

TĒNĀ KOE

Welcome to our Annual Report
for the year ended 30 June 2021



CEO REPORT



Titiro atu tō kanohi ki tairāwhiti ana, tērā uhi e rā kite atata, ka hinga ki muri ki a koe

Turn your face to the run and let the shadows fall behind you

I love this whakatauki as it acknowledges the light and the shadow we face everyday, and speaks to the strengths based/mana enhancing paradigm that comes naturally to the youth development sector.

That of choosing to focus and celebrate the good, as well as finding the beauty in both the shadow and light that impact our worlds, and those of the young people we serve. 2020/21 has been a year where the shadow of COVID-19 continues to impact us all, especially our whānau based in Tāmaki Makaurau. I honour and acknowledge the ripple effects of COVID and other events for taiohi, whānau and those who work with them.

In this context Ara Taiohi has many things to recognise and celebrate. Highlights of the year have included intentional development of Ngā Kaihoe (the network of Māori who work with Rangatahi), the commitment to whai wāhitanga through the launch of Rangatahi Regeneration, and the release of the much anticipated 3rd edition of the Code of Ethics for Youth Work in Aotearoa. We continue to engage in the digital space acknowledging the importance of accessing online support and training during seasons where this is the only option. This has included the release of the KnowPYD website and the pivot to offering the

Involve conference in a digital format. Where possible we have chosen to maximise our training and support kanohi ki te kanohi with us connecting in more regions in person that we have been able to before.

As always I honour and acknowledge the Board and various rōpū of Ara Taiohi, Korowai Tupu, Te Ngākau Kahukura and Involve. Excellent governance is essential for the health of any not for profit organisation, and our governance teams have served with wisdom, diligence and passion.

With increased demand the Ara Taiohi team has continued to grow. Te Ngākau Kahukura welcomed the kava loving Jono Selu and incredible Nyx Simons to the team. Our dynamic Korowai Tupu Manager Zara has welcomed her beautiful pēpi Piper into the world. Her maternity leave has been covered by systems guru Natalie Baker, supported by youth work OGs Saskia Walsh and Whetū Campbell. Caitlin Mason (previous super star intern) came on board to support INVOLVE 2021, and Rahma Siraj brought her magic to Youth Week 2021. We were so pleased to contract the capable and wise Hamish Keown to manage the development of the KnowPYD website. Daisy Lavea-Timo and her amazing wider team of facilitators were joined by Maseiga Taufua to start our Pacific

Warriors journey through talanoa. Steeped in mātauranga, Anaru Te Rangiwahakaewa joined our team as Kaitiaki Kaupapa for Ngā Kaihoe. Finally, we have loved having Arohanui West, Jordan Peipi, Maarie Mareikura-Ellery, Talei Bryant, Timena Iuliano and Vyann Kakau join the Ara Taiohi whānau as part of Rangatahi Regeneration. They have inspired us all and are great examples of how Mana Taiohi can be realised. These people have joined our team that continues to bring their best, every day. Si, Bethany, Shan, Cassie, Christina, Joey and Moira – thank you for your integrity and dedication to our team and our shared kaupapa.

As always the strength of Ara Taiohi comes from our members. Thank you for what you do every day, the seen and the unseen. It truly makes a difference, in both small ways and big. Together we are able to fulfill our vision Te Puawaitanga Taiohi o Aotearoa, supporting the thriving of rangatahi in Aotearoa.

Ngā mihi e hoa mā,

Jane Zintl
CEO, Ara Taiohi

FINANCIAL REPORT

STATEMENT OF FINANCIAL PERFORMANCE	2021	2020
Revenue		
Donations, fundraising and other similar revenue	807,517	559,340
Fees, subscriptions and other revenue from members	24,741	48,835
Revenue from providing goods or services	568,865	254,315
Interest, dividends and other investment revenue	1,809	4,169
Total Revenue	1,402,932	866,659
Expenses		
Volunteer and employee related costs	701,383	533,589
Costs related to providing goods or service	525,370	289,349
Other Expenses	4,447	3,773
Total Expenses	1,231,200	826,711
Surplus/(Deficit) for the Year	171,732	39,948

STATEMENT OF FINANCIAL POSITION	2021	2020
Assets		
Current Assets		
Bank accounts and cash	1,079,276	582,605
Debtors and prepayments	184,679	75,165
Other Current Assets	-	-
Non-Current Assets		
Property, Plant and Equipment	9,683	5,819
Total Assets	1,273,638	663,590
Liabilities		
Creditors and accrued expenses	130,382	31,730
Other current liabilities	67,911	452,318
Total Liabilities	922,364	484,048
Total Assets less Total Liabilities (Net Assets)	351,273	179,541
Total Accumulated Funds	351,273	179,541

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 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.

CO-CHAIR REPORT

Talofa lava! Oa mai oe? Kei te pēhea koe!? Ni Hao ma!? Giddy and how are ya mate!?

12-months ago we were celebrating coming out of COVID and settling into our little COVID-free paradise. Now, despite all the progress we have made as a country we remain in lockdowns and about to host our AGM online as we adapt to the Delta-variant. So, in light of all this our message to all of you is to continue looking after yourself, your colleagues and your friends/whanau as that will ultimately help you support your rangatahi. I especially want to mihi to our friends in Tāmaki Makaurau me Kirikiriroa still in lockdown as I write. We are with you and appreciate your efforts to get COVID under control for all of us. #staysafe

The Board are constantly amazed by the mountain of work the team at Ara Taiohi power through. We are blessed by the leadership of our amazing CEO Jane Zintl who leads a vibrant, hard-working and ever-growing team of superstar kaimahi! Through Ngā Kaihoe, Te Ngākau Kahukura, Pacific Warriors, Rangatahi Regen, Korowai Tupu, Youth Week, INVOLVE and other training / workshops and our advocacy on social topics of importance to our sector we cover a broad scope and I hope that you are feeling supported with your mahi.



I would like to mihi to the Board who continue to be agile in how we connect to provide support for Jane and the team. This has been a consistent kaupapa with Board members old and new in the 3 years I have been involved. The organisation is in a healthy position and we are confident in the leadership and direction that the Ara Taiohi is headed. Jane and team have put in a massive effort to grow support for the Youth Development Sector which not only contribute to quality Youth Work, but also work towards validating Youth Work in Aotearoa as a profession to be reckoned with! You hold quality relationships and bring the voice of the rangatahi to the table and YOU ARE TO BE RECKONED WITH!!

In closing I would just like to share this whakatāukī I was given during Mental Health Awareness Week “Ehara taku toa i te toa taki tahi, engari he toa taki tini” – “My strength is not that of one but that of many” – Ara Taiohi exists to support the sector. Our strength lies in the strength of all of you.

Ia Manuia

Mataio Viliamu
Co-Chair, Ara Taiohi

NGĀ KAIHOE REPORT

Ko te tīmatanga o te whakaaronui,
ko te wehi ki ngā Atua. Nana nei ngā
mea katoa.

Kia kotou kua whetūrangitia, haere
koutou, haere atu rā.

Hoki noa, ki a tātou te hunga ora,
tēnā noa tātou katoa.

Mauri ora.

12 months have passed since the revitalization of Ngā Kaihoe, despite some challenges – we have celebrated many accomplishments. From the initial whānaungatanga process in 2020 with Christina Leef, to our first Ngā Kaihoe wānanga back in April which brought together 50 Māori youth workers from across Aotearoa.

We had whānau from Te Waipounamu, Whanganui-A-Tara, Te Karu o Te Ika, Turanga-nui-a-Kiwa, Te Taitokerau and Waikato. This wānanga was an opportunity to hononga, to share korero/whakaaro and to weave together.



KO KOE KI TĒNĀ, KO AU KI TĒNEI I TE TAHA O TE WAKA.

We continued to build these relationships through our monthly online zoom meetings, which has explored different kaupapa.

May – Reflecting on our wānanga & sharing aspirations of the future.

June – Kaihoe sharing their youth week events in their community.

July – Celebrating Matariki with kaikorero, Raihānia Tipoki.

Ngā Kaihoe continues to grow, as more whānau Māori see the importance of this space. Which, not only inspires their practice as youth workers, but affirms the value of being Māori, the value of Tikanga Māori & Indigenous world views.

As we prepare to navigate the next stages of Ngā Kaihoe, we want to acknowledge all our Kaihoe who are currently paddling this waka – we also would like to thank Te Puni Kokiri for their continued investment in this kaupapa & for Te Iwi Māori.

Āio

Anaru Te Rangihakaewa
Kaitiaki Kaupapa Project Lead

RANGATAHI REGENERATION



Rangatahi Regeneration (RR) is a kaupapa weaving together rangatahi Māori and Pasifika from 5 rohe around Aotearoa.

Timena Iluliano (Ngāti Wai, Sāmoa, Tokelau), Vyaan Kakau Leef (Ngāti Ranginui, Ngai Te Rangī, Ngāpuhi), Arohanui West (Te Arawa Whanui), Talei Bryant (Fiji, Pākehā), Maarie Mareikura-Ellery (Ngāti Rangī, Ngāpuhi, Te Atihau-nui-ā-pāpārangi) and Jordan Peipi (Ngāti Porou) all serve rangatahi and hāpori in their current mahi and joined Rangatahi Regeneration with an interest in professional development. RR does provide professional development through facilitation fundamentals training to deliver Mana Taiohi around the motu but more importantly it focuses on strengthening our relationship with our indigeneity, our tūpuna and what it means to be an Indigenous young person in 2021.

INVOLVE 2020 (DIGITAL)



Following our first noho in April in Pōneke which focused on whakawhanaungatanga we continue to strengthen our hononga through our weekly Wednesday 2 hour zui. Each month our zui themes are whanaungatanga, personal/professional development, facilitation fundamentals and inspiration. We have explored and understood our strengths, facilitating online, putea 101 and recently had Councillor Tamatha Paul come and drop an inspiring kōrero to our Rangatahi Regeneration whānau.

The Rangatahi Regeneration whānau attended specific rohe to observe and codeliver a ‘taster’ section at the Mana Taiohi trainings. Attendees to these trainings varied from youth organisations, social services, iwi providers, public servants, health professionals and faith-based organisations.

In the 20/21 year we successfully ran INVOLVE 2020 Digital, where we hosted 4 keynotes and 20 breakout options, all online, across two days. With 1150 registrations, this was our biggest INVOLVE to date!

We acknowledge the support of Te Hīringa Hauora (HPA) and the Ministry of Youth Development which has allowed us to pivot and offer INVOLVE digitally, and for free! Moving to a digital setting, it was important that we didn’t diminish the kaupapa of INVOLVE – we still intended to offer high quality professional development, opportunities to network and build connections with other people from

The three rohe visited were:

- Kawerau (30 attendees)
- Ōtepoti (30 attendees)
- Tūranga-nui-a-Kiwa (32 attendees)

Impact thus far: The impact of the Rangatahi Regeneration kaupapa has sparked organisations to do a stocktake on their processes and involvement of rangatahi within their organisation, with an outset of providing space for rangatahi to lead and influence other rangatahi towards leadership and healthy hauora. There has also been a growing interest from rangatahi who are requesting to be part of the Rangatahi Regeneration cohort for 2022.

Christina Leef

Te Rarawa, Ngāpuhi, Aitutaki
Mana Taiohi Revolution Lead

different settings, and to celebrate our amazing youth sector. Going digital gave us the ability to increase accessibility, geographically and financially.

INVOLVE Webinars ran from November 2020 to February 2021 to further support the sector’s Professional Development needs during the pandemic. During this year we also continued planning for INVOLVE 2021 Reunion – a hybrid INVOLVE conference to be held in August 2021.

Bethany Walters

INVOLVE Project Lead

TE NGĀKAU KAHUKURA

Te Ngākau Kahukura has continued to grow our work towards an Aotearoa where rainbow people grow up feeling safe, valued, and that they belong in the places where they live, learn and access healthcare and social support.

This year we brought on a third core team member, as well as additional people to support projects. Our current team members have a range of expertise and sector relationships in sexual and family violence prevention, mental health, suicide prevention, public health, social work, gender-affirming healthcare, sexual health, housing and homelessness, youth development, and intersectional rainbow identities.

We have seen our advocacy and relationship building with key decision makers lead to new and improved prioritisation of rainbow communities within strategies and funding streams from the Ministry of Youth Development, Ministry of Health and Joint Venture for Family Violence and Sexual Violence. We have also focused on educating and supporting philanthropic funders to understand rainbow community priorities and needs, and to target their strategies to address these.

This year we started a multi-year project to support Auckland's housing and homelessness sector to grow rainbow competency, in partnership with RainbowYOUTH and co-funded by the Ministry of Housing and Urban Development, Auckland Council and Foundation North. Making Space will develop resources and education through a co-design process with people working in the housing and homelessness sector, and rainbow people who have lived experience of homelessness. Te Ngākau Kahukura is reviewing how its new Homelessness Lead role could be a model for systems change in other sectors, including the refugee and migrant sector and mental health services.

Growing the capacity of the rainbow support sector has been another key focus of the last year. We worked with the Rainbow Support Collective (RSC) (formerly the Youth Sector Rainbow Collective) to host a national hui and develop a national strategy and action plan for sector development. We collaborated with RSC, the Professional Association for Transgender Health Aotearoa (PATHA) and other rainbow organisations and networks on shared advocacy, for example on the Conversion Practices Prohibition Legislation Bill, proposed birth certificate reform and UN Convention on the Rights of the Child. We worked

Towards an Aotearoa where rainbow people grow up feeling **safe, valued,**

and that **they belong** in the places where they live, learn and access healthcare and social support.

closely with PATHA to develop policy and education initiatives, and worked closely with the Rainbow Violence Prevention Network to develop cross-sector priorities and initiatives. We collaborated with Rainbow Path to develop educational resources and co-facilitate workshops for staff of Red Cross, Asylum Seeker Support Trust, and Refugees as Survivors.

We also hosted a webinar series for the youth sector drawing on a range of rainbow community expertise. We have made significant progress on our five core strategies, and are currently reviewing our Theory of Change with a view to growing capacity to support systems change. We have also revised and updated the resources and links on our COVID-19 Support for Rainbow Young People webpage to reflect the ongoing shifts, challenges, and community priorities that are developing as the pandemic continues.

To keep up with our work, you can follow us on Instagram, Facebook, LinkedIn or YouTube, or check out our website to evaluate your organisation's practice with rainbow communities.

Moira, Joey, Jono and Nyx

Te Ngākau Kahukura whānau

KOROWAI TUPU

Te Ngākau Kahukura has continued to grow our work towards an Aotearoa where rainbow people grow up feeling safe, valued, and that they belong in the places where they live, learn and access healthcare and social support.

Across 2020/2021, Korowai Tupu continued to weave its journey as the korowai for professional Youth Work in Aotearoa. The major highlight for us all was seeing Korowai Tupu membership increase 21%, from 105 members to 133.

As a roopū, we began our year excited to have our first elected members, Charlie Eggleton (also Ara Taiohi board liason) and Isabel Lemanutau and quickly co-opted the amazing Rae Hoogeveen. They joined Rod Baxter (Chair), Lisa Hann, Morgan Butler, Zara Maslin (Manager), Jane Zintl (Ara Taiohi) and myself, Nikki Hurst. Across the year, we farewelled (for a wee while only!) Zara as she took maternity leave, with the very capable Natalie Baker stepping in to provide support alongside the incredible Ara Taiohi team. We are so grateful for the continued support of Ara Taiohi, as Korowai Tupu continues to emerge and solidify.

As we came to the end of the 2020/2021 period, we were proud to see Rod take on his new role, while, of course, incredibly sad to see him go. On behalf of the roopū and the broader Korowai Tupu membership, I want to mihi to the huge contribution Rod has made to Korowai Tupu through his leadership, ideas and time. We miss you friend!



Most of all, and
always and forever,

the highlight of
anything Korowai Tupu
is **he tangata.**

Other highlights across the year included:

- The inspiring mahi that Youth Workers engaged in across a year where “you’re on mute” became our most used phrase of the year
- The release of the 3rd edition of Kaiparahuarahi, focused on Youth Work responses to, and experiences of, Covid-19
- Sending out a huge thank you to the funders who supported the regional development of Korowai Tupu membership, particularly in the Nelson Tasman (amazing mahi Saskia!!) and Canterbury (thank youuuuu Rerenga Awa for your support!)
- Connection with, and lifting up through connections with Youth Work internationally through the Commonwealth Alliance of Youth Work Associations
- Engagement in increasingly change focused kōrero to support Youth Work in care and statutory contexts
- Support of kōrero to help others understand and engage with Youth Work, particularly at peak, professional and regulatory body level
- The making of a submission shouting NO at the Oranga Tamariki (Youth Justice Demerit) Bill (massive mihi to Christina for her incredible submission)

While we continued the mahi to:

- Bring together and facilitate our Education Providers group
- Shape the Transforming Practice system required for membership renewals
- Develop our restorative justice process (thankfully so far not required – but ready in case)

But most of all, and always and forever, the highlight of anything Korowai Tupu is he tangata. The giants whose shoulders we stand on, who dreamed of us for all those long years; those who committed to catching the dream and weaving it into our Korowai; and those who have leapt at the chance to join us as we write our own future. It is so exciting to be connected to you all, to be pushing for the mana of youth work to be understood and enhanced, and to stand together in our commitment to mana enhancing and ethical practice expressed in our Code of Ethics and through Mana Taiohi.

Lastly, and again, thank you to Ara Taiohi. Without your manaakitanga, wisdom and aroha, Korowai Tupu would not be.

Nikki Hurst

Interim Chair – Korowai Tupu

STRATEGIC COLLABORATION

In 2020-2021 we have worked closely and collaborated with:

COLLABORATION	COLLABORATORS
INVOLVE 2020 and 2021	The Collaborative Trust, SYPHANZ and the NZ Youth Mentoring Network
Be There campaign	Youth Sector Rainbow Collective
Literature Review, Factors that Limit Positive Youth Development and Wellbeing	Faculty of Education and Social Work, University of Auckland
Cohesion Conversation and Mosaic resource	The Princes Trust
Youth Engagement, Leadership and Governance	The Religious Diversity Centre
Thriving Rangatahi Population Explorer	Te Rourou, Vodafone Aotearoa Foundation
Sector Leadership Rōpū	Senior executives of youth development organisations
Youth Employability Aotearoa and Driving for Change	Stewardship groups
Youth Week	CCS Disability Action and Deaf Aotearoa, New Zealand Baha'i Community, Race Unity Aotearoa
Regional development of Korowai Tupu	Nelson Tasman Youth Workers Network and Rerenga Awa/Canterbury Youth Workers Collective
COE Launch and Symposium	South Auckland Youth Network
Professionalism Online Webinar	Youthwork.io alongside seven Australian Peak Bodies
Review of Real Work	Rerenga Awa Canterbury Youth Workers Collective, Wayne Francis Charitable Trust
KnowPYD	The Collaborative Trust
Shared office spaces	Youthline Auckland, RainbowYOUTH, Youthline Wellington and Community Research

STRATEGIC COLLABORATION

Whakawhanaungatanga/ Connected the youth development sector through:

- **Membership:** Increased membership has likely been contributed to by optional fees in ongoing response to COVID, interest in Ara Taiohi core functions and resources, and lower cost INVOLVE ticket prices as an Ara Taiohi member.

2020/21

Organisational members	213
Relational members	853
Personal members	111
Korowai Tupu members	133

- **Communications:** Regular use of e-updates, increased use of Instagram, user friendly website. Website users increased to 35,830 and mailouts are generally monthly, increasing when Alert Levels may change throughout the country.
- **INVOLVE:** INVOLVE 2020 was held online in August as part of the COVID “pivot”, with over 1150 registrations! The programme consisted of four Keynote Sessions and 20 Breakout Sessions. Feedback was overwhelmingly positive, and led the INVOLVE rōpū to move ahead with planning for an INVOLVE Reunion (in-person and online) for August 2021.
- **Sector Leadership:** Informed and supported by the Sector Leadership rōpū.
- **Networks:** we continue to actively work 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, Kawarau, Tai Rāwhiti, Taupo, Wanganui, Palmerston North, Taranaki, Dunedin, and Invercargill.

- **Korowai Tupu** Membership has grown to 133, with a large number of new members approved between July 2020 - June 2021. A particular focus on the Canterbury and Nelson/Tasman regions has been supported by regional funder.
- **Ngā Kaihoe:** Kōrero with Māori who work with Rangatahi across the motū culminated in with over 50 members gathering in Kirikiriroa to wānanga on how Ngā Kaihoe can develop. Monthly inspo-zui continue to build this network.
- **Pacific Warriors:** the start of talanoa with Pacific people who work with young people to explore strengths and challenges.
- **Te Ngākau Kahukura:** Supporting the Youth Sector Rainbow Collective to contract a coordinator, develop a strategy and advocate collectively for rainbow wellbeing.

Whakamanatanga/ Raised the standards in youth development sector through:

- **Korowai Tupu:** Ongoing transforming practice system implemented. Restorative committee strengthened, however no member complaints received.
- **Training:** Workshops delivered on the 9 Core Competencies (13), the Code of Ethics for Youth Work (30), and Mana Taiohi (20).
- **KnowPYD:** launch a website that connects people who work with young people to online training opportunities.

- Review of the Korowai Tupu Youth Work **Core Competencies** (ongoing).
- **Te Ngākau Kahukura:** rainbow training and coaching for youth development organisations, health and social services, tertiary providers, philanthropic funders, service designers and government policy-makers; review and update of organisational self-audit tool.
- **Youth Development Qualifications:** The Youth Development Education Providers group continues to focus on qualifications and training pathways.
- **Code of Ethics:** 3rd edition released with a focus on being informed by the principles of Mana Taiohi, and online Youth Work.
- **Release of Kaiparahuarahi 3,** the Covid edition.
- **Mana Taiohi Review Tool:** This tool is being reviewed to reflect the updated Code of Ethics.
- **Commonwealth Alliance of Youth Work Associations** membership supporting connection to international developments in Youth Work.
- **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.
- Strategic conversations with the Social Work Registration Board and ANZASW exploring the intersection between Youth Work and Social Work.
- Facilitating hui and conversations to support **Youth Work in a statutory context.**

STRATEGIC COLLABORATION

Taiohitanga/Championed positive youth development through:

- **Youth Week:** We funded over 80 events, across Aotearoa. From the 57 evaluations received approximately 9,700 rangatahi attended these events, approximately 200 rangatahi identified as gender diverse. Approximately 700 rangatahi had a leadership and/or volunteer role. Grants were supported by Ministry of Youth Development and Sport NZ. Collaborative partners included CCS Disability Action, Deaf Aotearoa, Race Unity Speech Awards, Arts Access Aotearoa and New Zealand Music Month.
- **Rangatahi Regeneration:** Working with a group of 6 Rangatahi who whakapapa Māori and Pasifika to become navigators in the Mana Taiohi principles.
- **Representation** of the youth development sector in working groups including Oranga Tamariki Professional Practice Group and the Ministry of Youth Development Youth Network Group.

- **Presentations or support for** hui or conferences including the Race Unity Speech Awards, Big Brothers Big Sisters National conference and the 24-7 National conference.
- **Submissions/consultations** on youth development/sector related legislation and policy including the Incorporated Societies Act, the Oranga Tamariki (Youth Justice Demerit Points) Amendment Bill and the Youth Hub Resource Consent application.
- **Te Ngākau Kahukura:** worked with Stats NZ and researchers to improve availability of good quality data about rainbow young people, and advocated for rainbow inclusion on national policies around youth development, mental health, violence prevention and related issues.
- **Representation** of Aotearoa Youth Development with other peak organisations/umbrella groups (such as ComVoices, Tick for Kids or the Australasian Youth Peaks).

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. Policies and procedures continue to be reviewed on a biennial cycle. Social Service Accreditation completed.
- Umbrellaing of **Te Ngākau Kahukura** to share infrastructure and work collaboratively.
- **Te Ngākau Kahukura:** Educating philanthropic and government funders about rainbow community needs to grow available sector funding, and supporting rainbow organisations to secure funding.
- COVID-19 continues to be a threat to sustainability for the youth development sector. We have continued to: maintain the [Digital Youth Sector Hub](#); share stories and resources; care for the people who work with young people, and respond to immediate concerns.

NGĀ MIHI

to OUR EPIC SUPPORTERS



AROHANUI, YOUR ARA TAIOHI WHĀNAU



ARA TAIOHI

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