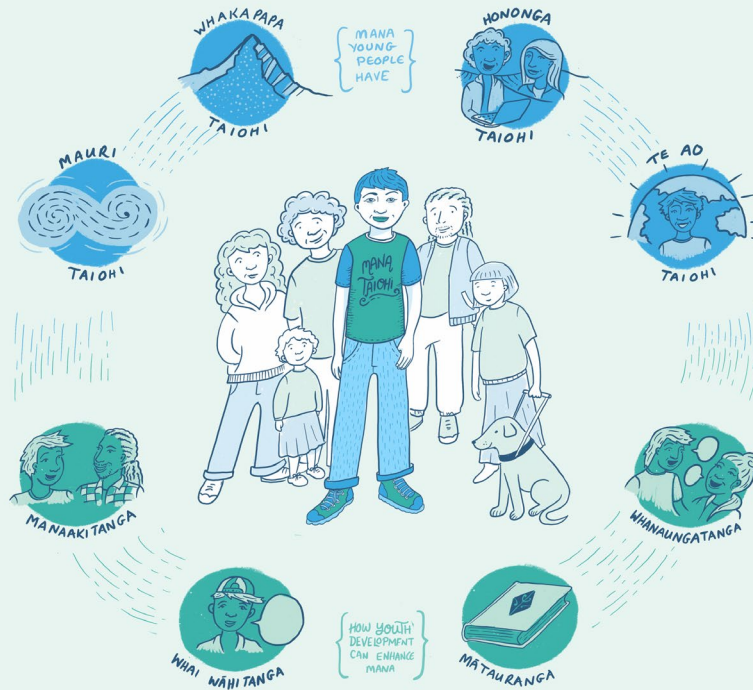


Annual Report 2019 to 2020



Mana Taiohi

ENHANCING
THE MANA OF
YOUNG PEOPLE
IN AOTEAROA

KEY

- MANA YOUNG PEOPLE HAVE
- HOW YOUTH DEVELOPMENT CAN ENHANCE MANA
- MAURI

Much love and appreciation to all of our members:

#Inspire | 298 Youth Health Centre | Action Education | Adolescent Health Research Group (AHRG) | Alamandria Ltd | Alexandra and Districts Youth Trust | Anamata CAFE | Anglican Church of Aotearoa | Anglican Youth Ministries | Auckland Council | Auckland Sexual Health | Barnardos | Bays Youth Community Trust | BGI | Billy Graham Youth Foundation | Birthright Hawkes Bay | Blue Light | Brothers in Arms | Buller REAP | Campus Connections | CanTeen Aotearoa | Canterbury Youth Workers Collective | Careerforce | CCS Disability Action Northern Region | Cerebral Palsy Society | Challenge 2000 | Christchurch Youth Council | Circability | Clutha District Youth Council | Comet | Community Colleges NZ | Connected Media | CromYouth Trust | Deaf Aotearoa | Directions Youth Health Centre | Do Good Feel Good | Duke of Edinburgh's Hillary Award | Eastern Southern Youth Trust | Ember- Personal Focus | EmployNZ | Empower | Every Body is a Treasure | EVOLVE | Family Planning | Far North REAP | FONUA OLA Network Provider | GirlGuiding NZ | Gore and Districts Community Networking Trust | Gore District Council | Graeme Dingle Foundation | Grey District Youth Trust | Hamilton City Council | Hillary Outdoors | Horowhenua District Council | HPA | Hutt City Clubhouse | Ignite Sport | InsideOUT | Inspiring Stories | Iuventus | JustSpeak | Kaipatiki Community Facilities Trust | Kaipatiki Youth Development Trust | Kapiti Coast District Council | Karori Youth Centre | Key Assets | KYS (Kapiti Youth Support) | Le Va | Life to the Max Horowhenua | Lifewise | Malcam Charitable Trust | Mana O Te Tangata | Marlborough Youth Trust | Massey Community Trust | Mental Health Foundation | Merivale Community Centre | Neighbourhood Support New Zealand | Nelson Tasman Youth Workers Collective | Ngā Taiohi O Te Mātauranga Whangarei | Number 10 YOSS | NZ Baha'i Community | NZ Police Mt Roskill Community Approach | NZ Youth Mentoring Network | Odyssey | Office of Film & Literature Classification | OMGTech! | OneChance NZ | Otangarei Trust | Outward Bound | Outwest Youth | Pact | Palmerston North School of Design | PHAB New Zealand | Porirua City Council | Praxis | Presbyterian Youth Ministry (PYM) | Q Youth | RainbowYOUTH | Rangitikei District Council | Real | Real Waikato | Reconnect Family Services | Refugees As Survivors | RockEnrol | Rotary Club of Wellington | Rotorua Youth Centre | Rubicon | SCOUTS New Zealand | Search The Way | Seed Waikato | Shakti Youth | Sir Peter Blake Marine Education and Recreation Board | Skylight | South Waikato Pacific Islands Community Services | Sowers Trust | Spirit of Adventure | Sport Tasman | Springboard | St John of God Waipuna | St John Youth | Sticks 'n Stones | Stopping Violence Dunedin | Takiwā | Tatarua Community Youth Services | Tauranga Youth Development Team | Te Hā o Mātauranga | Te Karanga Charitable Trust | Te Kupenga Hauora – Ahuriri | Te Ora Hou | Te Rau Ora | Te Taiwhenua o Heretaunga | Thames Youth Centre | The Collaborative | The Dingwall Trust | The Light Project | The Logos Project | The Mixit Charitable Trust | The Peace Foundation | The Prince's Trust | The Salvation Army | Thrive | TKKM o Te Wānanga Whare Tapere o Takitimu | Toimata Foundation – Te Aho Tā« Roa | TOMM | UN Youth NZ | UNICEF NZ | Unitec New Zealand Limited | Upper Hutt Community Youth Trust | Upwards Ltd | Vector Group Charitable Trust | VIBE | VOYCE – Whakarongo Mai | WACT | Wakatipu Youth Trust | Wayne Francis Charitable Trust | Wellington City Council | Wellington City Mission – Mission for Youth | Wellington Regional Youth Worker Trust | WelTec | Wesley Community Action | Whakaatu Whanaunga Trust | Whanake Youth | Whanganui District Council Youth Committee | Whangārei Youth Space | Wintec | Workforce Development | Yes Disability Resource Centre | YMCA Central | YMCA Christchurch | YMCA Gisborne District | YMCA New Zealand | YMCA of Auckland | YMCA South and Mid Canterbury | YMCA Southland | YMCA Wellington | Youth and Community Works | Youth Health Hub, Health West | Youth Horizons Trust | YOUTH INSPIRE Trust | Youth Matter Mentoring | Youth One Stop Shop | Youth Services Trust, Whanganui | YouthLaw Aotearoa | Youthline Charitable Trust | Youthline Palmerston North | Youthline Wellington | Youthtown | YWCA of Aotearoa New Zealand | ZEAL | Zealandia | AND our personal and relational members, including our Korowai Tupu whānau. Thank you for championing positive youth development across the motu!

CEO Report

*Waiho i te toipoto, kua i te toiroa
Let us keep close together, not wide apart*

The 2019/20 year is likely to be remembered in history because of COVID-19. In the same way my grandparents talked to me about WWII, my children will tell their grandchildren about lockdown, queuing for the supermarket, daily news reports, Ashley Bloomfield, facemasks, and hand sanitiser. As I reflect on the youth development sector and young people in Aotearoa over this year, I hope our recollections also includes the memories of how we united together and cared for each other, as we navigated unprecedented times together.

Ara Taiohi's response to COVID-19 included the creation of our Digital Youth Sector Hub. This focused on sharing great ideas, stories, and resources, caring for people who support young people, and responding to immediate concerns. Our major in-person events Youth Week (We are speaking, are you listening?) and INVOLVE (Our Waka, New Seas) quickly pivoted into the digital space. Our Board and Korowai Tupu rōpū prioritised accessibility of membership in recognition of the additional funding challenges faced by many organisations. This included waiving applications fees for Korowai Tupu during lockdown, and membership fees for Ara Taiohi for the 2020/21 year. Our focus became about equipping those who work with young people to be as agile as possible.

While 2019/20 might be remembered for COVID-19, it is important that we see beyond this. October 2019 saw the launch of Aotearoa's refreshed youth development principles, Mana Taiohi. These principles are informed by Te Ao Māori, Aotearoa based research, as well as the voices of young people and those who work with them. Along with this was

the release of the Mana Taiohi self-review tool, supporting organisations to reflect on their youth development practice and how this can be further strengthened.

I want to thank our board as they supported Ara Taiohi to be strong organisationally during this challenging year. I particularly acknowledge Chris Davidson who was co-opted onto the Board for Annabel Prescott, who took an extended period of leave to focus on her organisation's response to COVID-19. Chris continues to serve on our Finance Audit and Risk Committee bringing his wisdom and expertise to this space. This year Morgan Butler is standing down, after a 2-year term. Their commitment to Te Ngākau Kahukura and Korowai Tupu has been outstanding, and their younger, grassroots perspective added so much depth to Board discussions and decisions.

The Ara Taiohi team has grown. We have welcomed OG Simon Mareko as our Strategic Sector Lead and the stunning Christina Leef as she leads the growth of Ngā Kaihoe and the Mana Taiohi revolution. Our administrator, Brenda Crooks, moved on to focus on teaching Te Reo, and the amazing Cassie Taurima has replaced her in this key role. Bethany (INVOLVE Lead), Zara (Korowai Tupu Manager), Joey (Te Ngākau Kahukura Training Lead), Moira (Te Ngākau Kahukura Project Lead) and Shannan (everything else) have all persevered and served the wider youth development community with passion and commitment. I also acknowledge the incredible mahi of Kirsten Le Harivel with our Digital Strategy and we were all excited to welcome the new little one to her whānau.

This team, with our rōpū and members are Ara Taiohi. Our mahi is important and makes a tangible difference for and with the young people of Aotearoa.

Jane Zinti

Statement of Service Performance

Ara Taiohi Incorporated
For the year ended 30 June 2020

Strategic collaboration: in 2019–2020 we have worked closely and collaborated with:

- The Collaborative Trust, SYHPANZ and the NZ Youth Mentoring Network via a Memorandum of Joint Operations – INVOLVE 2020.
- Youth Sector Rainbow Collective – advocacy on behalf of rainbow young people, Be There campaign – Te Ngākau Kahukura
- Auckland University – Literature Review, Factors that Influence Positive Youth Development and Wellbeing
- The Princes Trust NZ – Cohesion Conversation and Mosaic resource
- Shakti – “Let’s Deal With It” campaign.
- Vodafone New Zealand Foundation and MYD – Mana Taiohi principles of youth development.
- The Collaborative Trust – Review of Takiwā
- Senior executives of youth development organisations – Sector Leadership Rōpū
- Australian Youth Peak Bodies
- Scope Charitable Trust – Eco-mapping hui
- Stewardship groups for Youth Employability Aotearoa and Driving for Change
- UNICEF – Te Tai Tokerau collaborative travel
- Graham Dingle Foundation – Research Symposium
- Ministry of Health, Māori Health Directorate
- VOYCE Whakarongo Mai – Youth Week
- Nelson Tasman Youth Workers Collective and the Canterbury Youth Workers Collective – regional development of Korowai Tupu
- Shared office spaces: Youthline Auckland, RainbowYOUTH, Youthline Wellington and Community Research

Whakawhanaungatanga / Connected the youth development sector through:

INVOLVE: In response to COVID-19 the decision was made to pivot to a digital conference in August 2020, with an in-person conference in 2021, and a restart of the biennial rhythm from there.

Regional hui including: Korowai Tupu members hui, Te Tai Tokerau roadshow, Code of Ethics review consultation hui (2* of 10 regional hui completed, yet all 10 had a key contact to support with arranging the hui in that region. Regional location for these hui were: *Te Tai Tokerau**, *Auckland*, *South Auckland*, *Waikato*, *Taupō*, *Hawkes Bay*, *Palmerston North*, *Hutt Valley**, *Christchurch*, *Dunedin*. The remaining 8 of the 10 adapted to online consultation due to COVID-19).

Online hui (largely required due to COVID-19) including: Eco-mapping hui, Youth Systems Change Think Tank, connecting Youth Sector Rainbow Collective with the Ministry of Youth Development.

Membership: Membership has grown over the 2019/20 year. A significant influence on this was the decision to waive fees for this financial year due to the increased funding uncertainty as a result of COVID-19.

	2019/20	2018/19
Organisational members	181	164
Relational members	604	1060
Personal members	57	47
Korowai Tupu members	105	86

Communications: Regular use of e-updates, user friendly website and social media platforms. Website users remain constant at 26181 and mailouts are generally monthly, increasing to weekly during the COVID-19 national levels 4 and 3 lockdowns.

Sector Leadership: Informed and supported by the Sector Leadership rōpū.

Networks: We continue to connect with networks in South Auckland, Whangarei, Hawkes Bay, Te Awakairangi, Wellington Region, Porirua, Nelson/Tasman, Marlborough, Canterbury and Hamilton. Other regions have less established networks, and we have established key connections to support regional activities, including in Kaitiaki, Auckland, West Auckland, Taupo, Whanganui, Palmerston North, Taranaki, Dunedin, and Invercargill.

Korowai Tupu strengthening regional connections in regions developing regular hui for Christchurch and Auckland members.

Ngā Kaihoe: Proposed hui for Ngā Kaihoe delayed due to COVID-19. Active work on securing funding to support the development and strength of Ngā Kaihoe.

Te Ngākau Kahukura – supported development and capacity building of the Youth Sector Rainbow Collective.

Whakamanatanga / Raised the standards in youth development sector through:

Review of the Korowai Tupu Youth Work **Core Competencies** (ongoing).

Korowai Tupu: 33 new Korowai Tupu members (105 total). Ongoing professional development (transforming practice) process initiated. No member complaints received.

Training: Workshops delivered on the 9 Core Competencies (2), the Code of Ethics for Youth Work (12), Mana Taiohi (7) and the Cohesion Conversation (pilot).

Te Ngākau Kahukura: Rainbow training and coaching for youth development organisations, tertiary providers, philanthropic funders, service designers and government policy-makers; review and update of organisational self-audit tool.

Kōrero Café: Online interviews with authors from Kaiparahuarahi #2 about Mana Taiohi (10 interviews).

Youth Development Qualifications: Korowai Tupu endorsement of *Bachelor of Youth and Community Leadership (Youth Work specialisation)*. Representation on sector groups for youth development qualifications.

Review of the Code of Ethics: regional hui, consultation survey, one on one conversations, COE review panels (Mana Whenua rōpū, Social Media rōpū and Young people working with young people rōpū), submissions process. 3rd edition due for release in October 2021.

Mana Taiohi Review Tool: release of online review tool for organisations to survey governance, management and youth development workers on how they practice according to the principles of Mana Taiohi and the Code of Ethics. Results include recommendations for how to maintain or improve their youth development practice. 24 organisations have signed up for this tool.

Journal: Release of Kaiparahuarahi (the Youth Work journal) second edition, dedicated to Mana Taiohi.

Membership of the Commonwealth Alliance of Youth Work Associations to ensure connection to international developments.

Review of Takiwā: found the tool was not user friendly and required a high level of investment to help users receive its benefits. Ara Taiohi shared our learnings with the Vodafone Foundation to support the development of the Thriving Rangatahi Data Explorer.

Mosaic: supported by the cohesion conversation development of a resource and workshop to support young people and people working with them to have conversations towards racial cohesion.

Taiohitanga / Championed positive youth development through:

Youth Week: Our 2020 Youth Week campaign theme was 'E korero ana mātou. E whakarongo ana koutou? | We're speaking. Are you listening?'. Through Youth Week grants we allocated 43 events/projects that supported young people to be responsive in communities to the challenges of COVID-19. This included projects that focused on physical activity, care packages, and supporting wider whānau to engage online. This year we also created an interactive resource – a Youth Week journal. We dispatched over 3000 journals to young people across Aotearoa.

Release of the Mana Taiohi principles of Youth Development: These principles inform the way people work with young people in Aotearoa.

Representation of the youth development sector in working groups including Oranga Tamariki Professional Practice Group, national peer crowd steering group, the Ministry of Youth Development Youth Network Group, and the CCMD Children and Young People Satellite.

Presentations at hui or conferences included the South Island Secondary School Sport Conference, Neighbourhood Support Youth Engagement Hui and Youth Work.io.

Submissions/consultations on youth development related legislation and policy including the Youth Plan, the Social Work Registration Board's Scope of Practice, Ministry of Health forum and MOE Check and Connect, UN Convention on the Rights of the Child, Ministry of Health Psychosocial Recovery Plan, Mental Health and Wellbeing Commission Bill.

Te Ngākau Kahukura: worked with Stats NZ and researchers to improve availability of good quality data about rainbow young people.

Representation of Aotearoa Youth Development with other peak organisations/umbrella groups (such as ComVoices, Tick for Kids or the Australasian Youth Peaks).

Support of youth conferences including I-Lead, Festival for the Future and Youth Diversity Forum.

Rōnakitanga / Increased organisational and sector sustainability through:

- **Collaborative working spaces** in both Auckland and Wellington.
- **Organisational commitment to sustain staff** resulted in an increase in use of contractors and interns to support core mahi.
- **Te Ngākau Kahukura** – engaging with rainbow youth support organisations to understand needs during COVID-19, updates to the website to share information about issues for rainbow young people issues and sector responses to COVID-19.

- **COVID-19** has been the biggest threat to sustainability for the youth development sector. In response we established our Digital Youth Sector Hub (arataiohi.org.nz/home/navigating-the-pandemic-together). This was used during rāhui by nearly 5000 people who work with young people. The focus was to a central space for people who work with young people to support:
 - Sharing, stories and resources,
 - caring for the people who work with young people, and
 - responding to immediate concerns.

Kaihautuu

Ko te Atua too taatou piringa, ka puta ka ora.
Ngaa manaakitanga ki runga i a Kiingi Tuheitia me toona whaanau

Paimaarire

Kei ngaa mate o te waa, kauria raa ngaa wai o aroha, o roimata ki te
Wai o Rongo ki te wai o te ao wairua. E oki, e moe.

Taatou te hunga ora pai nei,

Teenaa koutou, teenaa koutou teenaa taatou katoa

Another 12 months have passed and we have been tested in our
resilience to be responsive in the wake of the corona virus. Ara Taiohi
had a wide range of activities and events planned in its calendar that
had to pivot to adapt to COVID-19 restrictions and I want to take this
opportunity to thank you, our members, for being adaptive with us and
still make time to connect with us across many online platforms.

The stand out for me as Kaihautuu is the investment made in the Nga
Kaihoe space and through effective partnership with the Vodafone
Foundation we are actively working to see this core part of our
mahi come to life as set out in the aspirations of those who built the
foundations of taonga that is Ara Taiohi.

I want to also acknowledge the Leadership of Ara Taiohi at the
operational level and pay tribute to the team for being so agile in their
service to those who call our sector home.

Naa te manaakitanga o te atua i runga i a koutou

PAIMARIRE

Matekino Marshall
Kaihautuu

Co-Chair

Talofa lava!

If you haven't already, give yourself a standing ovation for another
amazing 12 months! I know that so many of you, whilst managing your
own lives and families, are also supporting rangatahi who have been
seriously impacted by COVID-19 and the lockdowns. So I just want
to mihi to you and extend our gratitude for the excellent youth work
practice you continue to deliver and I sincerely hope that you are able
to find time to take care of yourself and stay fresh!

Led by our amazing CEO Jane Zintl, we have storming kaimahi who
time and time again balance careful planning with the agility and
flexibility of true youth workers to deliver on the go! This year we
have seen the launch of Mana Taiohi, that included the input of over
1000 rangatahi, 100s of kaimahi as part of that review. We also have
Christina Leef coming on board to connect with Ngā Kaihoe to support
Mana Taiohi training. The Self-review tool was launched that will help
individuals and organizations identify their strength and areas for
growth. INVOLVE had to be adapted and turned into a massive online
event! Te Ngākau Kahukura continues to grow and lead the mahi with
our LGBTIQ+ community and we reinvigorated the digital youth sector
hub in response to COVID-19. It has been a busy year!

The continued support from our partners, including MYD, show that
there is a commitment to excellent youth work practice and our drive
is to ensure that your mahi is recognized for the unique set of skills and
experience that you bring as a Youth Worker. It is not true that 'anyone
can be a youth worker'! We are an under-resourced sector, but we
know that all of you are in abundance of aroha, skills and commitment
to your rangatahi. You should feel proud for your mahi. We need to
continue the journey we are on to professionalize the sector and I
encourage all of you to come along the journey with Ara Taiohi as we
advocate for the sector. I look forward to continuing on this journey
with you and am excited for what the next year has in store for us all!

Manuia

Mataio Viliamu
Co-chair

Korowai Tupu

Korowai Tupu has had another year of active and growing membership. Now at 105 members, we have been working hard to stay connected to each other, transform the practice of Youth Work in Aotearoa and grow membership.

We held our first ever Korowai Tupu members hui just 1 week before Level 4 Lockdown hit. The kaupapa of this hui included networking, professional development and supervision. Although some members weren't able to attend due to increased travel restrictions, feedback from this hui was excellent and many connections and conversations have long since continued.

During the COVID-19 season of rāhui, we waived application fees and saw an increased update in applications. These were predominantly verbal, via video call, and were a huge highlight for myself and many of our membership committee.

Our active membership has had some great conversations including significant discussion around defining Youth Work and input into the latest edition of the Code of Ethics. We have endorsed a new qualification from Canterbury University and have received funding to boost membership in 2 regions. As our systems are slowly being refined, we have now shifted to an elected Korowai Tupu Rōpū, seeing our first nominations come to fruition at the 2020 Ara Taiohi AGM.

On behalf of the Rōpū, I would love to thank our membership committee and kaiārahi for their continued commitment to Korowai Tupu and holding our standard of membership consistent and high.

And of course my greatest appreciation goes to the amazing Korowai Tupu Rōpū (including Jane's involvement) for their brilliant expertise, guidance and friendship throughout a challenging year. Ngā mihi nui ki a koutou, he ātaahua o koutou ngākau.

Nā,

Zara Maslin
Korowai Tupu Manager

Te Ngākau Kahukura

Over the last year, Te Ngākau Kahukura has continued to develop as a national initiative working towards an Aotearoa where rainbow young people feel safe, valued, and that they belong. We have had establishment support from JR McKenzie Trust, The Tindall Foundation, Foundation North and the the Ministry of Youth Development.

Since COVID-19 arrived in Aotearoa, we have picked up a strategic focus on ensuring rainbow inclusion in COVID-19 responses. We have made submissions to the Psychosocial Recovery Plan, communicated with MSD and the Minister of Finance about specific rainbow sector funding, convened rainbow youth leaders to advise the Ministry of Youth Development about the impacts of COVID-19 on rainbow young people, advised local government, and presented issues to the Cross-Party Rainbow Working Group.

We have worked closely with the Youth Sector Rainbow Collective to develop the Be There campaign for whānau in response to lockdown pressures, and to source funding for the campaign and individual organisations' strategic needs. This has included psychosocial recovery funding for OUTLine, and project funding for Tiwhanawhana, RainbowYOUTH, PATHA and Gender Minorities Aotearoa.

We have shifted our training and coaching work online, and have delayed recruiting extra staff capacity while we assess work patterns and demand. Since the first lockdown, we have provided online training for government departments, philanthropic funders and tertiary institutions.

We have compiled and shared information online about supporting rainbow young people during COVID-19, and have advised researchers undertaking work on rainbow experiences of the pandemic. We have also continued engagement with Stats NZ on their development of a new Sex and Gender Standard, which will improve population data about transgender and intersex people.

We have worked with Ara Taiohi to identify strategic opportunities to improve rainbow inclusion across the youth development sector, for example in the refresh of the youth worker Code of Ethics, and by providing training for Korowai Tupu professional youth workers.

Moirā Clunie and Joey Macdonald

Financial Report

Statement of Financial Performance

Revenue	2020	2019
Donations, fundraising and other similar revenue	559,340	498,422
Fees, subscriptions and other revenue from members	48,835	252,580
Revenue from providing goods or services	254,315	266,517
Interest, dividends and other investment revenue	4,169	5,050
Total Revenue	866,659	1,022,570
Expenses		
Volunteer and employee related costs	533,589	347,540
Costs related to providing goods or service	289,349	561,961
Other Expenses	3,773	3,293
Total Expenses	826,711	912,794
Surplus/(Deficit) for the Year	39,948	109,776

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).

*Two grants received during the financial year from the Tindall Foundation (Operational Grant) & (Rainbow Ready Grant) do not have 'use or return' conditions attached. The full amount of these grants have been correctly recorded as income in the statement

So much gratitude to our supporters!



Statement of Financial Position

Assets	2020	2019
Current Assets		
Bank accounts and cash	582,605	337,380
Debtors and prepayments	75,165	157,663
Other Current Assets	-	144
Non-Current Assets		
Property, Plant and Equipment	5,819	5,465
Total Assets	663,590	500,652
Liabilities		
Creditors and accrued expenses	31,730	63,037
Other current liabilities	452,318	298,021
Total Liabilities	484,048	361,058
Total Assets less Total Liabilities (Net Assets)	179,541	139,593
Total Accumulated Funds	179,541	139,593*

of financial performance. The organisation has chosen to classify the unspent 'tagged' funds portion of these grants as a restricted reserve in line with the PBE SFR-A(NFP) reporting framework.

This financial reporting summary has been taken from the audited Performance Report of Ara Taiohi Incorporated for the year ended 30 June 2020. Copies of the Performance Report are available from Ara Taiohi on request.