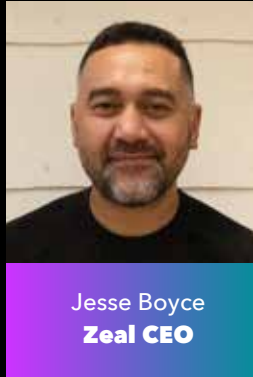




**ZEAL**

# 2022 Annual Report

July 2021 - June 2022



**“Through creating diverse spaces and building authentic relationships, we’ve had over 62,000 points of connection with rangatahi this year.”**

# CEO Report

## Kia orana,

It’s an incredible privilege to serve rangatahi. The last year has been significant for all of Aotearoa, and young people have been among our most resilient and resourceful during this time.

At Zeal we’ve seen young people flooding back into our centres after prolonged COVID-19 restrictions, energised to engage in skill development and learning. More than ever, they’re choosing to build connection with our youth workers both in-person and online, finding support to overcome life barriers and embrace their mana.

Relationship, or whanaungatanga, is the essence of what transforms a young person’s life. This informs our youth work practice and is backed by both research and our experience. Relationship, surrounded by access to spaces and activities that give an equitable shot to thrive, is what initiates and nurtures a young person’s healthy development into adulthood.

We know beyond Zeal, this has not been the experience of all young people, particularly those experiencing distress and disconnection. We exist to provide all young people access to spaces, opportunities and communities that can change their lives. So, as we reflect on the massive wins of the last year, we must also look to the challenge ahead with optimism and resolve.

The major highlight for me this year has been the incredible impact our team have enabled through youth development programmes and 1:1 youth worker support. Through creating diverse spaces and building authentic relationships, we’ve had over 62,000 points of connection with rangatahi this year. Our team are supporting more young people in our Māori, Pacific and Rainbow communities than ever, and we’re reaching rangatahi in important, new education and care settings.

For one young person, Jordan (name changed) Zeal has been a refuge. His previous school believed he had little-to-no shot at achieving at any level academically, but nearly a year into his journey with Zeal, he’s achieved enough credits to pass numeracy. I was lucky enough to celebrate this milestone with him and tautoko the incredible steps he had taken in his development. Our team knew Jordan’s success was possible with the right space to flourish, and the encouragement to speak life into his innate identity and capability. Jordan is one of hundreds of rangatahi who re-write their narratives through Zeal daily, achieving things many believed or even told them they couldn’t.

The absolute core of Zeal’s impact is our youth workers, our team who journey with young people day-to-day, supporting them through tough times, and celebrating them for all the richness they bring to our world. So, to our youth workers, thank you. Thank you to our dedicated board and team of support staff who protect and amplify this work. We can only do all this with the support of our partners and funders. We thank you with all our hearts for your contribution and your belief. We’re blessed to have such a supportive, dedicated whānau committed to this kaupapa. I hope this report gives you the same energy and inspiration it gives me, and that you’ll join us as we grow our impact in the year ahead!

**Jesse Boyce, CEO at Zeal**

**To make transformative spaces and experiences accessible to all young people, supporting rangatahi to connect to their mana, innate self-worth and sense of belonging.**



# How you make a difference

## Your impact

Your support enables all rangatahi (young people) who we engage with to feel seen, valued, safe, empowered and have an equitable shot to thrive.

## What you enable

By partnering with Zeal, here's what you make happen:



"I'll be moving outside of town soon, and someone said to me, 'oh, so you won't be able to go into ZEAL as much then huh?' Like, do you really think something like moving houses will stop me from being at ZEAL? No way! I'm not going anywhere unless they physically kick me out! This is my second home, and no one can tell me otherwise. Sure, I came for the programmes (and they're awesome btw) but I stayed for the people. My people."

**Jeannel, 16**



"As a kid who literally grew up out in the wop wops with nothing but trees all around, having the opportunity to EXPERIENCE this place has been nothing but a dream come true. I've always longed for a space where I can 'run away' to, meet new people, and learn new things outside of school. I had my first ever REAL girls sleep over with them, made lifelong friendships, and a family that makes me feel so comfortable and understood. In a loud world full of conflict, judgement, and negativity, Zeal is my safe space."

**Arihia, 16**

## Empowering rangatahi

Transformative spaces and inclusive communities where young people can be themselves, feel safe, valued and seen. We walk alongside rangatahi experiencing challenges - to help them live with mana, self-worth and a sense of belonging.

## Building skills

Pathways to further education and employment that ignite young people's passions and connect them to their innate abilities. They can learn skills and find new challenges and opportunities to define their own success, as well as gaining paid work experience to set them up for their next chapter.

## Engaging through technology

To meet rangatahi wherever we're needed, we expand Zeal's culture and experiences to digital spaces. This takes many forms, like connecting socially online, co-designing innovative online support technology with young people, and addressing the digital divide by teaching digital skills and getting devices to those who need them.

# Thank you for continuing to care

Lives have literally been saved, so celebrate the highlights, stories and impact you've made as you read the next few sections. None of this could have happened without your support.

**Zeal is a not-for-profit that relies on the generous support of key partners who we're proud to call whānau.**

Aotearoa Gaming Trust, Ara Taiohi Youth Week, Auckland Council, Betty Campbell Accommodation Assistance Grants, Chenery Memorial Trust, Chris and Melinda Leatham Charitable Trust, Creative Communities Scheme Auckland, Creative Communities Scheme Kapiti Coast, Creative Communities Scheme New Plymouth, Creative Communities Scheme Waikato, David Ellison Charitable Trust, DV Bryant Trust, Foundation North, Four Winds Foundation, Gallagher Charitable Trust, Glenice and John Gallagher Foundation, Hamilton City Council, Henderson-Massey Local Board, IHC Foundation, John Ilott Charitable Trust, Joyce Fisher Charitable Trust, Kapiti Coast District Council, Kiwi Gaming Foundation Limited, Lion Foundation, Lottery Grants Board, Milestone Foundation, Mike and Jen Ballentyne, MOE - Pacific Education Resurgence Fund, MSD COVID-19 Community Capability and Resilience Fund, MYD - Akonga Youth Development Community Fund, New Plymouth District Council, New Zealand Community Trust, Ngā wāhi Auaha Creative Spaces Fund, Nikau Foundation, Norah Howell Charitable Trust, NZ Music Commission Capability Grant, Oranga Tamariki - Ministry for Children, Pacific Inc Limited - Le Va Pasifika Suicide Prevention Community Fund, Pelorus Trust, Police Managers Guild Trust, Pub Charity, Rule Foundation, SkyCity Auckland Community Trust, SkyCity Hamilton Community Trust, Strathlachlan Womens Fund, Tasman Smith Charitable Trust, Te Hiringa Hauora/Health Promotion Agency - Youth Fund 2022, The Trusts - Your West Support Fund, The Trusts Waitakere, The Western Initiative, Thomas George Macarthy Trust, Tindall Foundation, Toi Foundation, Trust Waikato, Trusts Community Foundation, Tu Manawa Active Aotearoa, Vavasour Trust, Village Real Estate - For the People, Vodafone Aotearoa Foundation, Waitakere Local Board, Wel Energy Trust, Wellington City Council, Wellington Community Fund, Wellington Community Trust, Whau Local Board, Wilberforce Foundation, Wilks Charitable Trust, Winton and Margaret Bear Trust, and Yellow.

## Become part of the Zeal whānau

If you believe that every young Kiwi deserves to belong, be accepted on their terms, and have a real shot to thrive, you can help create change for thousands of young people.

Contact [hi@zeal.nz](mailto:hi@zeal.nz) if you'd like to invest in the future of young people by donating or gifting resources or your time. Together we can change the playing field for young people across the motu.

**Learn more at [zeal.nz/support-zeal/](https://zeal.nz/support-zeal/)**

# Why we're here

Every young person in Aotearoa has innate worth and mana, but many experience distress and disconnection. Zeal provides safe, welcoming, local and online spaces for young people to belong, learn skills, and overcome the tough stuff. Our youth workers walk alongside young people with realness, compassion, and aroha - no matter what. Zeal is like a whānau, where young people are seen, heard, valued, and accepted, and have a real shot to thrive on their terms.

## Our Mission

To make transformative spaces and experiences accessible to all young people in Aotearoa.

## Our Vision

All young people in Aotearoa living full lives of meaning and purpose.

# Impact across regions and online

## Empowering rangatahi

21,024

Young people at events

291

Event volunteers

373

Event performers

310

Total events

2,174

Total drop-in sessions

22,796

Young people at hangs, Zeal Nights, street youth work, gatherings, mentoring and online activities

## Building skills

18,453

Young people at creative workshops, activities and alternative education

1,817

Total programme sessions

140

Rangatahi gaining paid work experience

95%

Of programme participants rate their experience positively

84%

Of participants say they're more skilled thanks to our programmes

67%

Of participants say they're more confident in general thanks to our programmes

## Engaging through technology

748,772

Social media engagements

416

Attendance at co-design and computer refurbishing workshops

86

Rangatahi received donated computers

# Annual Zeal Survey 2021

## Feedback from young people

To measure impact and improve, we asked 163 young people to share their experience of Zeal, their challenges and aspirations. Our annual survey covers activities at Zeal to mental health and the effects of COVID-19 restrictions.

## Your impact

Thanks to our valued partners and supporters, rangatahi have a place to call home and a shot to thrive.

**97%** of young people say Zeal has had a positive impact on them

**96%**

feel supported and cared for at Zeal

**80%**

of young people say Zeal helped them find or connect with other places of support or good advice

**91%**

of young people feel they can approach staff if they have a problem

## Mental health

**67%**

of young people feel sad or down more than once a week, most days or more

**70%**

of young people feel stressed or anxious more than once a week, most days or more

**72%**

of young people at Zeal feel hopeful about their future

## COVID-19 Restrictions

**65%**

of young people said their mental health had been affected by lockdowns

**65%**

of young people experiencing mental health impacts were still experiencing them when we surveyed them

**46%**

of young people said lockdowns had affected how they felt about their future

# Direct quotes from rangatahi:

**Rather than spending afternoons doing stupid things, I have a crew of people that I can talk to and hang out with. People to receive wisdom and or suggestions from.**

I love how open you can be with everyone without being judged... You learn, laugh and get to know more people better... If my day's going bad, the only thing I look forward to is going to Zeal to set my mind off things.

**When I first started at Zeal, I was in a bad place but since going there I've been able to find help and get better and now I'm just vibing through life and it's a time.**

I have changed and it's because I've realized I don't have to hide in the dark and be sad, I can be positive and happy and not having to have the urge to cry and it feels great.

They are an amazing group of people who have time to listen to those struggling with mental health and also find time to connect with us digitally especially during lockdown.

**When I am at Zeal - I feel happy. Helping out there gives me such a positive vibe and makes me feel like I am making worthy contributions in my life.**

From the first day I started going, I have grown exponentially. I don't know where I would be personally. The people and opportunity give me purpose, they help activate my full potential.

It's made me a better person and helped me out of a really dark place.

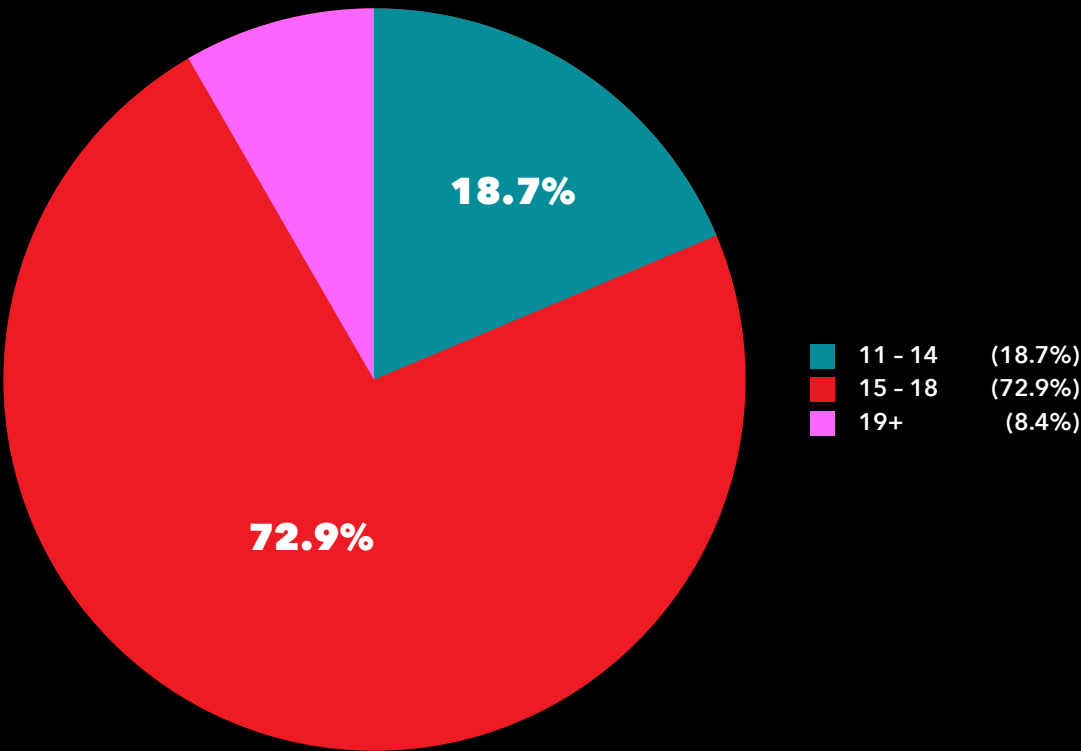
**Zeal and the members of Zeal was the first place I ever felt welcome by people and felt loved and appreciated.**

It's mainly opened doors I didn't know existed and now I'm seizing all those opportunities.

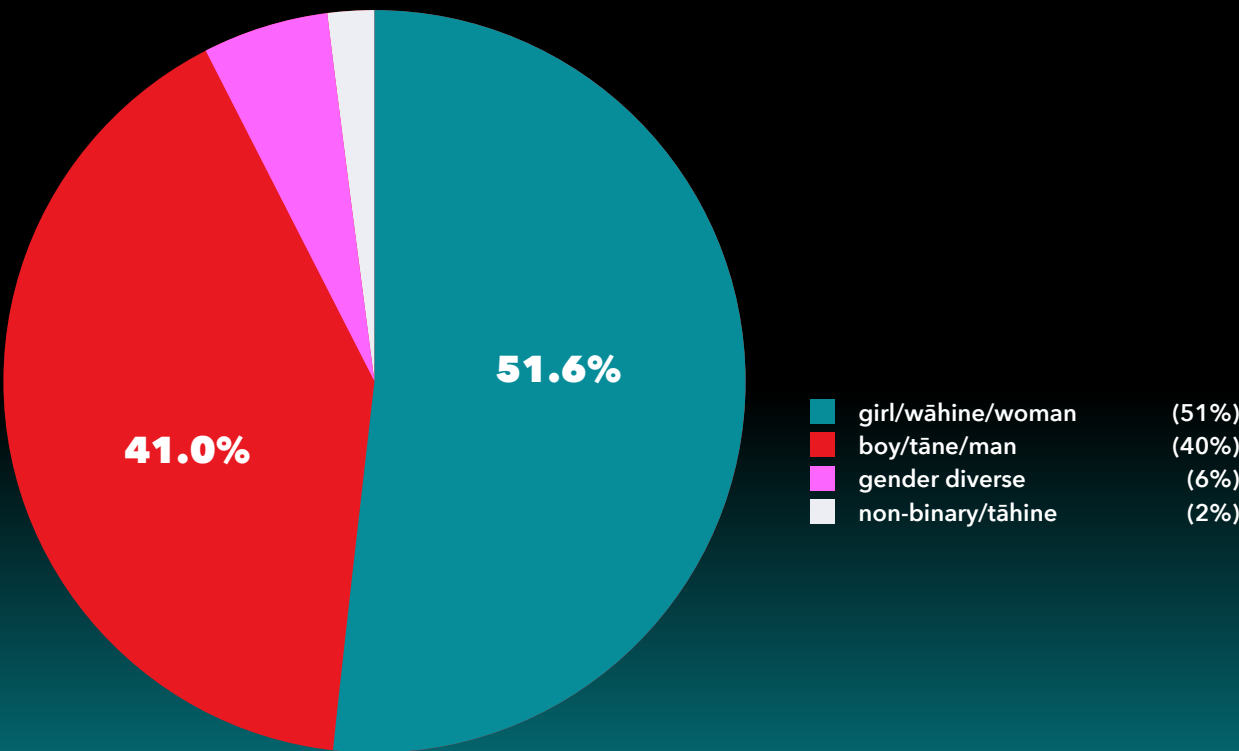


# Who took part in the survey

Age range



Gender identity



Amanda Pilbrow  
Chairperson

“We couldn’t have enabled this through over 62,000 points of connection without grants, funds, and those who recognise the mana in young people by choosing to partner with Zeal. Thank you to all who have backed us and embraced our kaupapa.”

# Chairperson’s Report

## Nau mai, Haere mai.

Investing in Zeal is investing in rangatahi, community, and the well-being and future of Aotearoa.

A lot of recent media attention has highlighted unhealthy behaviour from rangatahi. While this disconnect from their mana and dignity is disheartening and frustrating, it’s counter to the feedback, stories, and outcomes our board get to see through Zeal. We’re privileged to be constantly reminded why Zeal continues to be vital, relevant, and needed in Aotearoa.

It’s the stories, transformation and rangatahi themselves that speak the loudest. Dan, Yasmine, Jeremy, Karla, Izzy, Jason, and Dennis (featured in this report) are examples of why our board continue to volunteer our time, expertise, and support. These stories aren’t the exception, but the rule. They’re the continued commonality within Zeal as it broadens and deepens its impact in creative ways, but they never cease to surprise, move, and encourage us.

COVID-19 continues to add layers of complexity and challenge to hauora, oranga, and wairua. The barriers to connection, learning and opportunities, safe spaces, dignity, and mana are evolving. We’ve adapted and grown in increasingly creative ways, despite economic and practical pressures. The highlights, stats, and outstanding feedback from our rangatahi in this report are a credible and quantifiable testament to this.

We’ve continued to intentionally develop our culture in 2022. CEO Jesse Boyce has held intentionality, stewardship, and creativity at the heart of Zeal’s thinking, and forged strong bonds with our whānau of partners and supporters. Would it be strange to suggest there’s a sense Zeal is only just getting off the blocks, finding our stride? It’s an exciting place to discover ourselves as a Not-For-Profit. Growth and influence are in our future, and that of our rangatahi.

When rangatahi discover their dignity and mana, our whanau, communities and Aotearoa thrive. We couldn’t have enabled this through over 62,000 points of connection without grants, funds, and those who recognise the mana in young people by choosing to partner with Zeal. Thank you to all who have backed us and embraced our kaupapa.

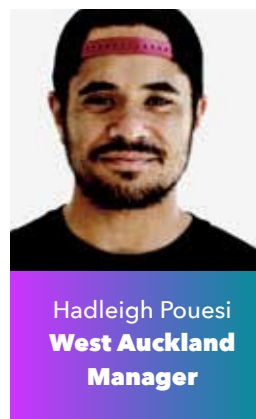
Thank you to our incredible board: Greg Eden, Helen van Orton, Glynis Sandland, Jon Chapman-Smith, and Murray Thatcher. Dave Christofferson has joined our board this year, bringing expertise in youth development and law enforcement.

Finally, I’d like to recognise our amazing youth workers, support staff, senior leaders and CEO. Thank you for your dedication, innovation and aroha.

I hope you’re as excited as I am to invest in rangatahi, community, and the well-being and future of Aotearoa by investing in Zeal.

Ngā mihi nui ki a koe,  
**Amanda Pilbrow**





Hadleigh Pouesi  
West Auckland  
Manager

# West Auckland

Malo le soifua! Wow, it has been an unprecedented year. We have spent half of our time in lockdown, and we have come back to a new world. From spending so much time in isolation, young people are hungry for connection and places that build belonging and identity. We are battling a growing culture of youth crime, youth gangs and substance abuse and we are on the front line to help bring some light and support to our community. We have responded to need, held space in crisis, listened and brought action. Zeal West has shown that we are a true staple in the West Auckland community and our team has put on for our young people.

## Highlights

- Distributing over 800 study packs, 400 food parcels, 100 play/sport packs and 500 hangi packs as a support for families through lockdowns.
- Getting back to regular programming post-lockdown with even better outcomes, and attendance numbers than we had before the pandemic.
- Starting our leadership programmes and providing a platform for many of our regulars to get paid work opportunities at Zeal West.

## What's ahead

- Continuing to grow our presence in schools and other communities through our in-school programmes and Street Youth Work.
- A second intake of our leadership programme.
- Epic events that engage a wide range of young people and create a place of belonging for marginalised communities.



## Meet Jeremy\* (he/him)

Jeremy came to Zeal West as a young man (10 years old) who wasn't in school and had just moved into a dangerous living situation. Jeremy started showing up to Zeal during lockdown and would flaunt gears and tech equipment he had pinched from the mall. Over a few months of connecting with the team, Jeremy found a space of belonging and support at Zeal. That meant we were able to work alongside a local school to get him enrolled. He is now a regular fixture at Zeal West, not only as a participant but as someone who helps set up our programmes and grow the culture of our Afternoon Hangs space. We continue to navigate the tough stuff with Jeremy but we're overall proud of his growth in such a short time and we're extremely excited to see what the future holds.

\*name changed to protect privacy



**10,850**

Young people  
at events

**73**

Event volunteers

**59**

Event performers

**220**

Total events

**3,535**

Young people at creative  
workshops and activities

**298**

Total programme  
sessions

**10**

Rangatahi gaining paid  
work experience

**5,351**

Young people at hangs, Zeal  
Nights, street youth work,  
gatherings, mentoring and  
online activities

**301**

Total drop-in  
sessions





Tony O'Rourke  
Hamilton  
Manager

# Hamilton

This year we've created a strong team, and been able to collaborate with organisations with similar kaupapa thanks to strong relationships we've built. I'm so proud of my team for creating an environment where young people feel at home, can belong and be safe.

Our programmes are pumping, we're in five different high schools in the region and we're already in conversations with others for next year. I can't wait to expand in both our programming and our heart for our rangatahi next year.

## Highlights

- Launching creative programmes in schools, a first for Zeal Hamilton. From starting the year in no schools, we are now in five, running nine programmes involving about 80+ students.
- Partnering with other youth organisations to pull off the biggest Youth Week event Hamilton has seen in a long time - with 600+ people coming through the doors at the Claudelands Events centre for our event, "Beast Mode".
- Not only continuing programming, but growing it over the lockdown period. More young people saw Zeal as a space to connect. The team hustled to stay connected to them, which made for even stronger connections when we got back together.

## What's ahead

- Increasing our in-school programming by partnering with at least five additional local schools.
- Creating safe hangout spaces/events for young people outside our normal hours as a response to some of the illegal activity happening in our community.
- Building our capacity to run additional programming by increasing our team of youth workers



## Meet Karla\* (she/her)

When Karla first came to Zeal last year she was very shy, but we were able to connect with her over some of our favourite board games. For some, this might sound like a small thing but for us it was a way we could get to know her and form a more trusting relationship. Karla has now completed both our singing and barista programmes where she has found confidence and developed new skills. She is also attending our Girls' Group which has provided her with a place of sisterhood and deep connection with others. We're so proud of Karla as she now helps hold the culture of Zeal with her peers and is someone we can always rely on to make other young people feel welcome and comfortable. We're really excited to see what the future holds for her.

\*name changed to protect privacy

4,007

Young people  
at events

62

Event volunteers

34

Event performers

25

Total events

2,222

Young people at creative  
workshops and activities

271

Total programme  
sessions

12

Rangatahi gaining paid  
work experience

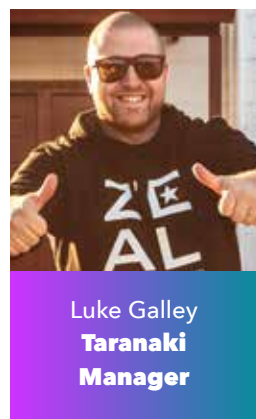
1,214

Young people at hangs,  
gatherings, mentoring and  
online activities

149

Total drop-in  
sessions





# Taranaki

We're privileged to have completed our first full year as an Alternative Education provider. We also formed our own Youth Advisory Group (voted in by their peers) who are already setting the vision for our next 12 months of events. We supported 50 rangatahi into paid work experience through the Ākonga Youth Development Fund. Some have already progressed to further employment. Thank you to everyone who has invested time, resources and aroha - none of this is possible without you.

## Highlights

- Provided alternative education to up to 12 talented rangatahi each term where they overcame barriers and smashed goals. Five have already gone on to further studies or work.
- Three students started KALTiki Compost, a business that collects food waste from businesses and turn it into compost. They've already partnered with four local businesses.
- Between COVID-19 alert levels, rangatahi hosted awesome events: a 90's party, a packed out Empowering Young Leaders' Day, a photography exhibit at Puke Ariki, and our first Alt Ed graduation.

## What's ahead

- Through several key partnerships we are looking to increase our reach to Ōkato and Inglewood through a range of youth development opportunities.
- Exploring the possibility of increasing our student roll in Alternative Education.
- We are really excited to be able to get back into a regular rhythm of hosting youth-led events again now that alert settings allow.



## Meet Dan\* (he/him)

Dan (17) was referred by his Pathways Advisor at school to do Gateway through Zeal Taranaki. When Dan arrived, he was very quiet but slowly began to talk more with our team. Dan connected straight away with one of our youth workers, Ryan, as they enjoy the shared passion of live sound and lighting. We provided a safe and thriving environment where he grew the confidence needed to pursue his passions. Overtime his skills grew and we were able to reward him with an employment contract running the sound desk for one of our weekly programmes and at events. Not only was he earning income, he had found his sense of purpose. Dan would message us to ask what else was happening at Zeal so that he didn't miss out on anything - he has obviously formed great friendships and is gaining great experience which will hopefully lead to success in his desired career as a sound engineer.

\*name changed to protect privacy



**67**  
Event volunteers

**42**  
Event performers

**27**  
Total events



**706**  
Total programme sessions

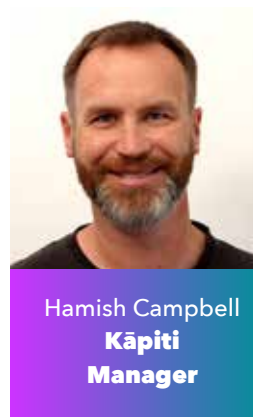
**53**  
Rangatahi gaining paid work experience



**1,022**  
Total drop-in sessions







# Kāpiti

The young people in Kāpiti have faced a volatile world over the last year, yet we've seen them show courage, resilience, and adaptability to get through it. At the same time the need for support, encouragement and opportunity is crucial. We are growing, our impact is increasing, yet we remain focused on providing a safe and inclusive environment where our young people can thrive and be seen. Looking ahead we are excited about new spaces and programmes that we believe will create greater positive outcomes for youth across Kāpiti.

## Highlights

- The number of young people at Afternoon Hangs has over double with up to 35 attending per day. This is due to our year 8 visits, increased presence at local colleges, and skyrocketing engagement on social media.
- Our Ōtaki Dance programme is up and running with four sessions per week engaging 45 young people.
- 40 rangatahi gained NCEA credits in Barista training in our work ready programme with 24 receiving paid work experience through Zeal and some going on to further paid employment.

## What's ahead

- Piloting a year 8 resilience and wellbeing programme impacting 100 - 200 students by the end of 2023.
- Building more capacity for engagement with rangatahi in Ōtaki through additional Afternoon Hangs sessions and creative programmes.
- Expanding creative programme options to include Film, Robotics, Art and Wellbeing.



## Meet Izzy (he/him)

Izzy (age 13) decided to check out Zeal after school and see what it had to offer. He expressed there weren't many things to do after school. Three hours later he didn't want to leave, he had found his place. Izzy was eager to do more at Zeal, so he decided to show up early to one of our regular events to help. A staff member asked him what he would be interested in to learn. Izzy was taken away by the lights so we set about teaching him how to set up a lighting rig. Izzy, now 16, is in charge of the lighting rig during all our Zeal events.

"If it wasn't for Zeal, I wouldn't have discovered the thing that I want to do as a job. Quite a lot of places don't have the resources or capability to let you do what you want in terms of lighting and I'm seriously thankful to Zeal for this and for letting me do whatever the heck I want with lighting. There really isn't any limit in terms of what you can do and can create at Zeal. It's like stepping into a second home." - Izzy



2,488

Young people at events

70

Event volunteers

148

Event performers

30

Total events

2,367

Young people at creative workshops and activities

291

Total programme sessions

24

Rangatahi gaining paid work experience

2,479

Young people at hangs, gatherings, mentoring and online activities

219

Total drop-in sessions





Tautiagna Faaeteete  
**Wellington**  
**Manager**

# Wellington

2022 has been my first year in my new role as Manager of Zeal Wellington. Our heart as a team has been to continue to connect with young people. We do our best to support and encourage them as they navigate their young lives. A lot of rangatahi had aged out of Zeal Wellington, so we've been connecting with a lot of new young people. The new young people who call Zeal home travel from as far as Wainuiomata and Porirua to our Nights and Afternoon Hangs. We have the best young people in Wellington, serving them and meeting their needs is a privilege.

## Highlights

- Lupe Photography has been a massive life-giving programme, with over 40 young Pasifika taking part to tell their story through the lens of the camera.
- During Youth week, two youth workers worked with a young man to produce a song and a music video telling his story about growing up in Naenae. At the end of the project, we hosted a private function where his whānau got to honour their son and celebrate his work.
- Zeal Nights continues to create a safe space for young people in the city on Friday and Saturday nights. This has been a highlight with over 1,432 coming through and 294 of them being new to Zeal this year.

## What's ahead

- We are in conversations with a partner to move into a new space as we continue to grow. We're excited to have the chance to evolve our mahi here in Wellington.
- We're continuing our strong Youth Development and Employment programmes and are dedicated to keep this mahi going.
- Investing in the Zeal Wellington team so we can be more effective in everything we do.



## Meet Jason (he/him)

Jason is a caring and compassionate young person who has always expressed love for his family and valued quality time with friends. Jason did very well in arts-based classes but despite this, didn't leave school with enough credits to access a tertiary course and struggled to find work. He joined the Zeal Barista programme and over the 10 weeks proved himself as a reliable and enthusiastic trainee, quickly learning the skills required to operate the machinery and run the café. Our barista mentors spoke very highly of Jason and frequently offered him additional shifts. Youth worker Euan was also alongside Jason helping him plan to achieve his future job aspirations.

As this mentoring relationship grew, Jason opened up more about his mental health. This helped us ensure our approach was safe and comfortable, whilst still exposing Jason to new things that challenged him. As Zeal supported Jason, he found confidence and independence as he applied for work which led him to a position as a barista. We are so proud of everything Jason overcame to succeed in this programme. He is a great example of a young person who is highly capable and with heaps of potential - but just needed encouragement and a little help to make sense of what he wanted and how to achieve it.



**19**  
Event volunteers

**90**  
Event performers

**8**  
Total events



**225**  
Total programme sessions

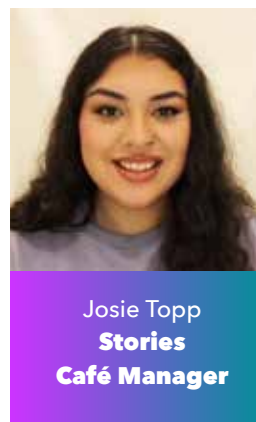
**34**  
Rangatahi gaining paid work experience



**349**  
Total drop-in sessions







# Stories Espresso Bar

Zeal's social enterprise, Stories Espresso Bar, provides training, work experience and employment gateways to our most at-risk young people. Thirty-four students have flourished into their potential and 10 have moved onto permanent employment positions where they get to put their training into practice. Before Joe, Stories previous café manager, moved overseas, he ignited a fire in me and showed me what Stories means to our young people. I'm looking forward to continuing this work and seeing more of our young people blossom into who we know they are.

## Highlights

- Ten young people have moved on to permanent paid employment, all in hospitality or customer service. We couldn't be more proud of them!
- A relationship seed with Mojo has been planted to open up employment opportunities after our young people have finished their course at Stories.
- Two rangatahi have gone on to further hospitality training since completing our course, having found a passion for hospitality.

## What's ahead

- Rebranding Stories to align even further with Zeal's recognisable brand.
- The story of what this space provides for young people is starting to get out there but we're ready to add fuel to that fire. Our goal is for Stories to be more of an attraction for Wellingtonians to want to come and support future hospitality superstars.
- Pursuing further partnerships to connect graduating baristas from Stories into permanent positions at other local hospitality businesses.



**34**  
Young people  
gaining paid work  
experience

**1,190**  
Hours of paid  
work experience  
delivered

## Meet Yasmine

Yasmine first joined our Barista course early in 2022. Beyond learning barista and customer service skills, Yasmine built amazing relationships with the Zeal staff. After graduating from the Barista course, she would come back to Stories to chat and share with the team, saying "Stories feels like home". Thanks to her dedication she was employed as our part time barista during the weekends. Yasmine is now working independently; she still lights us up with ideas for the café and shows enthusiasm to make Stories even bigger than what it is. We're so proud to have her on board and it has been a privilege watching her grow from not having any barista skills to being an employed barista. We can't wait to see what else she brings to the table.





# Digital

We've shifted gears, starting a new digital equity project, already pacing ahead of our year-one goals. This couldn't happen without the support of The Trusts Waitākere, Auckland Council's Western Initiative, our delivery partners and schools. Thank you also to our donors who've given over 200 computers already! Te Rourou and Drinksbiz provided essential support for market research in online support with our innovative co-designers and we continued our important online youth work through Instagram messenger and other online channels. Thank you for backing us, next year will be even bigger!

## Highlights

- Piloting three innovative online support tools designed by rangatahi for rangatahi, meaning seven young people got paid work experience. One mobile app was validated as effective, and worthy of referring to a friend through an 8-week closed pilot. This market research was approved by Te Roopu Rapu i te Tika (The New Zealand Ethics Committee).
- Kicking off our new digital equity project, 'West Tech', where West Auckland rangatahi in need of devices learn to refurbish donated computers, then get to take them home. We've received nearly 200 donated devices, gifted 86 to rangatahi so far and will get to divert over an estimated 1,300kg of e-waste from landfill.
- Piloting an exciting approach to bringing tech to rangatahi, by partnering with Hau Tutū Trust on an e-sports club, where rangatahi immediately connected as a team thanks to coaching from our youth workers.

## What's ahead

- Dialling up our digital equity impact by adding two new school and community groups, providing free internet to rangatahi in our programmes who need it, making our e-sports club an all-year programme, and putting on our first rangatahi tech expo.
- Seeking support to empower our rōpū of co-designers in Kāpiti to develop the first public-facing version of their online support app for rangatahi and go to market.
- Running a campaign, seeking over 1,000 donated PC laptops or desktops. If you're keen to help us connect hundreds of rangatahi to the digital world, please [donate a device](#)!

## Meet Dennis\* (he/him)

Dennis is part of one of our West Tech bilingual cohorts. When we first met him, he was reserved and didn't want to speak with us. After our tutor got up, shared a few jokes and shared his Pepeha, Dennis immediately stood up and shared his. As we got a few sessions into this term, Dennis grew in confidence and realised he's awesome at pulling things apart with his hands and putting them back together. In our fourth session, he was the first to figure out how to remove all the parts of his device required to make the machine work, so all the students gathered round and cheered him on as he raced to put it all back together. We're so proud of Dennis for bringing his whole self to Tech Club and leading with passion and humility.

\*name changed to protect privacy



114

Young people at co-design workshops and activities

55

Total co-design workshops

82

Young people supported through online youth work

7

Rangatahi gaining paid work experience

302

Young people at device refurbishing workshops

86

Rangatahi received donated computers

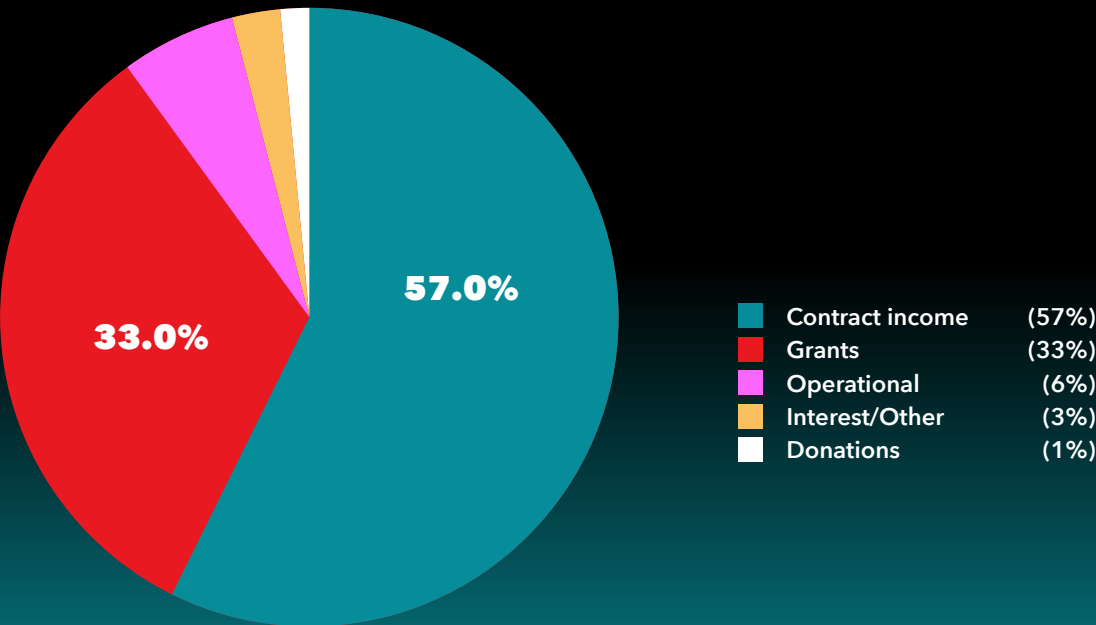
# Finances

## Profit and Loss Account

| Revenue                  | FY22             | FY21             |
|--------------------------|------------------|------------------|
| Donations                | 39,510           | 85,296           |
| Grants                   | 1,192,248        | 1,270,904        |
| Contract income          | 2,036,988        | 1,222,672        |
| Operational              | 206,922          | 270,316          |
| Interest/other           | 118,508          | 37,902           |
| <b>Total</b>             | <b>3,594,176</b> | <b>2,887,090</b> |
| Expenses                 | FY22             | FY21             |
| Volunteer/employee costs | 2,791,884        | 2,044,467        |
| Operational              | 761,334          | 678,048          |
| Depreciation             | 273,448          | 273,059          |
| Other expenses           | 63,170           | 71,974           |
| <b>Total</b>             | <b>3,889,836</b> | <b>3,067,548</b> |
| <b>Surplus/(Deficit)</b> | <b>(295,660)</b> | <b>(180,458)</b> |

Note: though this report shows an annual loss in our profit and loss, when you add back depreciation, in 2022, Zeal operated at only a small deficit.

## Income Sources



## Balance Sheet

| Assets                                  | FY22             | FY21             |
|---|------------------|------------------|
| <b>Current assets</b>                   |                  |                  |
| Bank accounts/cash                      | 928,010          | 935,851          |
| Debtors/prepayments                     | 27,274           | 29,367           |
| <b>Total current assets</b>             | <b>955,284</b>   | <b>965,218</b>   |
| <b>Non-current assets</b>               |                  |                  |
| Property/plant/equipment                | 1,525,302        | 1,718,311        |
| <b>Total assets</b>                     | <b>2,480,586</b> | <b>2,683,529</b> |
| <b>Liabilities</b>                      | <b>FY22</b>      | <b>FY21</b>      |
| <b>Current liabilities</b>              |                  |                  |
| Creditors/accrued expenses              | 62,658           | 83,789           |
| Employee costs payable                  | 124,252          | 96,738           |
| Unused donations/grants with conditions | 720,512          | 634,178          |
| <b>Total current liabilities</b>        | <b>907,422</b>   | <b>814,705</b>   |
| <b>Non-current liabilities</b>          |                  |                  |
| Loans                                   | -                | -                |
| <b>Total liabilities</b>                | <b>907,422</b>   | <b>814,705</b>   |
| <b>NET ASSETS</b>                       | <b>1,573,164</b> | <b>1,868,824</b> |
| <b>Accumulated Funds</b>                | <b>FY22</b>      | <b>FY21</b>      |
| Accumulated funds (or deficits)         | 1,573,164        | 1,868,824        |
| <b>Total Trust Funds</b>                | <b>1,573,164</b> | <b>1,868,824</b> |





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