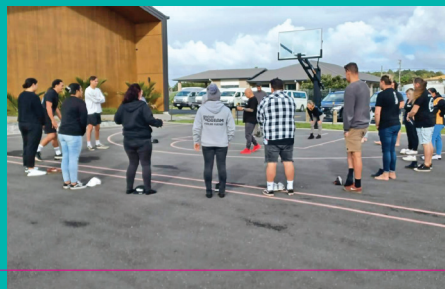


Code of Ethics feedback

The team loved it. Zara was amazing and so happy she was our facilitator because she did such a great job and even altered a few things after hearing of what we wanted to gain from the session. Definitely recommend it to others and have told her I'd love to try and organise another session where she mentioned she'd do a full or half day on one of the sessions we just brushed over.



CO-CHAIR REPORT

Talofa lava!

This year's address will be my last as Co-Chair and Board member. I would like to spend it giving all praise to the amazing team at Ara Taiohi, led by Jane, who never cease to amaze with their ability to energize, unite and grow the Youth Development Sector.

We all know the challenges of the last year(s). Despite this, Ara Taiohi has remained financially sustainable. We have continued to grow the membership base as well as almost doubling the number of professionally accredited Youth Workers through Korowai Tupu in the last year. We know how crucial Youth Workers are to, and this growth is crucial as we strive for Youth Workers to be seen and treated equitably amongst our peers in the sector.

Finally, I would like to mihi to:

- Our ever so agile Board! You guys are all amazing and so committed to the cause.
- Jane, the organisation is blessed to have you as CE. Long may that continue!
- Our departing Kaihatū, Matekino. Thank you for your guidance and support not only to the Board, but to the sector. You leave a legacy here that will be missed.
- All of you amazing youth workers – you are the stars, we value everything you do supporting our rangatahi, our future.

For the last time, ngā mihi mahana. Go well and stay blessed,

Mataio Viliamu

Ara Taiohi Board Co-Chair

ADDITIONAL INFORMATION

	2020/21
Organisational members	223
Relational members	1324
Personal members	130
Korowai Tupu members	236
Youth Week events	446
Overall Training attendees	1694
# of trainings facilitated	62
Mana Taiohi wānanga	40
# of Mana Taiohi attendees	1147
Code of Ethics trainings	31
# of Code of Ethics attendees	547

Mana Taiohi feedback

It's so refreshing having rangatahi leading the kōrero.

The best zoom I've had all year! So relevant and Rangatahi censored! LIT.

You guys are passionate and fabulous at delivering.

OUR SUPPORTERS



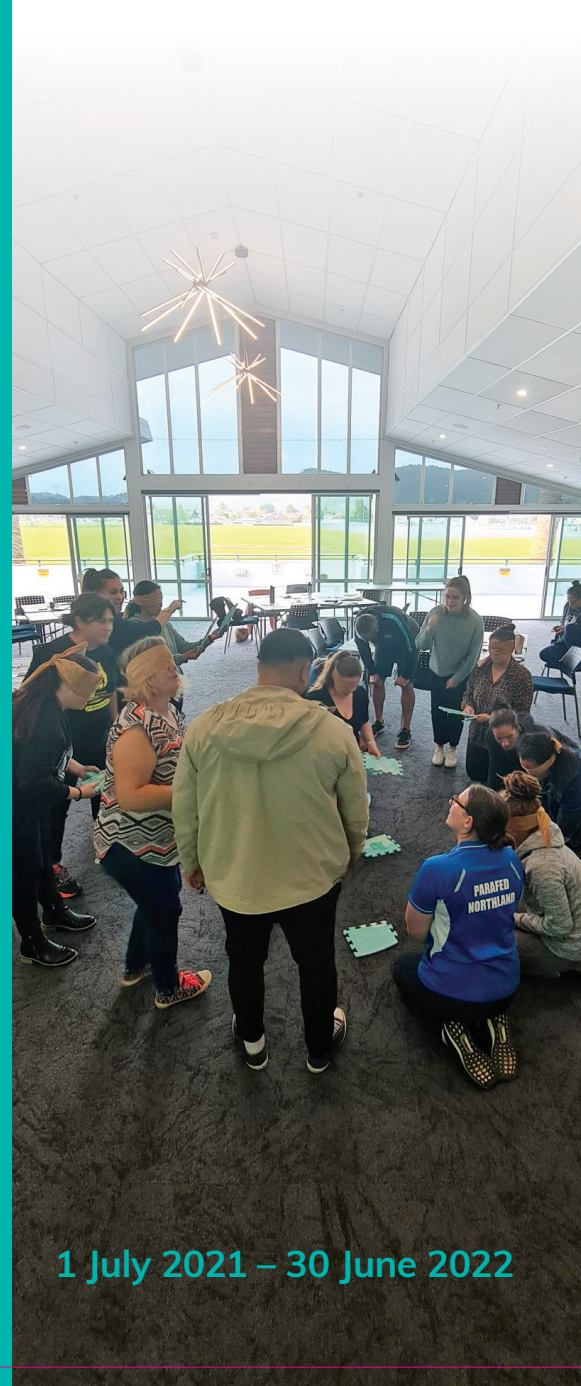
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ANNUAL REPORT



1 July 2021 – 30 June 2022

CEO REPORT



As I write this report the government has just announced the end of the traffic light system signaling a big step forward in our response to Covid-19. As a nation, and as a sector, we have navigated lockdowns, mandates, and sickness, with all the implications of these. Everyone has been impacted, some more than others. This is similarly true for young people.

A recent report (An Upskill Struggle) concluded young people are generally positive about their futures, despite all the problems they face, including the impact of Covid-19. They are eager to succeed but say they cannot do it alone and need help removing the barriers that are in their way.

The work of our sector is needed now more than ever.

A real highlight of 2022 was the successful running of the INVOLVE conference (dodging the delta bullet by days!). In many ways INVOLVE epitomises our whatu raranga, and weaves together our goals to connect the sector, raise the standards, and champion youth development. Other highlights include graduating our first Rangatahi Regen team members, the revitalization of Ngā Kaihoe, and a successful Youth Week campaign, "Our Voices Matter and We Deserve to be Heard: Taringa Whakarongo Ki Te Reo o Ngā Taiohi".

The role of the Board, our various rōpū and sub-committees is critical for our organisational health. Our governance teams serve with wisdom, integrity and dedication.

The team at Ara Taiohi has been through a lot of change. Our friends Shannan Wong, Cassie Taurima, Anaru Te Rangiwahakaewa have all moved on to new opportunities during this year. Daisy Lavea-Timo and Maseiga Taufua released the Pacific Warriors Talanoa Report, Steph Walters took on the massive role of Youth Week Coordinator for 2022, and Natalie Baker covered a maternity period for Zara Maslin. We are so grateful for the impact each of these people made to our kaupapa.

Our amazing Rangatahi Regen 2021 crew all graduated and continue to contract with Ara Taiohi to deliver Mana Taiohi and Whai Wāhitanga training opportunities throughout the motu. We have welcomed five new rangatahi to the RR 2022 haerenga, supported by our RR Tuakana.

Our team has expanded as we have been joined by Tyler Ngatai (Korowai Tupu Lead and Mana Taiohi Kaiwhakaako), Maarie Mareikura-Ellery (Office Manager), Dayna Carter (Mana Taiohi Āpiha Wakahaere Mahi), Sarah Bradnock (Communications Lead) and Zac Hardy (bookkeeper).

I am personally appreciative of the amazing mahi our whole team does every day, serving our members and the wider sector that intentionally journey with the Rangatahi of Aotearoa.

Our members truly are the frontline of this mahi. Thank you for what you do every day, the seen and the unseen.

Ngā mihi e hoa mā,

Jane Zintl

CEO, Ara Taiohi

HONOURING OUR OUTGOING KAIHAUTŪ AND CO-CHAIR

Kāhore taku toa i te toa takitahi, he toa takitini

We cannot succeed without the support of those around us

Matekino Marshall joined the board of Ara Taiohi as te Kaihautū in 2014. Matekino is the longest standing Board member and has served Ara Taiohi through three generations of CEO!



In 2020 when Covid-19 first impacted Aotearoa and the future of Ara Taiohi was unknown he made the decision to continue as te Kaihautū to ensure continuity and strength for both Ara Taiohi and Ngā Kaihoe. Under his leadership the principles of Mana Taiohi have been established, and Ngā Kaihoe has evolved and developed as a community under the leadership of the Kaiārahi Rōpū. We honour his mission to indigenise the youth development sector and thank him for creating a safe space for both Tangata Whenua and Tangata Tiriti within Ara Taiohi.

Mataio Viliamu has served two terms on the Ara Taiohi Board.



In his first term, he took the Board Liaison role on the Korowai Tupu Rōpū, and for his recent term he has held the role as Co-Chair of Ara Taiohi. Under his leadership, Ara Taiohi has had significant growth as we navigated the complexity of an international pandemic! We honour Mataio for keeping us accountable to Youth Workers and the wider youth development sector.



NGĀ KAIHOE

Ngā Kaihoe is a nationwide rōpū which comprises, and advocates for, Māori who serve taiohi. Our Kaiārahi Rōpū represent six takiwā around the motu (Whangārei, Tāmaki Makaurau, Turanga-nui-a-Kiwa, Waikato, Te Whanganui-a-Tara, Ōtautahi) and have pūkenga in counselling, social work, Māori health/suicide prevention initiatives amongst rangatahi Māori, cultural capability building, and supervision, as well as iwi governance and work directly with rangatahi.

Since our last hui/zui with our Kaiārahi Rōpū, we have mapped the haerenga over the next four months including support pathways between Ngā Kaihoe and Rangatahi Regeneration.

Some key highlights:

- Monthly zui with Kaiārahi Rōpū to understand what's happening at flaxroots level
- Revision of the Supervision Scrapbook which will be sent to Ngā Kaihoe members (support/rauemi re. cultural supervision/supervision was a key ask from our Ngā Kaihoe members)
- We held a Kaiārahi wānanga in Tāmaki Makaurau to discuss the next steps for the Kaihautū role and plan out the next 4 months.

In the next quarter, we will be appointing a new Kaihautū. With the support of our Kaiārahi Rōpū, we'll cement our processes so that we are then able to better serve our Ngā Kaihoe members.

E mihi ana ki te Kaiārahi Rōpū: Briarley Birch, Karina Nepia, Stevie-Jean Gear, Toia Chase, Raniera Pene, Kiwa Kahukura, Vyaan Kakau-Leef, Jordan Peipi, Whetū Campbell, Manawa Te Heu-Heu, Tyler Ngatai, Dayna Carter, Christina Leef and we especially want to acknowledge our Kaihautū, Matekino Marshall.

TE NGĀKAU KAHUKURA

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, gender-affirming healthcare, ending conversion practices, violence prevention, nursing and medical education, youth development, mental health and addictions, suicide prevention, data collection and research, identity documentation, intersex wellbeing, and rainbow support sector development.

We completed a review of our Theory of Change this year, and our work continues to be guided by 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.

In the ongoing pandemic context, we have continued to deliver education online.



This has included tailored workshops, guest lectures and well-attended public webinars. For example, we delivered a series of three webinars on supporting primary care to work more effectively with transgender people. The series, co-developed with Gender Minorities Aotearoa, the Professional Association for Transgender Health Aotearoa (PATHA) and Counting Ourselves, had more than 500 registrations. Attendees provided excellent feedback during the live webinars and in an evaluation survey, where 100% of respondents agreed that the series helped them to feel more confident to work with trans and non-binary people. One viewer said: "the one that I watched was absolutely mind opening with regard to administering treatment without psychological evaluation. Something that I hadn't thought of really and absolutely, without a doubt, makes sense that this should not be deemed a mental illness."

Our strategic relationships and advocacy contributed to new rainbow health initiatives in Budget 2022, improved rainbow input into law changes, and a strong community-led rainbow focus as part of Te Aorerekura, the national strategy to eliminate family and sexual violence. We have worked with the Rainbow Support Collective, Rainbow Violence Prevention Network, PATHA and other key collaborators to raise rainbow community priorities and needs with key decision makers, with a focus on uplifting more marginalised perspectives.

The Making Space collaboration with RainbowYOUTH has developed strong relationships across Auckland's housing and homelessness sector, and is working to deliver a pilot rainbow competency programme in early 2023.

FINANCIAL REPORT

STATEMENT OF FINANCIAL PERFORMANCE	2022	2021
Revenue		
Donations, fundraising and other similar revenue	974,732	952,303
Fees, subscriptions and other revenue from members	26,824	24,741
Revenue from providing goods or services	1,169,258	424,080
Interest, dividends and other investment revenue	2,398	1,809
Total Revenue	2,173,212	1,402,932
Expenses		
Volunteer and employee related costs	893,034	701,383
Costs related to providing goods or service	1,109,869	525,370
Other expenses	6,097	4,447
Total Expenses	2,009,000	1,231,200
Surplus/(Deficit) for the Year	164,212	171,732

STATEMENT OF FINANCIAL POSITION	2022	2021
Assets		
Current Assets		
Bank accounts and cash	1,552,195	1,079,276
Debtors and prepayments	200,332	184,679
Non-Current Assets		
Property, Plant and Equipment	5,697	9,683
Total Assets	1,758,224	1,273,638
Liabilities		
Current Liabilities		
Creditors and accrued expenses	160,761	130,382
Employee costs payable	66,025	67,911
Unused donations and grants with conditions	1,015,958	724,072
Other Current Liabilities	-6	0
Total Liabilities	1,242,739	922,364
Total Assets less Total Liabilities (Net Assets)	515,485	351,273
Accumulated Funds		
Accumulated surpluses or (deficits)	273,485	351,273
Reserves	242,000	0
Total Accumulated Funds	515,485	351,273

Ara Taiohi is an Incorporated Society, registered with the Charities Commission (Registration No. CC46022) and qualifies for income tax exemption. The entity has elected to apply PBE SFR-A (NFP) Public Benefit Entity Simple Format Reporting - Accrual (Not-For-Profit). This financial reporting summary has been taken from the audited Performance Report of Ara Taiohi Incorporated for the year ended 30 June 2022. Copies of the Performance Report are available from Ara Taiohi on request.



YOUTH WEEK 2022

Our Voices Matter, And We Deserve to Be Heard
Taringa Whakarongo ki te Reo o Ngā Taiohi

Youth Week is of national importance to showcase and highlight our taiohi. 446 events were held across the motu, created with and for young people, showcasing everything from poetry evenings, t-shirt printing, art exhibitions, and sporting events.

The thematic soundwaves on the posters and social media tiles echoed the importance of allowing the young people of Aotearoa their rightful place and voice, designed by a Tāmaki Makaurau based rangatahi.

This year's festival also saw two other major firsts: the first official waiata written and performed by rangatahi, and the first involvement of the New Zealand Youth Parliament.

Rangatahi were central to the strategy ropū, and helped guide the outcomes of funding decisions towards what was relevant to them. The ropū included three rangatahi, who were heavily involved in setting direction for the festival. There was more youth voice in this year's event than there has ever been.

The 2022 campaign saw exponential reach in both geographical coverage of events and communications. Every region across Aotearoa held Youth Week events (online and in-person) with an even distribution of the festival throughout the nation (based on population density).

In addition to the wide range of organisations promoting the campaign with their Youth Week events, 78 organisations and ministry groups not involved in events were seen to publicly support the campaign online.

A significant role to this triumph should be credited to the Youth Week Grant as funded by the Ministry of Youth Development - Te Manatū Whakahiato Taiohi, and SportNZ.

Youth Week Facts & Stats

- # of events: 446
- 62 Youth Week Grant recipients
- 129 event organisers produced the 446 Youth Week 2022 festival events
- Social media platforms were blasted during the festival dates:
 - Facebook reaching 36,899 individuals (compared to 1,326 in 2021)
 - Instagram 33,736 (only 524 in 2021)
 - This includes Youth Week's use of the TikTok platform for the first time, reaching 1,084.



KOROWAI TUPU

Korowai Tupu celebrates yet another successful year of membership growth. Despite intentionally shifting focus from membership numbers to improving our internal processes, growth continued none-the-less. With nearly double the amount of new applicants approved, this speaks volumes to the need for professionalism in our sector and wide scale desire for support and accountability for youth workers across Aotearoa.

In addition to reviewing our processes, we also invested in the existing Korowai Tupu members. This included sending resources to members and hosting exclusive Korowai Tupu online events.



Bethany Walters, as part of her systems review of Ara Taiohi, has played a huge role in supporting Korowai Tupu. She has assisted in making changes to evolve from a small but steady membership to a growing and influential whānau of kaimahi taiohi. There is still a way to go with this review, but we eagerly anticipate the final outcome and we are grateful for her wisdom in this space.

Amidst this, many staff changes took place this year. Natalie Baker supported for a season while Zara Maslin took maternity leave with baby Piper. Tyler Ngatai joined the Korowai Tupu team as a skilled and passionate leader and Zara returned in a part-time capacity to assist with projects. And most recently, we have welcomed the wonderful Rebecca Carr to the team as administration support.

The Korowai Tupu Rōpū was not without changes also. Under the wise Co-Chair guidance of Charlie Eggleton and Nikki Hurst, the Rōpū now consists of the very capable Chillion Sanerivi, Chloe Bisley-Wright, Isabel Lemanutau, Karina Nepia, Lisa Hann and Raelene Hoogeveen.

We are excited for what the future holds for the professional association. Our continued growth trajectory, improvement of application and membership systems and focus on looking after existing members means we are ready and rearing for the next season. There are many events and ideas already brewing, including a Youth Work Week roadshow and the next edition of Kaiparahuarahi.



RANGATAHI REGENERATION

Rangatahi Regeneration (RR) is a kaupapa that has supported eleven rangatahi Māori/Pasifika from five rohe around Aotearoa over 2021 and 2022. RR is about celebrating #IndigenousExcellence kua e wareware e te whānau, our indigeneity is our superpower!

RR explores in depth each of the following: 'Ko wai au?', the art of facilitation, remembering and awakening their entrepreneurial whakapapa, and being trained to facilitate Mana Taiohi. RR launched in 2021 with six rangatahi from around the motu, three of which returned in 2022 as tuakana to co-lead the delivery of the RR kaupapa with the new teina. Rangatahi Regeneration is housed under Mana Taiohi Revolution alongside Ngā Kaihoe. As this haerenga continues, we will see these two kaupapa become more intertwined.



Our moemoeā with RR is to promote and role model Whai Wāhitanga, how we can journey alongside rangatahi to lead these important kōrero around Mana Taiohi as the most qualified people to speak on te ao rangatahi, rangatahi perspectives and experiences.

E rere ana tō mātou aroha ki te whānau o Rangatahi Regeneration - Talei Bryant (Fiji, Pākehā), Arohanui West (Te Arawa), Jordan Peipi (Ngāti Porou), Vyaan Kakau-Leef (Te Hikutū, Ngāi te Rangī), Timena Iuliano (Ngāti Wai, Tokelau, Sāmoa), Te Maungarongo Maarie Mareikura-Ellery (Te Ātihaunui-a-Pāpārangī, Ngāpuhi), Lourdes Lefaoseu (Mangaia, Sāmoa), Tokarārangi Poa (Te Ātihaunui-a-Pāpārangī), Summer Bell (Ngāti Ranginui, Whakatōhea), Kaz Hepi (Ngāti Hine, Ngāpuhi, Ngāti Porou), and Michelle Rangiahua (Tūhoe, Tūwharetoa).

E miohi ana ki ngā kaitautoko o tēnei kaupapa - Vodafone NZ Foundation, Te Pūni Kōkiri (2020 – 2021), Mānatu Hauora - Ministry of Health (2022). We acknowledge and appreciate your tautoko and belief in Rangatahi Regeneration and Ngā Kaihoe from 2020 to now.



INVOLVE 2021 REUNION

Following on from a successful digital INVOLVE in 2020, the 2021 conference ran as a hybrid event – offering in-person and online expressions of the conference. One of the strongest pieces of feedback we received from the previous year was that the youth community held a deep desire to meet and connect in-person.

With COVID still an active player globally, offering a hybrid conference meant the best of both worlds – allowing those who were able to join in-person to do so, whilst removing barriers for those unable to travel.

Hosting a hybrid conference meant that contingency plans were built into our planning, should we need to switch to a fully digital conference suddenly.



INVOLVE 2021 hosted over 950 people in Pōneke from across the motu, four keynote sessions, and 52 breakout sessions. Feedback from attendees included the whakawhanaungatanga opportunities, the wairua of the conference, and the quality of professional development as highlights. Over 80% of attendees hope to attend INVOLVE again in 2023.

During the remainder of 2022-23, the team has been working hard behind the scenes to lay the foundation for INVOLVE 2023 which will be held 14-16 August in Tāmaki Makaurau.

