well as encouraging

positive out of school activities, that student may be reluctant or resistant to accessing.

**What vital skills or services do the youth workers offer to your community that are helping to make your community a better place?**

The youth workers are providing mentoring services, life coaching, a trusted adult to talk to, and a positive connection to the adult world. The youth workers are also trained and skilled in such things as helping young people: build their confidence, understand their self-worth, build resilience, learn conflict resolution with peers and adults, leadership development, identify negative mental stress and provide a bridge for the students to access the resources available to them.

**What is the feedback from your community young people about the presence of youth workers in their schools?**

What I hear from the young people is that they really value having youth workers available. Most of the time they see youth workers as trusted and accessible adults who have their best interest in mind. They often seek out the youth workers as a resource.

**Is there anything else you would like to share about the work of 24-7YW in your community?**

The 24-7 YouthWork programme can help schools accomplish their goals and values as they do their part to enhance the work of school educators and pastoral care staff. It provides additional caring adults to help our young people navigate towards the adult world.







# Oki Tilaia

Head Boy / Cashmere High School

**Jay: Run us through what happened on March 15th (the day of the Christchurch shooting) for Cashmere High School...**

Oki: Myself and some friends were at the Climate Change Strike (in Cathedral Square) when the event happened. We thought the best option would be to go back to school. When we got back, the school was in lockdown so we got put in the drama block with a bunch of other classes. We just stayed there; at the time we didn't know how long it would be. The atmosphere was different. You know we do so many drills for these kind of things but you never think it would need to be used for real. Especially with such an intense event like this one.

Unfortunately, we had a student with us who had close family at the mosque. It was hard for him and hard for the students around him. We didn't know how to respond and we didn't want to make it worse for him. So, yeah it was hard.

**How many students (or family members) did Cashmere lose?**

We lost two current students at Cashmere, and a few past students as well which was really hard. A close friend of mine lost his Dad, so it's a really hard time for him and for us. I don't know how to approach those kind of things, especially with a close friend. I didn't know if I should give him that space or if he wanted someone to talk to.

In terms of the Cashmere community, it was quite devastating. You could just tell that the atmosphere wasn't the same. It wasn't the vibrant atmosphere that we normally have in the classroom and in the school. The community was hit really hard.



**How did you become a spokesperson? How did that all play out?**

On Friday night (March 22), I just thought I would start something immediately because I knew if I planned something weeks later, it wouldn't have the same effect. So I thought I would start off small, get some friends together to do a baking drive and we'd go around the hospitals, the Police stations, the ambulance bays on Saturday and just hand out food to all the service people and the victims as well. This happened on the Saturday and it worked really well. I thought it would just be people from Cashmere who would help out, but we had people from Middleton, Christchurch Girls' High, Rangi Ruru, Boys' High, heaps of different schools helped out for the baking drive.

On Sunday, I woke up in the morning and thought I could probably do something bigger and get more people, more students, involved. I knew there would be a lot of community based initiatives, but there wouldn't be an event where students could express how they're feeling. So I thought why not get all the students together at the Mosque memorial and just spread the love?

I planned that for Monday, the next day, which was crazy. It was under 24 hours to organise everything, but I had a really good support system, especially within Cashmere School. My peers, my teachers were really helpful, especially my Dean.

On Sunday night, everything was going well, the event was increasing in numbers but there were some safety concerns from parents. To make sure everyone was safe, I called the Police and then went to the Central Police Station on the Monday morning just to make sure that they knew what was happening. The Police were happy with everything, they just wanted me to make sure that I kept them updated.

**During that time, the 24-7 Youth Workers started promoting Colour Your Day. Why did Cashmere High see that as an important thing to get behind?**

As I said before, immediately after the events and on the Monday you could just tell that the atmosphere wasn't the same, it was sombre. When

we saw the whole Colour Your Day thing, we thought it would help the students at Cashmere just to wear bright colours and focus on the positive vibes and the atmosphere in school, even for a day.

**Your message on your TV interviews was around love, hope, and peace. The media were quite surprised that this was your focus. Where does that come from?**

I think it's just the way I have been brought up, especially with the Pacific culture. We're all about love, kindness, and putting others before ourselves. That's further supported by what we get taught in school, especially at Cashmere around citizenship; doing a good service for your community and giving back to your community.

**It's nearly been two months since the massacre, how do you think the people in Christchurch (specifically Cashmere) are moving forward?**

I think people are getting back into the normalities of school life, but there are still thoughts of the March 15 event in the back of our minds. The support system here is so good. I think there have been issues raised around racism, especially for Pacific Islanders and Maori. There's been a lot said about the fact that this isn't who New Zealand is, that we're such an accepting and diverse country. However, there's an underlying issue that has sprang out, that there's always been racism in New Zealand. For me, just hearing about this perspective, I feel it takes away from the atrocity of the event. Yes, there's racism, but we need to focus on supporting our Muslim families and communities. We don't want to take the spotlight away from them because they were the people who were majorly affected by this.







# *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 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.

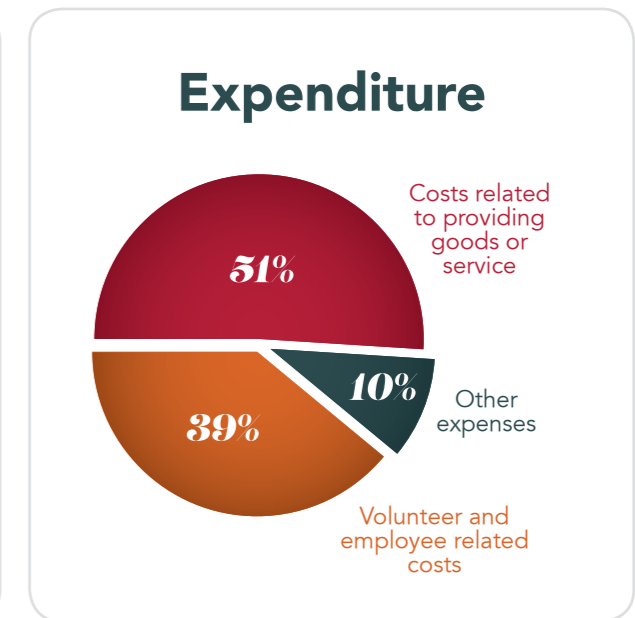
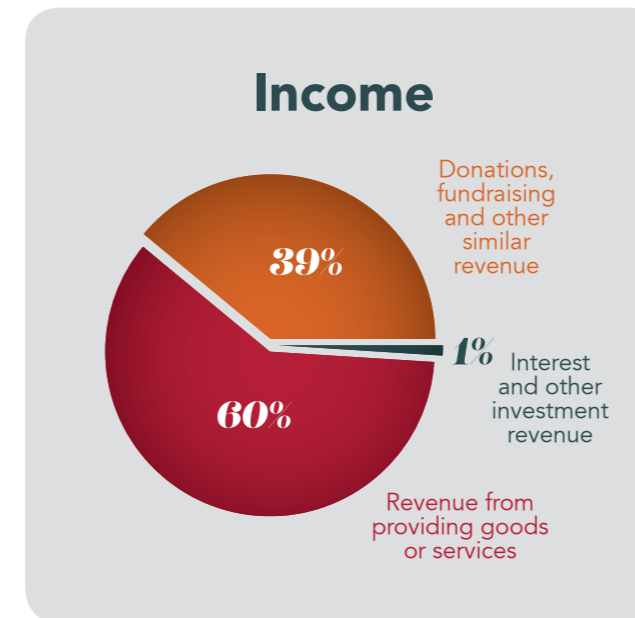
Trustees are chosen both for the specific skills they bring to the governance role and their understanding of and adherence to the 24-7 YouthWork ethos.





# 24-7YW Trust Financial Summary

for the year end 31 December 2018



**Summary Statement of Financial Performance  
for the Year Ended 31 December 2018 (GST Exclusive)**

Income	2018	2017
Donations, fundraising and other similar revenue	221,084 (39%)	154,056 (28%)
Revenue from providing goods or services	346,805 (60%)	376,186 (69%)
Interest and other investment revenue	4,834 (1%)	4,127 (1%)
Other revenue	844 (0%)	9,526 (2%)
	<b>\$573,567 (100%)</b>	<b>\$634,587 (100%)</b>
<b>Expenditure</b>		
Expenses related to public fundraising	0 (0%)	1,500 (0%)
Volunteer and employee related costs	226,160 (39%)	218,049 (40%)
Costs related to providing goods or service	293,140 (51%)	279,646 (51%)
Other expenses	56,944 (10%)	52,550 (10%)
	<b>\$576,244 (100%)</b>	<b>\$551,745 (100%)</b>
<b>Surplus (Deficit)</b>	<b>(\$2,676)</b>	<b>(\$7,850)</b>

**Summary Statement of Financial Position  
as at 31 December 2018 (GST Exclusive)**

	2018	2017
Current Assets	\$240,054	\$254,092
Fixed Assets	\$27,789	\$30,514
<b>Total Assets</b>	<b>\$267,843</b>	<b>\$284,606</b>
Liabilities	\$60,331	\$79,690
<b>Net Assets</b>	<b>\$202,240</b>	<b>\$204,916</b>
<b>Equity</b>		
Current Year Earnings	-\$2,676	-\$7,850
Retained Earnings	\$44,916	\$77,766
Reserve	\$160,000	\$135,000
<b>Total Equity</b>	<b>\$202,240</b>	<b>\$204,916</b>

The information disclosed in the Summary Statement of Financial Position as at 31 December 2018 and the Summary Statement of Financial Performance for the year ended 31 December 2018 have been extracted from the full performance report dated 12th March 2019. 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 performance report, please contact 24-7 YouthWork Trust: [notify@24-7youthwork.nz](mailto:notify@24-7youthwork.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 principle 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



### Grant Chivers (Chair)

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

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



### Alan Ameye

DIPLOMA IN YOUTH WORK, CERTIFICATE IN APPLIED THEOLOGY

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

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



### Alan Aitken

BACHELOR OF SCIENCE, BACHELOR OF MINISTRY

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

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

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



### Gabrielle Bisseker

ENDORSED MASTER OF EDUCATION IN CHILD AND FAMILY PSYCHOLOGY  
POST-GRADUATE DIPLOMA IN CHILD AND FAMILY PSYCHOLOGY

Gabrielle is a former 24-7YW Youth Worker at Rangiora High. For the last eight years, Gabrielle has been working as a Child and Family Psychologist with a special interest in helping teens with chronic suicidal and self-harm behaviour. She is also clinical educator with the Child and Family Psychology Programme at the University of Canterbury.

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



### Marcus Driller

BACHELOR OF COMMERCE, BACHELOR OF LAWS

Marcus Driller is Vice President Corporate at Fisher & Paykel Healthcare and his role encompasses investor and media relations, 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 they have three kids. He enjoys water-skiing, cycling, travelling, playing the guitar and swimming.



# Regional Coordinators

## 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 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.



### 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 Street Christian Centre for the past five years. He joined the RCG in 2013 and loves working with young people to see them grow and develop to their full potential.



### Jess Suisted Bay of Plenty

BACHELOR OF SOCIAL WORK, DIPLOMA IN YOUTH AND COMMUNITY WORK

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

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.



### 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 was a youth worker at Waimea College from 2014-2016. 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 School 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.



# National 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 National 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.



### Andrena McPhillips Network Administrator

CERTIFICATE IN CHRISTIAN MINISTRIES

Andrena McPhillips joined the 24-7YW team in 2018. She attends ARISE at the Christchurch campus and has been working for a local building company for the past four years. Andrena has a genuine love and calling for administration, which we are thrilled about and very thankful for.



### Nicky Geldard Network Communicator

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 & Practices*

## Values

### 1. HOSPITALITY

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

### 2. GENEROSITY

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

### 3. HUMBLE

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

### 4. ADVENTUROUS

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

### 5. PLANTED

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

### 6. CHRIST-CENTRED

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 Practices:**

1. The Practice of Building a Trust Relationship Between Church and School

2. The Practice of Supporting Young People and the School

3. The Practice of Building Positive Relationships

4. The Practice of Cultivating School Spirit

5. The Practice of Leadership Development

6. The Practice of Integration into Out of School Activities

7. The Practice of Youth Community

8. The Practice of Community Development

9. The Practice of Professionalism

10. The Practice of Management and Governance

11. The Practice of Personal Development

12. The Practice of the 24-7 Networking