

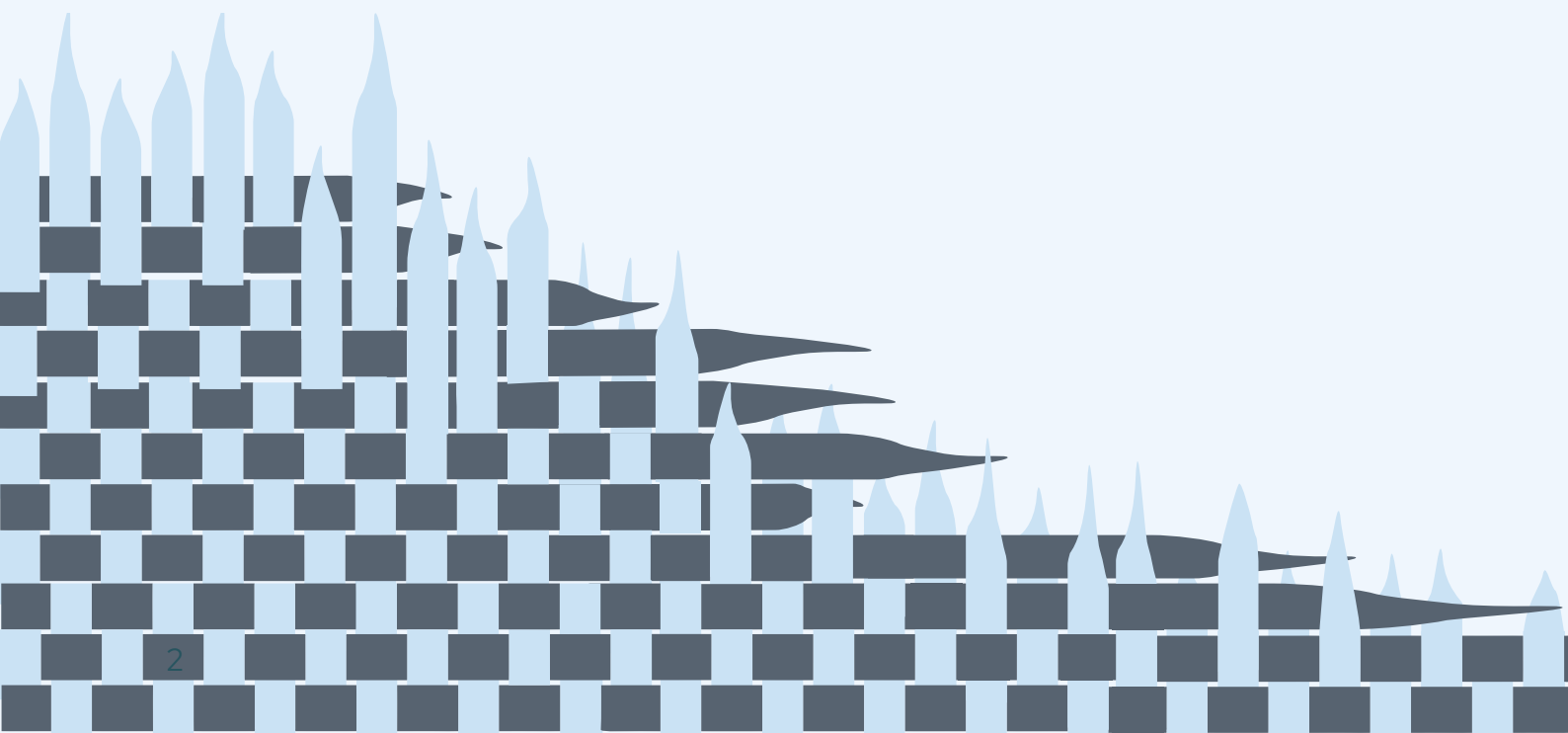
AraTaiohi

Peak Body for Youth Development in Aotearoa

2023-2024

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Kaihautū mā Co-Chair Report

Tēnā koutou hoa o Ara Taiohi,

Ki te kotahi te kākaho ka whati, ki te kāpuia e kore e whati.

When a reed stands alone it is vulnerable, but a group of reeds together is not easily broken.

This whakatauki really resonates with the Board of Ara Taiohi. When we stand alone, we are vulnerable, but together we are unbreakable.

We have seen many challenges this year - challenges that demonstrate the immense importance of Ara Taiohi as the peak body for youth development and youth workers in Aotearoa. We seek to strengthen our sector with skills, knowledge, advocacy and support, making it unbreakable - and by so doing upholds the mana of both our young people and our sector.

The Board has spent significant time this year reflecting on the longer-term questions about the purpose of the organisation. Conversations that have been rich in experience and context. We are so grateful for the expertise, wisdom and service of our Board colleagues, as we sought to provide the staff of Ara Taiohi with a road map that is both wide reaching and focused.

Ara Taiohi aims to empower the youth sector to serve rangatahi well and to demonstrate to decision-makers that Youth Work saves lives and therefore must be high on any Government's agenda. This 'advocacy' work is complex; being heard is no small feat when there are so many other agendas. We hope you take a moment to read our Impact Report which is a phenomenal A+ report card for the year that has been – we are small, but we are so mighty!

As a Board, we are full of pride and hope about what has been achieved and what can be achieved going forward – for our membership and for the social fabric of Aotearoa more broadly. Ara Taiohi is making a meaningful difference to the world.

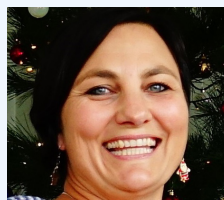
Ki te kotahi te kākaho ka whati, ki te kāpuia e kore e whati. This whakataukī also acknowledges the need for collective skills and resources to combine to achieve an outcome. A key part of the Board's role is to ensure the kaimahi of Ara Taiohi have what they need to do their mahi. Our leadership focuses on collaboration and a climate of sincere respect.

Members and stakeholders of Ara Taiohi can be assured that the Ara Taiohi staff are service leaders who do not shy away from the most difficult of questions and problems. Their focus is always on what is best for rangatahi, and the many people who serve our sector, through thick and through thin. They reflect the commitment we see on the ground across Aotearoa New Zealand. They are soaring, and we will continue to live up to their example, as trustees.

On behalf of the Ara Taiohi Board, we send much gratitude, respect and admiration to all our members and stakeholders for your commitment to young people of Aotearoa.



Raniera Pene
Kaihautū / Co-Chair



Josie Ogden Schroeder
Co-Chair

CEO Report

The 2023-24 year has seen substantial change in the political and financial ecosystem that impacts on taiohi and our sector. The new strategic plan (2024-2030) for Ara Taiohi introduces our vision of an empowered ecosystem of youth development that supports young people to thrive - He taiao whakapūmau whakawhanake taiohi, e pūāwai mai ai a rangatahi. We recognise the importance of all parts of the ecosystem working together for positive youth development to create better futures for rangatahi. To achieve this in the current environment the Ara Taiohi Board anticipated the impending need for increased capacity in the advocacy space. This required us to review our structure to ensure our ability to be responsive and advocate for our sector and young people has been able to meet this demand.

Amongst the many highlights this year, one standout is the INVOLVE conference that took place in Tāmaki Makaurau for the first time since 2010. The theme centred around the stars that guide us. Over 1000 members of the youth development community connected, laughed, and learnt, exploring how we navigate the current realities together with young people.

Minister Willow-Jean Prime attended and launched the Ministry for Youth Development's Youth Plan, which is framed around Mana Taiohi and includes an action to embed Mana Taiohi across government. We were thrilled when later in the year, the newly elected Minister for Youth confirmed the Youth Plan will proceed. The Plan includes an action to embed Mana Taiohi across government. We have been working with MYD, our contractors Kirsten Smith and Matt Renata, as well as our team of young facilitators to move this forward.

It is impossible for me to try and name all the other highlights from this year, as I will inevitably miss something! Needless to say, across all areas we have worked tirelessly to champion, advocate and support capacity and capability of the youth development sector.

Our small team (for core Ara Taiohi of 8 humans, and just over 6 FTE, and a few stunning contractors) continue to give above and beyond to serve the wider sector. This year we have farewelled:

- Sarah Bradnock, who brought both structure and expertise into our communications space.
- Piper Clare, who started as an intern and ended up employed to support both Youth Week and training, which she did with graciousness and integrity.
- Jade Eru, who joined for a short stint supporting the release of the vol. 2, ed. 3 of Kaiparahuarahi focusing on INVOLVE, as well as supporting trainings.

We are grateful for all they gifted in their time with Ara Taiohi wish them all well the with exciting opportunities that have opened up to them.

We have welcomed into the team Aisling Carney as our Advocacy and Communications Advisor who has quickly become indispensable to the team, and Parris Petera whose efficiency and positivity have streamlined our training space.

The governance of our organisation is held by our Board, rōpū and kaiārahi. This team of people provides strategic direction with wisdom that is inspiring and deeply appreciated. This year we have a number of people leaving the Board for personal reasons, as well as the their terms coming to an end. I honour and acknowledge:

- Briarley Birch, who embodies the essence of Youth Work and Mana Taiohi and will always be one of my favourite humans in the world.

- Annabel Prescott, whose strategic acumen and ability to keep things real has guided us through some particularly challenging times.
- Chris Davison, who has (and continues to) serve Ara Taiohi in numerous different roles, always ensuring our organisation is safe and strong.
- Josie Ogden-Schroeder who is stepping down as co-chair after serving 3 x 2-year terms, most recently as our co-chair. With our Kaihautū Raniera Pene, Josie has led Ara Taiohi forward with passion, insight, and determination.

Ngā mihi kia koutou – thank you for all you have given.

As always I finish honouring and acknowledging the incredible work of our members. We often reflect that the best youth development work is invisible. If we do our jobs right, communities will see young people shining, and the only people who know that youth workers exist are young people and their whānau.

Kaua e rangiruatia te hāpai o te hoe e kore tō tātou waka e ū ki te uta.

Do not paddle, some of you with one stroke and some with another, or our canoe will not reach the shore.

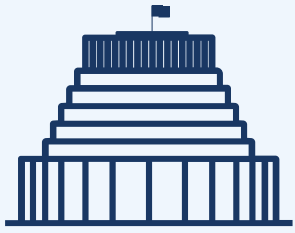
We look forward to the coming year knowing there is no other community we would want to be rowing our waka with.

Ngā manaakitanga,



Jane Zintl
CEO

Impact Report



9 Meetings with Ministers
58 Engagements with Ministries
18 Written Submissions

1414 Attendees at Mana Taiohi & CoE Training
41 Facilitated Workshops
5 Training Partnerships



3687 people receive our pānui
776 people follow us on social media

156 hours saved from system improvements
10% reduction in application processing time



100 Youth Week Grants
382 Youth Week events nationwide
261 Attendees at Pou Pasifika Talanoa
1080 INVOLVE 2023 Attenees

Membership



242 Personal Members

243 Group Members



212 Ngā Kaihoe



210 Korowai Tupu

Our Brand

Throughout the year we have considered the Ara Taiohi brand, exploring who we are and what we stand for. This mahi led to our updated vision, mission and tohu.

Vision

An empowered ecosystem of youth development, where rangatahi thrive.

This vision illuminates our path to a future where every young person in Aotearoa has the support, resources, and community they need to flourish.

We envision a future where the youth development sector is recognised and valued for its vital role in shaping young people, actively contributing to and leading within their communities.

Mission

"Ara Taiohi exists to champion youth development and young people, advocating for those who work with rangatahi, and nurturing their capacity and capability".

Tohu

This tohu is an updated version of the tohu created at the formation of Ara Taiohi, representing our purpose: connecting the sector, raise the standards and champion youth development.

The 3 colours in the tohu represent taiohi (teal), those who serve taiohi (dark blue) and the sector that wraps around us (light blue) this is a tohu to represent everyone who serves taiohi in Aotearoa.

Ngā Kaihoe

Ngā Kaihoe continues to lead efforts in supporting and strengthening Mātauranga Māori for kaimahi in the youth development sector. By embedding and sharing this knowledge, we bring Māori perspectives into the work of everyone in the ecosystem, ensuring that rangatahi are supported by practices grounded in the cultural identity of Aotearoa New Zealand. This approach not only uplifts Māori youth but also accelerates the holistic development of all young people in Aotearoa by creating spaces and places that respect and celebrate diversity.

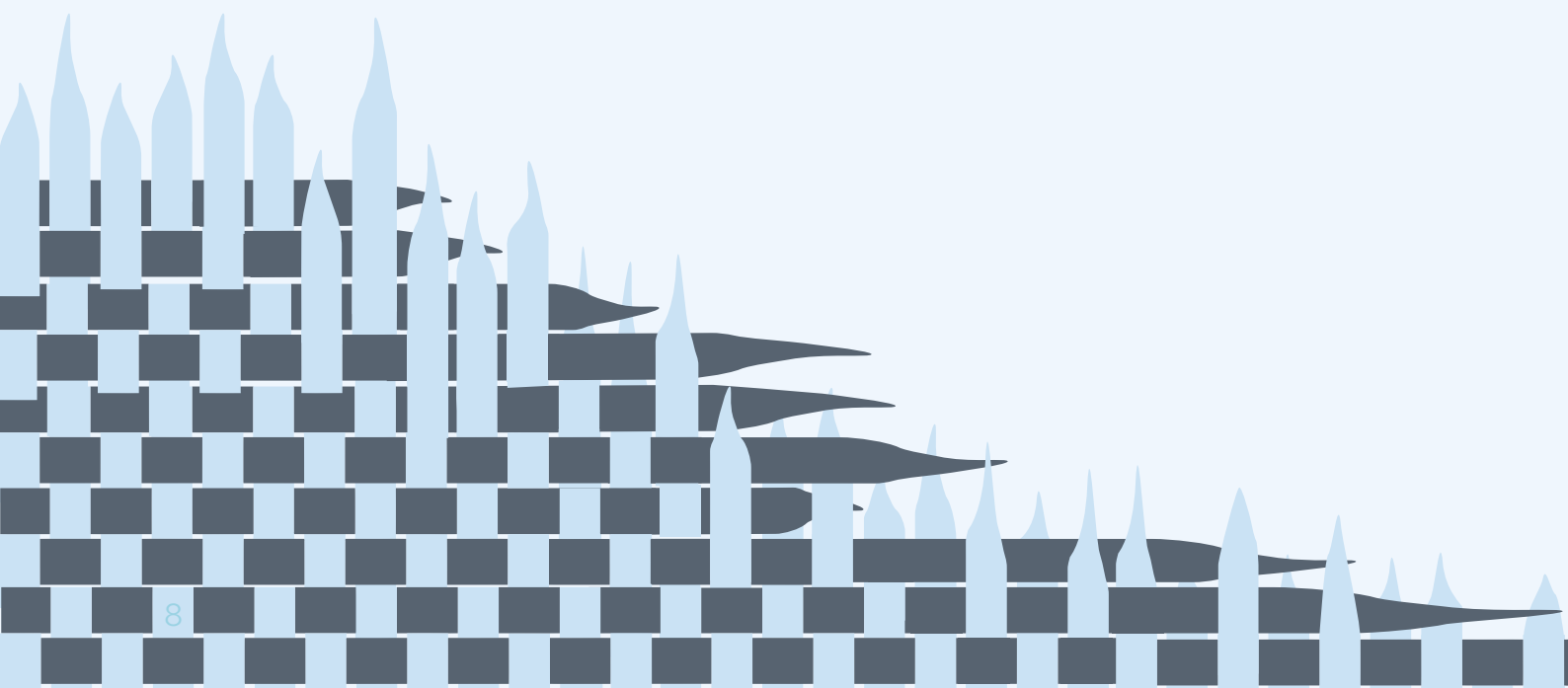
Highlights of our year included working with our Kaiārahi rōpū who whakapapa and reside around the motu, INVOLVE - our biennial youth development conference where we create space for Ngā Kaihoe to connect, Hui ā Rohe in Taranaki, Te Hiku and Ōtautahi, and our Mana Taiohi and Code of Ethics roadshow trainings around the motu.

Central to our mission is the advocacy of Mana Taiohi in practice, ensuring the principles of Mana Taiohi are woven into the fabric of youth development, guiding practitioners toward ethical and culturally responsive practices. Mana Taiohi emphasises the mana of young people, ensuring they are at the heart of youth work, while also upholding the mana of those supporting them.

At the core of our advocacy is the cultivation of strong reciprocal relationships between kaimahi Māori and the wider youth development sector. We aim to create a sector that honours the contributions of kaimahi Māori and integrates Mātauranga Māori as a vital component of youth development practices across Aotearoa.

Our work is further strengthened through the engagement of Kaihoe Waka, Māori who possess deep insights into working with young people in a culturally responsive way. Their expertise ensures Māori perspectives are central in shaping the future of youth development, ensuring it remains both culturally affirming and future-focused.

Ngā Kaihoe also upholds the principles of Te Tiriti o Waitangi by ensuring equitable opportunities for Tangata Whenua in the governance of Ara Taiohi through a co-governance model. This reflects our commitment to honouring Te Tiriti in practice, ensuring shared leadership and decision-making. As kaitiaki of Mana Taiohi, we remain dedicated to uplifting indigenous practice within the youth development sector, ensuring that Mātauranga Māori continues to guide and inform all we do.



Korowai Tupu

Korowai Tupu continues to be a strong advocate for Youth Work and youth workers across Aotearoa, providing a unified voice that champions the value of our sector. Through our ongoing efforts, Korowai Tupu ensures that Youth Work remains visible and relevant in broader conversations about the wellbeing and development of young people. This advocacy includes amplifying the stories of youth workers on the frontlines, ensuring their experiences and insights are heard at all levels of decision-making. By representing the interests of its members, Korowai Tupu provides a critical platform for youth workers to engage with Kaimahi and influence policy that impacts the profession.

This year, Korowai Tupu has evolved to meet the current challenges facing youth workers, actively contributing to policy submissions and addressing pressing issues such as the proposed boot camps. The organisation has taken a strategic approach to ensure that the voice of youth workers is not lost in these conversations, advocating for the use of Mana Taiohi and the Code of Ethics (COE) as the gold standard in professional Youth Work practice. By doing so, Korowai Tupu reinforces the professionalisation of Youth Work, prioritising the safety and development of young people in all spaces they occupy.

At the heart of Korowai Tupu are the core competencies, developed in March 2008 as benchmarks for best practice. Initially based on the principles of youth development outlined in the Youth Development Strategy of Aotearoa, these competencies described the strengths-based and rights-based approaches that define professional Youth Work. As Mana Taiohi now holds a crucial role in youth development, Korowai Tupu has updated its application process to reflect these principles, aligning with the principles embedded in Mana Taiohi. Today, the 10 Core Competencies - such as Tiriti-based practice, building identity, and ensuring holistic approach to working with young people - guide the work of youth workers across the country, continuing to set the gold standard for the profession.

Korowai Tupu has strengthened its communication efforts, focusing on amplifying the connection between the organisation and youth workers across the country. By sharing information through regional and existing networks, Korowai Tupu ensures that youth workers, regardless of context, are well-informed about the resources and support available to them. Efforts to clarify and define Youth Work, educate youth work practitioners, and promote adherence to the COE are essential in piercing through any confusion. Korowai Tupu continues to communicate the importance of Youth Work, inform youth workers of education pathways, and reset its approach to ensure that its message resonates with all members and the wider sector.

Te Ngākau Kahukura

This year, Te Ngākau Kahukura has continued to work across sectors and systems to make Aotearoa safer and more inclusive for rainbow people. Our work over the last year has engaged with kaupapa including homelessness, state care, gender-affirming healthcare, intersex health and wellbeing, human rights law, violence prevention, medical education, youth development, mental health and addictions, suicide prevention, statistics and data collection, and rainbow support sector development.

Our work continues to be guided by our five core strategies for systems change: educating decision-makers, embedding rainbow competence in professional training, building inclusion in services, developing accessible information, and growing rainbow support sector infrastructure.

Advising government decision-makers

Over the last year, we have been part of government advisory conversations related to human rights law, statistics and Census, health data, mental health promotion, trans and intersex healthcare, family and sexual violence prevention, housing and homelessness, and other kaupapa. We have engaged as members of formal advisory groups, as contracted experts, through submissions on laws and strategies, and through meetings with government officials and decision-makers.

The government context has shifted significantly since the election, and we have worked with the Rainbow Support Collective, Rainbow Violence Prevention Network, PATHA, and other key collaborators to articulate and share rainbow community priorities, and challenge potentially harmful decisions. This has included meeting new Ministers to discuss rainbow inclusion, making submissions and statements against some of the new government's harmful priorities, and working with agencies to encourage them to continue rainbow work.

Building rainbow inclusion into housing and state care sectors

Our work to build rainbow inclusion into services focuses on working across sectors, or with large agencies. Two areas of service development focus this year have been housing and state care.

Our Making Space project, which works across Auckland's housing and homelessness sector, completed a successful pilot in early 2023, where an evaluation found that we had developed "a partnership-based relational model that meets providers where they are at and walks alongside them as they journey toward rainbow responsiveness."

Over this year, we have secured additional fixed-term project funding to complete and publish a set of free resources and tools for housing providers across Aotearoa, based on the resources developed for the pilot. These are due to be published in late 2024. One service provider noted about their involvement in the pilot:

"really awesome to not only 'hear' the drive to grow our understanding of the lived experience of rainbow people, but to also 'see' the growth in learning, practice change etc."

This year we also worked closely with Oranga Tamariki to support them to implement the recommendations from the research report *Making Ourselves Visible: The Experiences of Takatāpui and Rainbow Rangatahi in Care*. We hosted an interim advisory group, supported the agency to develop role descriptions and hire their first ever rainbow-specific role, and gave advice on a cross-agency work programme to improve how takatāpui and rainbow young people in care are supported. This included advice about suicide prevention guidelines, housing of transgender

young people in youth justice facilities, caregiver education and other aspects of practice and policy.

Developing capacity across the rainbow support sector

A key part of our strategy is growing infrastructure and capacity across the rainbow support sector, so that rainbow organisations and groups are more sustainable, rainbow people can access support and affirmation, and rainbow expertise can be shared more effectively with government and service providers. This work has been challenging this year in the context of reduced government funding for rainbow kaupapa.

Over the last two years, we have hosted two coordinator roles for the Rainbow Support Collective, which have improved capacity for the sector to advocate collectively to government, and for rainbow organisations to share resources and support each other. In recent months we have been reviewing the Collective's progress and working with funders to seek further support for this work.

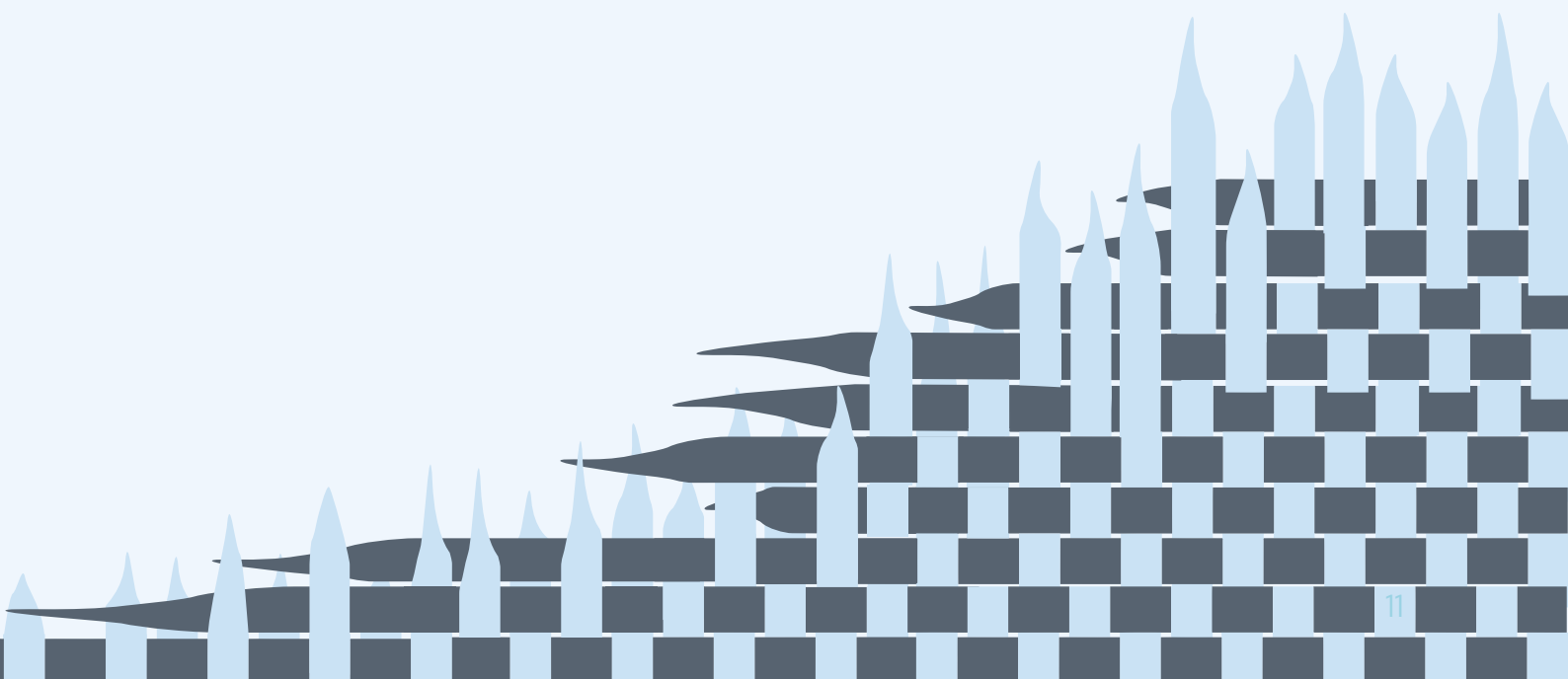
One Collective member reflected:

“These last two years in particular have been challenging for our communities and our organisations, and [the coordinators] have undoubtedly made the work of the RSC possible in this time, while supporting and enabling us to take better care of each other and our kaimahi.”

We have also remained key members of the Rainbow Violence Prevention Network, this year supporting challenging conversations with government about their decisions to deprioritise rainbow work.

Outside of formal networks, a key focus of our work is building peer relationships and conversations across the sector to support people who share kaupapa or challenges.

You can find more information about our vision, goals and Theory of Change on our website: <https://www.tengakukahukura.nz/about/our-vision-goals>

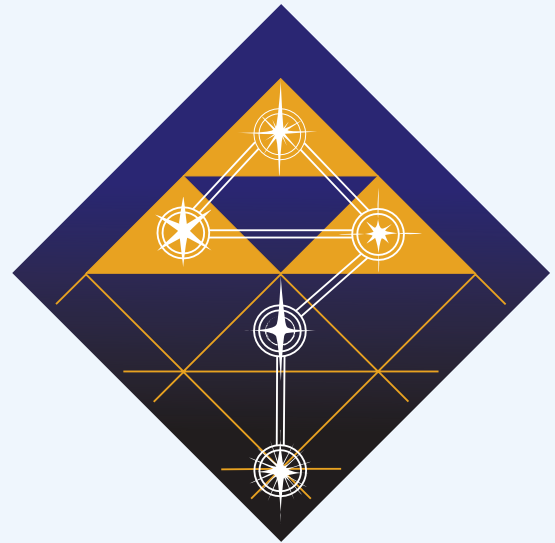


INVOLVE

This year's INVOLVE conference really lived up to its billing as a chance for all of the youth sector to gather, connect, learn, laugh and 'be' together. Tāmaki Makaurau hosted us for a fantastic few days celebrating the stars that guide us.

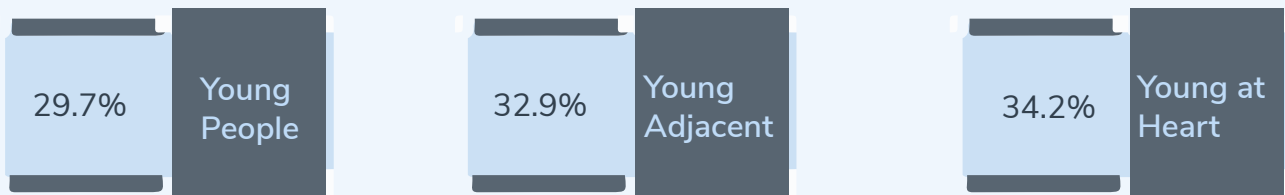
Ehete Pearce designed a beautiful image using the conference theme and supporting whakataukī (tukua kia tū takitahi ngā whetū o te rangi/ let each star in the sky shine its own light) as inspiration.

The top star represents the young person, and surrounding stars are their support people. Blue represents Rangī/ Sky Father, Gold for Papa/ Earth Mother and white for pure heart and intentions of the celestial/ ngā whetū.



Participation

INVOLVE 2023 was our largest ever conference with 1080+ participants. 177 participants received scholarships and discounts, making the conference more accessible.



79 Different Workshops and Presentations

On average each person connected with 19 + different organisations





Youth Week

Youth Week is a nationwide campaign and festival of events organised by young New Zealanders to celebrate the strengths, talents, passion, and success of local young people.



This year's theme of 'māwherangi a tama roto ka taka, kāpuia ake ka pūrangiaho, we may not have it all together but together we have it all' beautifully captured the spirit of young people working together to make their events a reality, as well as the community and connection that is the bedrock of our sector.

Huriana Kopeke Te Aho, a young Tāmaki Makaurau based artist, designed a beautiful Youth Week image, using the tukutuku elements of pātiki and kōiri to represent communities coming together.

We are aware of nearly 400 Youth Week events across the motu. The most popular events were centred around games & kai, sport and art. Nearly 100 Youth Week events were held with the support of our Youth Week grants in partnership with Ministry of Youth Development.

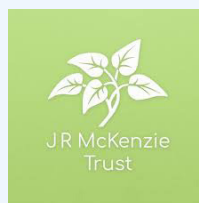
This year we saw our largest ever number of grant applications and we worked with those who we could not sponsor to find alternative revenue streams. We prioritised applicants that demonstrated youth involvement in their event design and delivery, that showed a commitment to Mana Taiohi principles, that promoted wellbeing and that were connected to this year's theme. Applications were also viewed through a cultural, geographical and equity lens.

The week kicked off with a very successful launch by Minister Matt Doocey at the Beehive. We were joined by 170 guests to celebrate rangatahi. Highlights of the evening included youth performances and seeing their expression and enthusiasm, a discussion with Members of Parliament on the importance of coming together as a community, the launch of the updated MOSAIC resource, and a presentation by Dr Claire Achmad Chief Children's Commissioner.





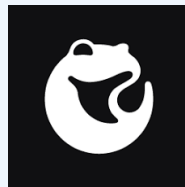
Funders & Partners



Partners



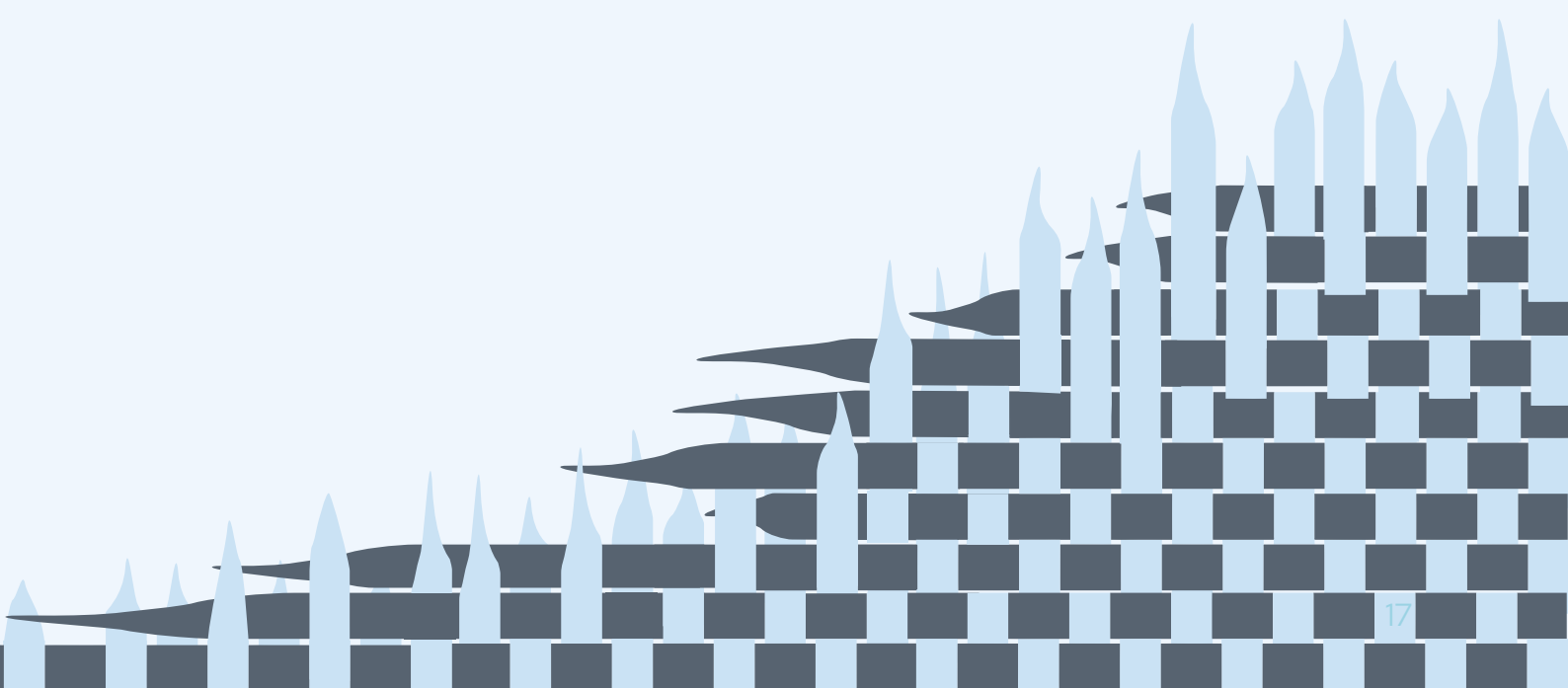
Rainbow Support Collective



INVOLVE Funders



INVOLVE Partners



Financials

Statement of Financial Performance

For the year ended 30 June 2024

	2024	2023
Revenue		
Donations, fundraising and other similar revenue	1,222,422	937,644
Fees, subscriptions and other revenue from members	51,683	61,465
Revenue from providing goods or services	1,004,651	1,119,458
Interest, dividends and other investment revenue	49,995	15,376
Total Revenue	2,328,751	2,133,943
Expenses		
Volunteer and employee related costs	1,118,261	1,057,996
Costs related to providing goods or services	1,176,679	1,057,352
Other expenses	4,532	4,495
Total Expenses	2,299,472	2,119,842
Surplus/ (Deficit) for the Year	29,279	14,101

Statement of Financial Position

As at 30 June 2024

	2024	2023
Assets		
Current Assets		
Bank accounts and cash	1,175,703	1,300,368
Debtors and prepayments	68,406	69,840
Total Current Assets	1,244,109	1,370,207
Non-Current Assets		
Property Plant and Equipment	4,642	5,654
Total Non-Current Assets	4,642	5,654
Total Assests	1,248,751	1,375,861
Liabilities		
Current Liabilities		
Creditors and accrued expenses	56,185	57,264
Employee costs payable	106,787	104,914
Unused donations and grants with conditions	526,914	684,097
Total Current Liabilities	689,886	846,275
Total Liabilities	689,886	846,275
Total Assests less Total Liabilities (Net Assets)	558,865	529,586
Accumulated Funds		
Accululated surpluses or (deficits)	308,865	283,586
Reserves	250,000	246,000
Total Accumulated Funds	558,865	529,586

Ngā mihi to ngā kaimahi, rōpū, me rangatahi
who made 2023/2024 such a fantastic year



